



AGENDA

REGULAR MEETING OF COUNCIL - INDIGENOUS FOCUS

September 23, 2024, 9:30 AM
IN THE COUNCIL CHAMBER

SPECIAL NOTES:

*Public are encouraged to follow Council and Committee meetings using the live stream:
<http://www.calgary.ca/watchlive>*

Council Members may be participating remotely.

1. CALL TO ORDER
2. OPENING REMARKS
3. RECOGNITIONS
4. QUESTION PERIOD
5. CONFIRMATION OF AGENDA
6. CONFIRMATION OF MINUTES
None
7. CONSENT AGENDA
 - 7.1 DEFERRALS AND PROCEDURAL REQUESTS
None
 - 7.2 Protocol (Relationship) Agreement – Scoping Update, IGA2024-0941
8. POSTPONED REPORTS
(including related/supplemental reports)
None
9. ITEMS FROM OFFICERS, ADMINISTRATION AND COMMITTEES

9.1 CONSENT AGENDA ITEMS SELECTED FOR DEBATE

9.2 OFFICER OF COUNCIL REPORTS
None

9.3 ADMINISTRATION REPORTS

9.3.1 2023-2024 White Goose Flying Annual Progress Report, C2024-1023

9.3.2 Permanent Indian Residential School Memorial Project Update, C2024-1025

9.4 COMMITTEE REPORTS
None

10. ITEMS DIRECTLY TO COUNCIL

10.1 BYLAW TABULATIONS
None

10.2 MISCELLANEOUS BUSINESS
None

11. URGENT BUSINESS

12. CONFIDENTIAL ITEMS

12.1 CONSENT AGENDA

12.2 ITEMS FROM OFFICERS, ADMINISTRATION AND COMMITTEES
None

12.3 URGENT BUSINESS

13. ADMINISTRATIVE INQUIRIES
None

14. BRIEFINGS

14.1 Indigenous Gathering Place Update, C2024-1070

15. ADJOURNMENT

People, Innovation & Collaboration Services Report to
Intergovernmental Affairs Committee
2024 September 05

ISC: UNRESTRICTED
IGA2024-0941

Protocol (Relationship) Agreement – Scoping Update

PURPOSE

This report is a further acknowledgement of the Blackfoot Confederacy's (Siksika, Piikani, Amskaapiikani and Kainai Nations) request to create a Protocol Agreement with The City of Calgary and outlines the recommended approach for co-development. Administration is seeking Council's approval to apply to the Government of Alberta's Alberta Community Partnership fund and direction to proceed with Agreement development.

PREVIOUS COUNCIL DIRECTION

That the Intergovernmental Affairs Committee recommend Council to direct Administration, in support of The City of Calgary's commitment to the Truth and Reconciliation Calls to Action, to: Scope out and identify the resources needed to support Protocol Agreements with Nations; Begin with scoping and identifying the resources for a Protocol Agreement in response to the request made through the Mayor's Office 2023 November 16 by the Blackfoot Confederacy; and Report back to Council on the results of the scoping work and the resources required through the Intergovernmental Affairs Committee no later than the end of Q2, 2024.

RECOMMENDATIONS:

That the Intergovernmental Affairs Committee:

1. Forward Report IGA2024-0941 to the 2024 September 23 Indigenous Focused Regular Council Meeting, as an Item from Committee.

That the Intergovernmental Affairs Committee recommend that Council:

1. Direct Administration to commence Protocol (Relationship) Agreement development with the Blackfoot Confederacy, and report back to Council through the Intergovernmental Affairs Committee with the agreement for approval, upon completion.
2. Approve Administration's request to apply to the Government of Alberta's 2024-2025 Alberta Community Partnership fund to access matching grant dollars for protocol implementation.
3. Direct Administration to develop a sustainment plan for Protocol (Relationship) Agreements beyond 2026, and report back to Council through the Intergovernmental Affairs Committee in Q1 of 2026.

Protocol (Relationship) Agreement - Scoping Update

RECOMMENDATION OF THE INTERGOVERNMENTAL AFFAIRS COMMITTEE, 2024 SEPTEMBER 5:

That Council:

1. Direct Administration to commence Protocol (Relationship) Agreement development with the Blackfoot Confederacy, and report back to Council through the Intergovernmental Affairs Committee with the agreement for approval, upon completion.
2. Approve Administration's request to apply to the Government of Alberta's 2024-2025 Alberta Community Partnership fund to access matching grant dollars for protocol implementation.
3. Direct Administration to develop a sustainment plan for Protocol (Relationship) Agreements beyond 2026, and report back to Council through the Intergovernmental Affairs Committee in Q1 of 2026.

CHIEF ADMINISTRATIVE OFFICER/GENERAL MANAGER COMMENTS

General Manager Chris Arthurs concurs with this report and recommendations.

HIGHLIGHTS

- The Blackfoot Confederacy is the first Indigenous group to request a formal relationship agreement with The City of Calgary.
- Protocol (Relationship) Agreements can establish a framework of cooperation on areas that impact social, environmental, and economic areas, such as (but not limited to) areas that municipalities may be able to support. Agreements can serve as a commitment from both parties to continuously work together.
- The City of Calgary does not currently have Protocol (Relationship) Agreements with any First Nation or Indigenous group; the Province of Alberta has reached three First Nations agreements since 2019.
- Administration has completed its scoping to identify an approach, timeline and approximate resources needed to respond to this request.
- Administration will support agreement development by using partial funds from the one-time \$1.5 million over 2023-2026 earmarked for operations of the Indigenous Relations Office. For implementation, Administration is requesting Council direction to apply to the Government of Alberta's Alberta Community Partnership grant to leverage \$30,000 of matching dollars.
- In anticipation of future requests, The City is committed to meeting with any local Indigenous Nation who requests a Protocol Agreement with The City. Timelines for development will depend on the number of current requests and the resources available at the time of the request.

Protocol (Relationship) Agreement - Scoping Update

DISCUSSION

Background

On 2023 November 16, the Mayor's Office received a letter from the Blackfoot Confederacy requesting that The City of Calgary enter negotiations with the Blackfoot Confederacy on the development of a Protocol (Relationship) Agreement (see Attachment 1). Protocol (Relationship) Agreements can establish a framework of cooperation on areas that impact social, environmental, and economic areas, such as (but not limited to) areas that municipalities may be able to support. These agreements are legally non-binding, however, provide parameters and principles for how cities and Indigenous Nations can work together in a good way. To date, only the Blackfoot Confederacy has requested an Agreement, and Administration will consider any future requests received from local Indigenous Nations.

Agreement Scoping

To better understand the resources required and how Protocol (Relationship) Agreements can be developed, Administration undertook scoping work to inform its recommended guidelines. This included meeting with Canadian cities with established agreements and completing a desk review of additional resources to capture learnings and recommended approaches.

To further tailor and co-develop an approach specific to the Blackfoot Confederacy and City's relationship, Administration met with the Blackfoot Confederacy's intergovernmental staff to identify the following guidelines:

- **Using parallel processes** – This would include inviting an Elder to participate in initial meetings to guide the Agreement's development and hosting a Pipe Ceremony when the agreement is ready for signing.
- **Identifying and understanding mutual areas of interest** – Each party will take time to learn about one another's key areas of interest, which can be included in the agreement.
- **Leveraging existing templates** – Administration will borrow from the Blackfoot Confederacy's learnings with the Government of Alberta, to simplify the development process. Should this approach not meet the needs of both parties, other agreement options can be explored or developed.
- **Administrative co-drafting** – Administrative counterparts from the Blackfoot Confederacy and The City of Calgary will work together to draft the agreement with support and advice from their respective leaders.

These guidelines have also been shared with Blackfoot Confederacy's Chiefs during their August meeting.

Timeline and Resourcing

Administration anticipates that this Agreement will take approximately six months to develop. Some resources will be required to host an Administrative leader-to-leader information exchange, provide Elder honorarium(s), host a pipe ceremony and translate the completed agreement. Government Relations will use part of its earmarked \$375,000 per year (\$1.5 million over 2023-2026) for the Indigenous Relations Office to fund these expenses.

Anticipated costs for Agreement development are low relative to in-kind and financial costs for Agreement implementation. Implementation will require internal Administrative capacity (beyond

Protocol (Relationship) Agreement - Scoping Update

Government Relations), to develop and action agreed upon work plans in identified areas of service (see Attachment 2). Administration will also require a hosting budget for convening tables. To support this work, The City would like to apply for the Government of Alberta's Alberta Community Partnership grant, which provides up to \$30,000 of one-time matching funds for protocol agreement implementation. If successful, the funding will be used to pilot implementation structures, such as working tables or meeting schedules.

If the above resourcing plan is granted and implemented, Administration can sustain its work with the Blackfoot Confederacy until early 2026. This is based on the current pending request for one agreement and will not apply if additional requests are received and supported before year end 2026.

Having funds to sustain this work until 2026 will provide an opportunity to initiate implementation, monitor costs and develop a refined budget for future years. It will also inform resourcing for future requests from other Nations.

EXTERNAL ENGAGEMENT AND COMMUNICATION

- | | |
|--|---|
| <input type="checkbox"/> Public engagement was undertaken | <input checked="" type="checkbox"/> Dialogue with interested parties was undertaken |
| <input type="checkbox"/> Public/interested parties were informed | <input checked="" type="checkbox"/> Public communication or engagement was not required |

IMPLICATIONS

Social

The Federation of Canadian Municipalities states that protocol agreements demonstrate a clear long-term joint vision for community-to-community relationship, a willingness to heal past wrongs and the ability to renew relationships between communities. Agreements can also create a formal commitment that protects the relationship from a change in leadership and signals its importance to Calgarians and staff.

Environmental

Protocol agreements develop a framework that can support and facilitate joint environmental initiatives and resource sharing, which can result in more effective environmental stewardship.

Economic

In building and strengthening relationships with Indigenous Nations, agreements offer an opportunity to diversify and expand The City's economy through new businesses and partnerships.

People, Innovation & Collaboration Services Report to
Intergovernmental Affairs Committee
2024 September 05

ISC: UNRESTRICTED
IGA2024-0941

Protocol (Relationship) Agreement - Scoping Update

Service and Financial Implications

Existing operating funding - one-time

RISK

- There is a reputational and relational risk for The City if it declines this request or does not invest adequate resources in the process. This may be perceived as disrespectful and erode trust in The City's commitment to Reconciliation and its collaboration with First Nations.
- There is a risk that the project could take longer to complete than estimated since it is the first of its kind. In seeking to co-develop and use parallel processes, this could also lead to delays.
- There is a risk that once this Agreement is complete, other local First Nations may request an agreement, resulting in resource limitations and capacity constraints.

ATTACHMENTS

1. Blackfoot Confederacy Protocol Agreement Request
2. Implementation Resourcing
3. Presentation

Department Circulation

General Manager/Director	Department	Approve/Consult/Inform
Chris Arthurs	People, Innovation & Collaboration Services	Approve

Author: Government Relations

City Clerks: C. Nelson / J. Booth



Branch Office: 7535 Flint RD SE | Calgary, AB | T2H 1G3 | 587.287.1100

November 16, 2023

The City of Calgary Office of the Mayor
 Honorable Mayor Jyoti Gondek
 PO Box 2100, Station M, #8069
 Calgary, AB T2P 2M5
 www.calgary.ca

Dear Mayor Gondek:

Re: Protocol Agreement Negotiations

We, the Chiefs of the Blackfoot Confederacy, thank you for allowing us to host you and your staff on April 6 of this year. We were happy you could join and we look forward to continued networks between the City of Calgary and the Blackfoot Confederacy.

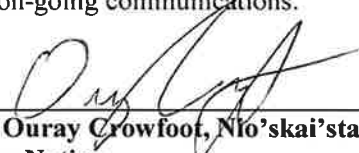
We provide this correspondence to your office, and to City Council, requesting to enter into negotiations leading towards a possible Protocol Agreement between the City of Calgary and the Chiefs of the Blackfoot Confederacy.

We would be honored to work with the City of Calgary on a variety of initiatives and believe this agreement would be the first step in addressing many concerns.

We would direct our staff to work with your office to provide the technical negotiations and submit an agreement for our approval.

We thank you in advance and look forward to our dialogue and on-going communications.


 Chief Roy Fox, Makiinima,
 Kainai Blood Tribe


 Chief Ouray Crowfoot, Nlo'skai'stamik
 Siksika Nation


 Chief Troy Knowlton, Kiaayo tokan
 Piikani Nation


 Chairman Scott Kipp, Natch'kato'pi
 Blackfeet Tribe



Implementation Resourcing

The implementation of Protocol (Relationship) Agreements is anticipated to be the most resource intensive phase because it often requires the development and sustainment of working tables that correspond to identified mutual areas of interest. The Blackfoot Confederacy and Government of Alberta's [Protocol Agreement](#) is one example. It outlines seven categories for working tables that are intended to meet semi-regularly.

Below is the anticipated implementation resourcing for The City of Calgary for every agreement reached. This will be refined in 2026 based on lessons learned from agreement development with the Blackfoot Confederacy.

Resource	Purpose/Description
4 City Project Managers or Subject Matter Experts with part-time availability	Staff will represent different service lines that correspond to working table categories. They will co-facilitate table discussions, implement action items or projects within their department, and liaise internally for reporting and approvals.
1 City Intergovernmental Relations Consultant	Staff will be the main point of contact for agreement development and support with organizing working tables or implementation structures. Staff will also be responsible for annual reporting on the Agreement.
City Convening Budget	Budget will be allocated to Elder honorariums, supplies and giftings for ceremonies, venue rentals (if required) and refreshments.

Protocol (Relationship) Agreement Scoping Update

IGA2024-0941

2024 September 5

Recommendations

That the Intergovernmental Affairs Committee:

1. Forward Report IGA2024-0941 to the 2024 September 23 Indigenous Focused Regular Council Meeting, as an Item from Committee.

That the Intergovernmental Affairs Committee recommend that Council:

1. Direct Administration to commence Protocol (Relationship) Agreement development with the Blackfoot Confederacy, and report back to Council through the Intergovernmental Affairs Committee with the agreement for approval, upon completion.
2. Approve Administration's request to apply to the Government of Alberta's 2024-2025 Alberta Community Partnership fund to access matching grant dollars for protocol implementation.
3. Direct Administration to develop a sustainment plan for Protocol (Relationship) Agreements beyond 2026, and report back to Council through the Intergovernmental Affairs Committee in Q1 of 2026.

Background

- Protocol (Relationship) Agreements establish a framework of cooperation for social, environmental, and economic areas of mutual interest for municipalities and Indigenous governments.
- In November 2023, The Mayor's Office received a request from the Blackfoot Confederacy to enter negotiations to develop a Protocol (Relationship) Agreement.
- The City of Calgary does not currently have Protocol (Relationship) Agreements with any First Nation or Indigenous group. There is an opportunity for this work to advance municipal Calls to Action in the White Goose Flying Report.
- In March 2024, Council directed Administration to return with a scoping update on the request.

Scoping and Proposed Approach

To inform the proposed approach, Administration met with other governments to learn from their experience developing Agreements and worked with the Blackfoot Confederacy to develop a collaborative approach. The following guidelines were drafted to support the process:

- Using parallel processes
- Identifying and understanding mutual areas of interest
- Leveraging existing templates
- Administrative co-drafting

Resourcing

- Administration will fund agreement development through one-time budget earmarked for the Indigenous Relations Office over 2023-2026.
- There is an opportunity for Administration to apply for additional matching dollars through the Government of Alberta's Alberta Community Partnership grant for Agreement implementation.
- These two funding sources will allow the work to be sustained until 2026 at which time a refined budget request may be presented.

Recommendations

That the Intergovernmental Affairs Committee:

1. Forward Report IGA2024-0941 to the 2024 September 23 Indigenous Focused Regular Council Meeting, as an Item from Committee.

That the Intergovernmental Affairs Committee recommend that Council:

1. Direct Administration to commence Protocol (Relationship) Agreement development with the Blackfoot Confederacy, and report back to Council through the Intergovernmental Affairs Committee with the agreement for approval, upon completion.
2. Approve Administration's request to apply to the Government of Alberta's 2024-2025 Alberta Community Partnership fund to access matching grant dollars for protocol implementation.
3. Direct Administration to develop a sustainment plan for Protocol (Relationship) Agreements beyond 2026, and report back to Council through the Intergovernmental Affairs Committee in Q1 of 2026.

People, Innovation & Collaboration Services Report to
Regular Meeting of Council
2024 September 23

ISC: UNRESTRICTED
C2024-1023

2023-2024 White Goose Flying Annual Progress Report

PURPOSE

The *White Goose Flying* annual progress report demonstrates The City of Calgary commitment to Truth and Reconciliation and implementing the Calls to Action in the *White Goose Flying Report*. It illustrates the journey underway as we better understand the conditions needed to advance Reconciliation, including continued learning, growing collaborations and building relationship in a good way.

PREVIOUS COUNCIL DIRECTION

That Administration bring the next Progress Report on *White Goose Flying* to the 2024 September meeting of Council.

RECOMMENDATIONS:

That Council:

1. Receive the 2023-2024 *White Goose Flying* annual progress report for the Corporate Record; and
2. Endorse Administration's commitment to update the *White Goose Flying Report* and Indigenous Policy in a manner that is inclusive of and engaging with the Treaty 7 signatory First Nations, the Métis Nation and urban Indigenous Calgarians.

CHIEF ADMINISTRATIVE OFFICER/GENERAL MANAGER COMMENTS

General Manager Chris Arthurs concurs with this report.

HIGHLIGHTS

Through the annual *White Goose Flying* progress report process, there is an opportunity to provide updates on the implementation of the Calls to Action by The City and its civic partners. Since the update in 2023, investment has grown, with an increased number of Indigenous people in Indigenous related roles and portfolios making an observable impact.

The Indigenous Relations Office (IRO), as The City's nucleus for Truth and Reconciliation, surveyed City business units, partner organizations and City Council in the summer of 2024. They reported several successes with the advancement of Calls to Action in 2023-2024, listed in Attachment 2.

All of these actions demonstrate The City's commitment to and progress on:

- Implementing Truth and Reconciliation Calls to Action and the implementation of the *White Goose Flying Report*.
- Increasing knowledge about the histories of the Original Peoples of this area.
- Fostering an environment where Indigenous leaders are supported by municipal institutions in making Moh'kinstsis (Blackfoot)/Otoskwunee (Michif)/Wicispa Oyade (Stoney Nakoda)/Guts'ists'l (Tsuut'ina)/Calgary the best possible city for our people.

2023-2024 White Goose Flying Annual Progress Report

DISCUSSION

In response to the Truth and Reconciliation Commission's 2015 final report, Council directed the Calgary Aboriginal Urban Affairs Committee, a citizen advisory committee to Council, to identify which of the 93 Calls to Action were actionable by The City. The result was the 2016 *White Goose Flying Report* which identified 43 Calls to Action across three categories: Own, Partner and Encourage. Council approved the *White Goose Flying Report* in 2016. Following the confirmation of children's unmarked graves at the former Kamloops Indian Residential School, a *White Goose Flying Report* update was presented to the Priorities and Finance Committee and adopted by Council in June 2021 (PFC2021-0887). Council reaffirmed its commitment to Truth and Reconciliation and directed Administration to submit a *White Goose Flying* annual progress update to Calgarians.

The annual reports show that while The City has made progress on numerous Calls to Action, there is still more it can do to advance Truth and Reconciliation. Reconciliation is the responsibility of everyone. Administration continues to provide support and resources to move forward on the journey of Truth and Reconciliation.

To advance the Calls to Action in the *White Goose Flying Report*, Council allocated \$1.5 million in one-time operating funds to support Reconciliation in the 2023-2026 budget cycle. Background and Previous Council Direction is included as Attachment 1.

In 2023, additional resources were allocated by business units, expanding leadership support, and including Truth and Reconciliation in service plans and budgets, to further advance associated Calls to Action. Business units who allocated new resources since then (e.g. Parks and Open Spaces, Recreation and Social Programs, and Arts and Culture) have made great progress on Truth and Reconciliation. A full list of The City's and its partners' achievements are listed in Attachment 2.

Trends noted, that particularly align with Call to Action 57 – Support awareness training to public sector staff and 45.iii - Reaffirm and Renew Treaty relationships.:

- **Awareness Training Increase** – Many business units reported new or expanded Indigenous awareness training for their teams'. Administration is making consistent efforts to increase Indigenous awareness of staff and leaders through internal and external training and inviting Indigenous Elders and Knowledge Keepers to speak at City events.
- **Embedded Indigenous-focused positions** - Business units or divisions with Indigenous-specific positions (such as Recreation and Social Programs, Parks and Open Spaces, Public Art, and Planning and Development Services) reported an increased number of actions in 2023-2024 compared with 2022-2023.
- **Engagement Increase** – Indigenous engagement and inclusion/incorporation on City projects and events is starting to become routine and right-sized to project scope.

Notable Progress and Projects:

- The Indian Residential School Permanent Memorial project has confirmed a site at The Confluence Historic Site & Parkland, and has initiated procurement processes to support design and construction phases.
- Facilities has begun construction on the Wicispa Oyade Indigenous Ceremony Room at the Municipal Building.

2023-2024 White Goose Flying Annual Progress Report

- Support for the successful bid for the 2027 North American Indigenous Games in partnership with Tsuut'ina.
- Events hosted: Indigenous Awareness Week, Orange Shirt Day and Métis Week, as well as an Indigenous Canada Day celebration.
- Indigenous placemaking and identification of culturally significant areas in City parks.
- The Indigenous Focus Council Meeting that was recommended in 2023 is being fulfilled on 2024 September 23.
- The Indigenous Procurement team has launched The City's program to increase economic opportunities for Indigenous companies. This builds on the momentum of other initiatives such as the 2023 Indigenous Economic Contribution Study conducted by the IRO with Calgary Economic Development.
- Administration continues to work towards an Indigenous Gathering Place.
- City Council continues to take part in Indigenous events, both formal and informally, to build connections and better serve Indigenous people. See Attachment 3 for a sample of work and events attended by Mayor and Members of Council.
- Indigenous persons who are over 18 and reside outside of Calgary within the Treaty 7 Region can now apply to be public members on The City's Boards, Commissions and Committees.

Broad, high-level next steps:

- Administration is committed to a review of the *White Goose Flying Report* and the Indigenous Policy. Both documents will be inclusive of all local Indigenous Nations, the Otipemisiwak Métis Government and urban Indigenous Calgarians based on ongoing engagement with Nation partners and the Calgary Aboriginal Urban Affairs Committee.
- Administration is conducting a review to optimize the IRO's role in The City and alignment across departments. The review intends to clarify the service types and levels sought by internal interested parties, the resources currently available, and any gaps or opportunities. The aim is to provide a detailed organizational assessment that will help shape the future structure and functions of the IRO, grounded in Reconciliation and relationship building.
- The IRO is conducting a corporate wide survey to determine staff's level of knowledge on Truth and Reconciliation Commission and the IRO to assist in identifying gaps and needs for future training initiatives.

Ideas/principles to be aware of:

- The IRO provides ad hoc and routine monthly consultation sessions to provide support and advice to all business units.
- Truth and Reconciliation is a journey that begins with awareness, and everyone is at a different place.
- Intergenerational trauma will take intergenerational healing (7 generations).
- Teachable moments happen in smaller circles and in person.
- Relationships are key in Indigenous communities. Relationships move at the speed of trust, and advancing the Calls to Action takes time and is gradual.
- Indigenous centred leadership grounded in Indigenous Ways of Knowing, Being and Doing.

2023-2024 White Goose Flying Annual Progress Report

EXTERNAL ENGAGEMENT AND COMMUNICATION

- | | |
|--|---|
| <input type="checkbox"/> Public engagement was undertaken | <input type="checkbox"/> Dialogue with interested parties was undertaken |
| <input type="checkbox"/> Public/interested parties were informed | <input checked="" type="checkbox"/> Public communication or engagement was not required |

Broad external engagement is not required as the intent of the *White Goose Flying Annual Progress Update* is to report about what The City of Calgary has done to implement Truth and Reconciliation Calls to Action.

The internal contributors were identified in the *White Goose Flying Report* as the business units responsible for implementing associated Calls to Action. Senior executive advisors from contributing departments were engaged and further validated the progress report and attachments.

The IRO convenes a monthly board meeting for the Indigenous Relations Coordinating Committee to keep Indigenous-focused business units informed of one another's work. The annual report is an opportunity to check in and connect with partner organizations.

IMPLICATIONS

Social

The advancement of Truth and Reconciliation Calls to Action is a key contributor to establishing mutually beneficial relationships with Indigenous people and communities. Through Reconciliation and relationship building, The City can better understand the needs and aspirations of Indigenous people and support their inclusion in civic life. There are beneficial impacts that Reconciliation, and the diverse perspectives of Indigenous people, can have on everyday decision making. Through transparent reporting on the Calls to Action, The City increases trust and relationship building with the Indigenous communities it serves.

Environmental

The City's Reconciliation efforts include learning from Indigenous people about their worldviews, including the interconnectedness of all living things, their respectful relationships with land and nature and incorporating Indigenous environmental stewardship and sustainable practices into climate action plans.

Economic

Reconciliation includes economic Reconciliation and offers The City an opportunity to create meaningful and mutually beneficial relationships that will contribute to collective economic prosperity. This includes addressing economic disparities experienced by Indigenous people through corporate structures and processes, creating improved employment opportunities and increased inclusion of Indigenous people in the full spectrum of economic opportunities.

People, Innovation & Collaboration Services Report to
Regular Meeting of Council
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ISC: UNRESTRICTED
C2024-1023

2023-2024 White Goose Flying Annual Progress Report

Service and Financial Implications

No anticipated financial impact

There are no additional costs in reporting back to Council with the implementation of the Calls to Action in the *White Goose Flying Report*. It is important to note the observable impact of investments in Indigenous roles and Indigenous people on the journey of Truth and Reconciliation.

RISK

Identified Risk:

- Limited progress on Reconciliation if there are not sufficient resources and support for associated business units to advance Calls to Action.

Likelihood & Impact to The City and Community:

- Negative impact to The City's reputation and credibility.
- Negative impact on Indigenous relations.
- Citizen and Indigenous people mistrust towards The City.

Impacts to priorities, desired results, and policies:

- Commitments to Calls to Action in *White Goose Flying* not fully delivered on.
- Indigenous Policy ways forward not implemented.
- Leader-to-leader relations impeded.

Corporate Strategies to ensure success:

- Make Reconciliation a priority at all levels of the corporation.
- Provide resources to units responsible for Reconciliation.
- Include advancement of Truth and Reconciliation in business planning cycles.

ATTACHMENTS

1. Previous Council Direction, Background
2. Administration and Civic Partner Actions taken in 2023-2024
3. Mayor and Council Work on *White Goose Flying* Calls to Action
4. Spotlight – Recreation & Social Programs
5. Spotlight – Calgary Public Library
6. Presentation

Department Circulation

General Manager/Director	Department	Approve/Consult/Inform
Chris Arthurs	People, Innovation & Collab Services	Approve

Author: Indigenous Relations Office

Background and Previous Council Direction

Background

Following the 2021 confirmation of unmarked children's graves at the former Kamloops Indian Residential School, Council reaffirmed its commitment to Truth and Reconciliation and directed Administration to submit an annual progress update on the implementation of calls to action in the White Goose Flying Report.

Previous Council Direction

2023 April 18

2022-2023 White Goose Flying Annual Progress Update, EC2023-0206

That the Executive Committee recommend that Council:

1. Establish an annual Regular Council Meeting with an Indigenous focus during the month of September, starting in 2024;
2. Direct Administration to incorporate the additional Regular Council Meeting into the Council Calendar for consideration at the annual Organizational Meeting of Council; and
3. Direct Administration to bring the next Progress Report on White Goose Flying to the 2024 September meeting of Council.

2021 June 21

White Goose Flying Update (Verbal), PFC2021-0887

The Priorities and Finance Committee recommend that Council direct Administration to:

1. Identify the advancement of Truth and Reconciliation Commission (TRC) Calls to Action as a priority for The City of Calgary and a responsibility of all leaders and staff;
2. Establish an annual report to Calgarians on the progress made on TRC Calls to Action where The City has either a direct (Own) or indirect (Partner or Encourage) role, as outlined in the White Goose Flying Report, reporting through the Priorities and Finance Committee; and,
3. Bring forward a request for a budget increase for the Indigenous Relations Office through the November 2021 budget deliberations that will accelerate the advancement of actions outlined in the White Goose Flying Report

2016 June 20

2015 Calgary Aboriginal Urban Affairs Committee Annual Update , CPS2016-0377

That Council: 2. Direct Administration to work collaboratively with the Calgary Aboriginal Urban Affairs Committee to develop detailed implementation plans to take action on the five streams of recommended Truth and Reconciliation Calls to Action identified in this report (Attachment 3).

2015 July 20
Truth and Reconciliation Commission, NM2015-17

NOW THEREFORE BE IT RESOLVED, that Administration report back to Council through the SPC on Community and Protective Services no later than May 2016, in conjunction with the CAUAC Annual Report, with recommendations on moving forward with TRC recommendations that are within the City's jurisdiction, and to provide an update memo to Council on progress on the review of the TRC recommendations and next steps no later than November 2015;

Administration and Civic Partner Actions taken in 2023 - 2024 on The City of Calgary's Implementation of Calls to Action in the *White Goose Flying Report*

OWN

Stream A: Public Awareness and Training

Action	WGF Recommendation	Responsible	Supporting	Status
#57 Awareness training for staff.	Review current HR practices, policies and training programs, and find resources for developing awareness and training programs for all City staff on Truth and Reconciliation.	Human Resources	Indigenous Relations Office, Climate & Environment, Water, Law, Community Strategies, Partners	<ul style="list-style-type: none"> • Indigenous Awareness (calgary.ca) website developed • Human Resources Equity, Diversity, Inclusion & Belonging (EDIB) team Indigenous awareness events during Experience Inclusion 2023.
#57 Awareness training for staff.	Identify gaps and opportunities to increase staff awareness about Indigenous culture and Truth and Reconciliation calls to action	Recreation & Social Programs, Community Services	Indigenous Relations Office, or other staff who work within an indigenous portfolio, Partnerships (Arts & Culture), Infrastructure Services	<ul style="list-style-type: none"> • Land Acknowledgement training and eLearning for Fair Entry management, front-line staff and Seniors Services Home Maintenance staff. • Fair Entry job postings shared with post-secondary Indigenous specific wellness centres to recruit more Indigenous applicants. • Arts and Culture training sessions, Tipi Training Sessions, TRC learning library • Business & Engineering Services (IS) team has a Leadership Development Program to incorporate EDIB, Anti-Racism, and Truth & Reconciliation. • Public Spaces Delivery (IS) has Truth & Reconciliation and Indigenous history at regular Town Hall events.

Action	WGF Recommendation	Responsible	Supporting	Status
				<ul style="list-style-type: none"> • CEMA Emergency Social Services has partnered with community groups and expanded training to better meet needs of the Indigenous community members in an emergency. • Real Estate and Development Services (IS) for the Aurora project, commenced Indigenous Awareness training and engaged Blackfoot Elders.
<p>#57 Awareness training for staff.</p>	<p>Identify gaps and opportunities to increase staff awareness about Indigenous culture and Truth and Reconciliation calls to action</p>	<p>Law, Legislative Services & Security</p>	<p>City Clerks, Law & Corporate Security Staff</p>	<ul style="list-style-type: none"> • Indigenous Education Series (3-hour eLearning) is for Corporate Security guards and sergeants • Added topic to City Clerk's Office EDIB committee • City Clerk's held a Blanket exercise at their town hall
<p>#62.i Develop curriculum for school children.</p>	<p>Collect and share resources on Truth and Reconciliation, for students in the City Hall School.</p>	<p>City Hall School</p>	<p>Indigenous Relations Office</p>	<ul style="list-style-type: none"> • Completed: City Hall School visits the temporary Indian Residential School Memorial • Revamping the content of the Municipal Tour program to include Indigenous Relations topics.
<p>#69.iii Support awareness programming in libraries, museums and archives</p>	<p>Inspire stories, and through its work with community partners including the Heritage Triangle, to coordinate and collaborate on exhibits and programming about the true history and legacy of Indian residential schools, in and surrounding Calgary.</p>	<p>Calgary Public Library and Civic Partners (The Heritage Park, The Confluence)</p>	<p>Partnerships BU (i.e., Wolf Trails Program for Indigenous Women, etc.)</p>	<p>CIVIC PARTNER - Calgary Public Library</p> <ul style="list-style-type: none"> • Community programming for Red Dress Day, National Indigenous History Month, National Day for Truth and Reconciliation and more. • Central Library hosted The Witness Blanket, a large-scale art installation created by master carver Carey Newman or Hayalthkin'geme (Ha-yalth-kingeme). • Elders' Guidance Circle allows community members to connect and learn from Elders in the Children's Lodge.

Action	WGF Recommendation	Responsible	Supporting	Status
				<ul style="list-style-type: none"> Indigenous Placemaking – permanent art installations by Indigenous artists connected to Treaty 7 now at eight locations in the library system. Powwow Trail 101 Program developed to create awareness of the powwow trail for non-Indigenous visitors and nurture respect for cultural traditions. <p>CIVIC PARTNER - The Aerospace Museum Association of Calgary</p> <ul style="list-style-type: none"> Indigenous peoples story exhibits, e.g. Commemoration for Indigenous peoples who served in the Air Force. <p>CIVIC PARTNER - Heritage Park Society</p> <ul style="list-style-type: none"> Truth and Reconciliation Day (September 30) at Heritage Park. Interpretive Programming focused on telling the stories of Metis and First Nations. <p>CIVIC PARTNER – The Confluence</p> <ul style="list-style-type: none"> Hired Star Crop Eared Wolf, from Kainai Nation, to reimagine the permanent exhibits in a way that reflects the true history of the land from and Indigenous perspective within the cultural centre.
#93 Create new immigrant's information kits	Develop a TRC handout for new immigrants and distribute it to immigrant serving agencies.	Community Strategies	Centre for Newcomers	This action has been completed. An Indigenous Toolkit for Newcomers has been created and distributed.

Stream B: Spiritual Healing, Culture and Arts Commemoration

Action	WGF Recommendation	Responsible	Supporting	Status
<p>#21: fund new healing Centres</p> <p>#22: recognize value of healing practices</p> <p>#48.ii: enhance self-determination in spiritual matters (practice, develop, teach and hold ceremony)</p>	<p>Work collaboratively to seek real estate, appropriate infrastructure, public buildings, gardens and parkland for Indigenous ceremonial, cultural, commemorative activities, as well as healing.</p>	<p>Real Estate and Development Services, Community Planning, Capital Priorities & Investment, Public Spaces Delivery, Climate & Environment, Customer Service & Communications (Engage), Partnerships, Parks & Open Spaces</p>	<p>Indigenous Gathering Place Society, City & Regional Planning, Law, Indigenous Relations Office, Calgary Aboriginal Urban Affairs Committee, Facilities Management</p>	<ul style="list-style-type: none"> Facilities has been working with the Indigenous Relations Office (IRO) to build a space for smudging ceremonies in the Municipal Building. Housing Solutions partnered with the Aboriginal Friendship Centre of Calgary (AFCC) to build an Elders Lodge through the Non-Market Land Sale in 2021. Housing Solutions: At least one site will be awarded to an Indigenous housing provider through the Non-Market Land Sale, to be announced in late 2024. Housing Solutions: Prioritized funding applications that support housing stability for Indigenous People as part of the 2023-2024 Home Program. Parks and Open Spaces (P&OS) has secured a building located on Medicine Hill to be the home of the P&OS Guiding Circle and Indigenous learning centre. P&OS works with all Nations on Traditional Land Use studies to identify places, plants and animals of significance for traditional uses. P&OS has worked with the Blackfoot Confederacy, Tsuut'ina Nation, and the Métis Government to secure 2 tipis and 1 trapper's tent for ceremony and

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>education. Working with the Stoney to complete this initiative.</p> <ul style="list-style-type: none"> • P&OS is working with Climate and Environment and the Blackfoot Confederacy to relocate some sweetgrass from a place slated for development (and hence the demolition of the sweetgrass) into a park for ceremonial and traditional uses. • Climate and Environment and City and Regional Planning staff attended a Blackfoot Beaver Bundle Ceremony. • Climate and Environment staff attended a Water Ceremony in acknowledgement of drought concerns and to give back to the water. • Engage Resource Unit is improving The City's Indigenous engagement, including meeting with the IRO and CAUAC to gain perspective and guidance when appropriate; collaborating with Indigenous strategists embedded in specific business units; and developing relationships with external agencies. This supports project teams in key projects including the Indian Residential School Memorial, Connect: Calgary Parks Plan, Medicine Hill, and the renaming of the Fish Creek-Lacombe CTrain station. • Community Planning engages with Elders on specific development

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>applications, outlines and policy plans, e.g. Medicine Hill and Alpine Park.</p> <ul style="list-style-type: none"> • Capital Priorities & Investment has confirmed the Indigenous Gathering Place Society's interest in land in and around the confluence and conducted a feasibility analysis. • Capital Priorities & Investment, Partnerships, and the IRO are developing a framework for new Civic Partners, like the Indigenous Gathering Place Society, is one potential proponent of healing centres and ceremonial spaces. <p>CIVIC PARTNER - Vibrant Communities Calgary (VCC) - Staff have sat on the Indigenous Gathering Place Society board for over 5 years.</p> <p>Real Estate and Development Services (IS) - Aurora Business Park will incorporate commemorative signage to acknowledge Blackfoot history.</p> <p>Public Spaces Delivery (IS)</p> <p>Ramsay-Inglewood Transit Orientated Development - Worked with Indigenous Relations Office and Cultural Landscapes to identify a goal of incorporating Indigenous ways of knowing, principles and values through interventions which are more</p>

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>meaningful, lasting and integrated into the fabric of the space.</p> <ul style="list-style-type: none"> • Eau Claire Community Hub – an Indigenous Elder smudged and blessed the Hub opening celebration in fall 2022. • Riverwalk West – RFP for the Prime Design Consultant required an Indigenous Lead on the project team. The Jury for the design competition included Indigenous members. The winning design incorporates thoughtful consideration of Indigenous values.
<p>#79.i,iii: create school site commemoration and framework #82: establish monument</p>	<p>Acknowledge and respect Calgary’s Indigenous archaeological sites.</p>	<p>Law, Community Planning, Public Spaces Delivery, Climate & Environment, Customer Service & Communications (Engage),</p>	<p>Indigenous Relations Office / Partnerships BU</p>	<p>The Indigenous Relations Office signed a partnership agreement with The Confluence Historical Site and Parkland where the permanent memorial will be created. The Memorial project team has hired a Professional Advisor to guide the project through its design competition process. The NPP (Notice of Planned Procurement) was released on SAP Ariba in April 2024 and the RFPQ (Request for pre-qualifications) will be released September 16, 2024.</p> <p>CIVIC PARTNER – The Confluence</p> <p>In 2023, The Confluence signed a partnership agreement with The City of Calgary’s Indigenous Relations Office for</p>

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>the development of the permanent site for the Indian Residential School memorial.</p> <p>Customer Service & Communications</p> <p>The Engage Resource Unit (ERU) provided strategy and implementation support.</p> <p>ERU's strategic support focused on engaging communities through agencies as opposed to traditional City-led events, in order to reach Indigenous community members where they are at. Engage also provided operational support at the events, which were led by the Indigenous Relations Office, and coordinated data analysis and the engagement What We Heard Report.</p> <p>Engage team members continue to meet with IRO project managers in order to adjust to the changing needs of the project as they arise.</p> <p>Real Estate and Development Services (IS): Aurora land development project completed archeological studies as per the Provincial guidelines, site visits were completed with the Blackfoot. Letters from each Nation describing the Aurora site and how it was part of Blackfoot history. In addition, RE&DS is funding three individual Traditional Land Use Studies completed by each of the three Blackfoot Nations. Based</p>

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>on the archeological report archeological sites will be preserved and some would be incorporated into the future plan for the site.</p>
<p>#83: create collaborative art that contributes to reconciliation</p>	<ul style="list-style-type: none"> - Identify principles of reconciliation in vetting processes for projects (including commissions and art installations) throughout the city, pertaining to Indian residential school and other types, of cultural commemoration - Increase indigenous representation (i.e., through public art opportunities such as Metis Trail and St. Dunstan's; commissioning and acquiring art that represents Indigenous people, banners a municipal building and Council chambers, hired Indigenous curator, BIPOC public art jury) - Grants for indigenous focused projects - Indigenized City processes (i.e. parallel procurement process of hiring indigenous artists) 	<p>Partnerships (Art & Culture), Parks & Open Spaces</p>		<p>A&C – St. Dunstan’s Residential School site: Public Art is working with several City departments and our partners at Calgary Arts Development (CADA) on the engagement with Treaty 7 Nations around potential commemoration/monument for the St. Dunstan’s Residential School site. This initiative is beginning in fall 2024. A lengthy engagement process is anticipated due to the sensitive subject matter.</p> <p>A&C - Stoney & Blackfoot Curator opportunities: Public Art has developed one mentorship opportunity for a Stoney Curator, as well as one opportunity for a Blackfoot Curator to work with The City’s Public Art collection. These calls will close in late July 2024, with the work anticipated to begin in fall 2024. All calls for Indigenous public art positions/ opportunities follow the Parallel Procurement approach.</p> <p>A&C – Curatorial Panel: Public Art has formed a Curatorial panel that will look critically at pieces proposed for the Public Art collection. The Curatorial Panel is made up of almost entirely BIPOC membership, and 51% of the members are from Treaty 7</p>

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>Nations. The panel has supported the Indigenous Curator in identifying and commissioning artworks from one Stoney and one Blackfoot artist in 2024-2025 to increase representation in the collection. It will be expanded to artworks from artists in the other Treaty 7 Nations in 2025-2026.</p> <p>A&C -Artwork loans to schools: Public Art worked with a Curator to develop “Tamaani”, a mobile Inuit art exhibit which is loaned out to local schools on a quarterly basis. The exhibit is in its second year and aligns with curriculum at elementary, jr high and high school levels. It is fully booked until 2026.</p> <p>A&C – Indigenous Artwork exhibit: As part of the 2024 Canada Day celebrations, Arts and Culture exhibited a collection of digital artworks from local Indigenous artists in the Municipal Building Atrium. Arts and Culture will be doing a larger exhibit of digital artworks by Indigenous artists in October 2024.</p> <p>A&C – Blackfoot Art initiative: Public Art is working with the Blackfoot Confederacy (BFC) on a community-led, City supported pilot project to showcase four Blackfoot artists from Pikanii, Siksika, Kainai and the Blackfoot Nation at prominent locations</p>

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>throughout the city. A funding agreement was developed between The City and BFC in 2023. Artists were selected in January 2024. The City is working with the BFC to find appropriate locations in which to display/install the work. This work is anticipated to be complete in 2025. If successful, this model will be expanded to the other Treaty 7 Nations.</p> <p>A&C – decolonizing monument (Famous 5) Public Art has taken feedback collected from the Mohkinstsis Public Art Guiding Circle regarding the history of the Women are Persons! (Famous 5) monument and has committed to telling a fulsome account of these figures when the artwork is re-sited. A historical report has been commissioned as first step at understanding the history, and several contributors including those with lived experience being from a racialized or impacted communities/groups have written pieces to help add context to this historical artwork. Educational materials and a potential artistic response will be developed in the coming 1-2 years using this background information.</p> <p>A&C – Guiding Circle: Currently in the early stages (procurement) of expanding the former Mohkinstsis Public Art Guiding Circle</p>

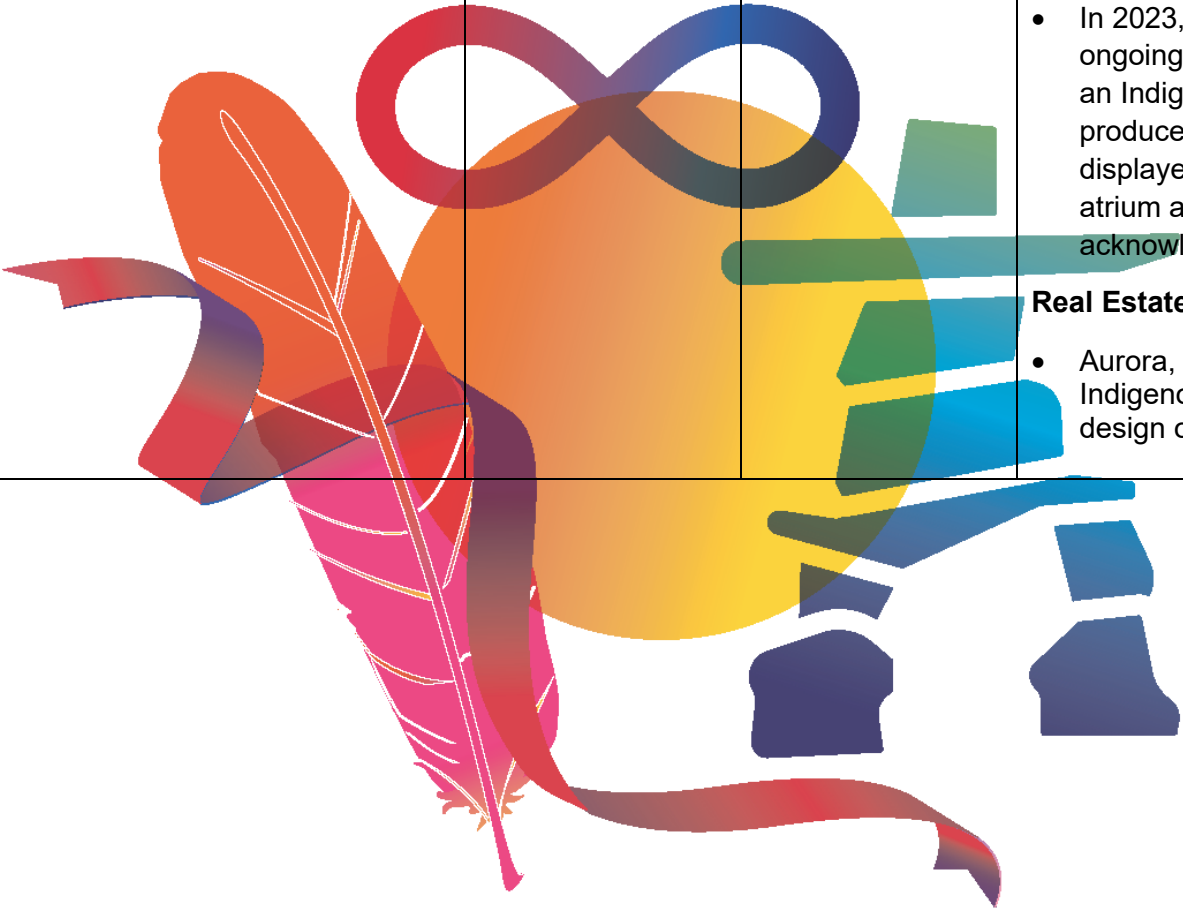


Action	WGF Recommendation	Responsible	Supporting	Status
				<p>and expanding its scope and membership to support the Arts and Culture division.</p> <p>Parks and Open Spaces (P&OS) has created 24 land acknowledgement signs and placed them in parks across Calgary. These signs also include a QR code where park visitors can listen directly to an Elder tell a related story. We included 3 stories from each of the Nations (including the Métis Nation) and had corresponding emerging artists/ designers/crafts people from each Nation created an image to accompany the story.</p> <p>P&OS has partnered with USAY (Urban Society for Aboriginal Youth) on establishing “Indigitrails” (these include digital artworks and associated stories) in 6 parks across Calgary.</p> <p>CIVIC PARTNER - Calgary Zoological Society</p> <ul style="list-style-type: none"> Issued an open call to Indigenous artists from across Canada to create seven original works of art celebrating connection to the land across different ecological landscapes. More than 50 applications were submitted and seven contracts were awarded to artists. Each piece was reproduced and installed on site in Wild Canada, while the originals

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>will be displayed prominently in an administration building.</p> <p>CIVIC PARTNER – Calgary Convention Centre Authority</p> <ul style="list-style-type: none"> In 2023, the CTCC provided space for an Indigenous art market to take place during the Calgary Stampede. Seen as a success, the Indigenous art market returned over the holidays and is scheduled to be at the Centre again in 2024. <p>CIVIC PARTNER - Calgary Arts Development Authority</p> <ul style="list-style-type: none"> CADA's grant programs are all open to Indigenous artists, and three programs are specifically designed by and for Indigenous artists: the Original Peoples Investment Program, the Indigenous Artist Microgrants, and the Honouring the Children program. Sponsored some Indigenous events such as the Authentically Indigenous Art Market and the Esquao Awards. CADA's <i>Create Calgary</i> magazine featured an Indigenous art cover story as well as other stories within its pages.



Action	WGF Recommendation	Responsible	Supporting	Status
				<p>CIVIC PARTNER – Contemporary Calgary Arts Society</p> <ul style="list-style-type: none"> In 2023, launched <i>Ksahkomiitapiiks</i>, an ongoing mentorship program that pairs an Indigenous mentor and mentee to produce a work of art that will be displayed in Contemporary Calgary’s atrium and act as a visual land acknowledgement. <p>Real Estate & Development Services (IS)</p> <ul style="list-style-type: none"> Aurora, the plan is incorporate an Indigenous inspired art and landscape design of future parks and open space.

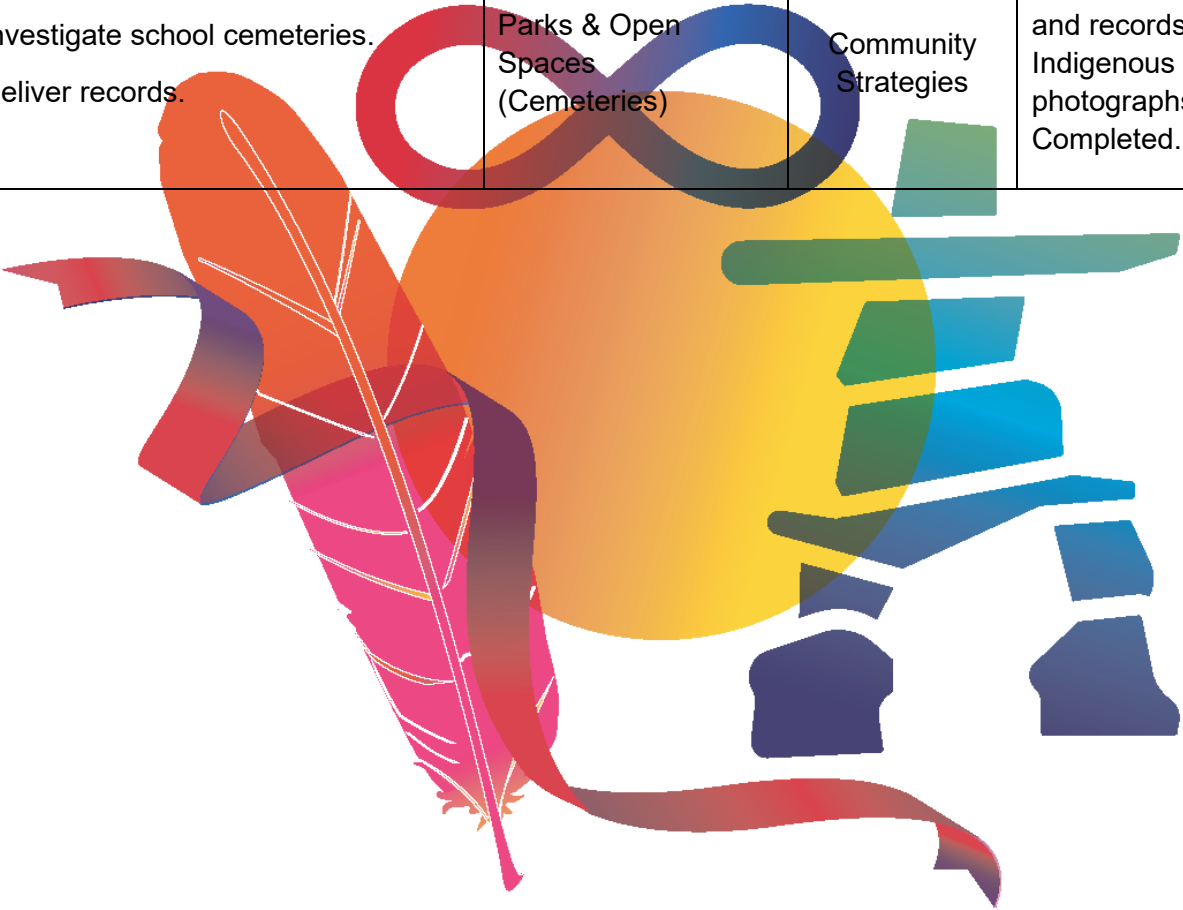


Stream C: Leadership-to-Leadership Relations

Action	WGF Recommendation	Responsible	Supporting	Status
<p>#45.iii: reaffirm and renew Treaty relationships, and maintain them for the future</p>	<p>Create the conditions for mutual respect and sustained collaboration on matters impacting Treaty relations and Indigenous peoples living in Calgary and area.</p> <p>Develop an Indigenous Declaration and report back in 2017, alongside the Indigenous Policy Framework.</p> <p>Established Indigenous Relations Governance Model (i.e., engagements with Elders Knowledge Circle, as well as members of the three Blackfoot Nations three Stoney-Nakoda Nations and the Metis Nation of Alberta, Region 3.</p> <p>Advance leadership-to-leadership relations (i.e., meetings with Siksika Nation, Blackfoot Confederacy, G4 Tribal Council and MNAR3, including site visits to Nations.</p>	<p>Mayor and City Council, Indigenous Relations Office</p>	<p>CAUAC (Calgary Aboriginal Urban Affairs Committee)</p>	<p>Leadership-to-leadership relationship building through meetings between the Mayor and Council and Siksika Nation, Blackfoot Confederacy, Stoney Nakoda Nations, G4 Tribal Council and Métis Nation of Alberta Region 3, including site visits to Nations, continue.</p> <p>City Council updated the eligibility rules so that Indigenous persons who are over 18 and reside outside of Calgary but within the Treaty 7 Region can now apply to be public members on the City's Boards, Committees and Commissions and Committees.</p>
	<p>Display a Treaty 7 flag at the Municipal Complex.</p>	<p>City Clerks</p>		<p>A permanent flag was raised on 2017 March 23 – completed.</p>

Stream D: Cemeteries & Records

Action	WGF Recommendation	Responsible	Supporting	Status
#75: investigate school cemeteries #77: deliver records	Investigate school cemeteries. Deliver records.	Parks & Open Spaces (Cemeteries)	Community Strategies	School Cemeteries have been investigated and records have been delivered. All known Indigenous related records, artifacts, and photographs are in the Archives holdings. Completed.



Stream E: Athletic Development and Heritage


Action	WGF Recommendation	Responsible	Supporting	Status
<p>#87: celebrate Indigenous athletics history.</p>	<p>Explore internally how to incorporate Indigenous content into the design and delivery of recreation/sports programs, services and facilities, specifically:</p> <ul style="list-style-type: none"> historical contribution of Indigenous athletes in and around Calgary; internal practices that could present barriers to participation. 	<p>Partnerships</p>	<p>Partners, Recreation & Social Programs</p>	<p>Historical contribution of Indigenous athletes in and around Calgary:</p> <ul style="list-style-type: none"> Sport Calgary, as a Sport for Life Policy strategy delivery partner, is engaging with the Siksika Nation and Miskanawah (an Indigenous led organization) to incorporate Indigenous sport and recreation into their All Sport One Community events. This allows both youth and adults to learn about and participate in traditional Indigenous activities. Sport Calgary is engaging with the Seven Chiefs Sportsplex to become a hosting site for their All Sport One Day events to invite those who do not normally visit Seven Chiefs to have the opportunity to visit and potentially take part in programming at that location in the future. Posters of local Indigenous athletes were created by Calgary After-School participants and posted at Southland and Village Square Leisure Centres to acknowledge Indigenous History Month in June 2024.

Action	WGF Recommendation	Responsible	Supporting	Status
				<ul style="list-style-type: none"> Southland Leisure Centre held a public event on June 21, highlighting Indigenous games. Indigenous games training was attended by programming staff in 2024 to integrate into program delivery.
<p>#88: enhance athletic development</p>	<p>Explore barriers to long-term Indigenous athlete development and growth (as per The City's role in recreational/introductory stages of Long-Term Athlete Development).</p>	<p>Partnerships</p>	<p>Recreation and Social Programs</p>	<p>Internal practices that could present barriers to participation:</p> <ul style="list-style-type: none"> GamePLAN is a long-term vision to shape The City's approach to delivering inclusive, accessible, and sustainable recreation services for the next 10 to 30 years. It will guide future business planning and investment, shape policy and The City's approach to partnering. GamePLAN will establish principles and a decision-making framework to inform current and future service planning, including recommendations for service levels and investments. Recommendations acknowledge the role of recreation in building community resilience and emphasize The City's commitment to equity and inclusion. One of GamePLAN's guiding principles, Recreation is a Right, will formalize The City's

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>commitment to ensuring all people living in Calgary have access to the benefits of recreation (e.g., reducing affordability barriers, applying an equity lens to capital investments, establishing or amending policies and systems to advance equity, developing tailored programming, etc.).</p> <ul style="list-style-type: none"> • GamePLAN has partnered with Indigenous-serving organizations to facilitate wisdom-seeking opportunities to better understand the significance of public recreation and barriers to participation for Indigenous Peoples, with a focus on Indigenous youth. Youth and community leaders identify the need for better representation of Indigenous Peoples in public recreation settings (i.e., programs, facilities, staffing, etc.). Other barriers include feelings of safety, financial and/or other sociocultural factors (i.e., the need for increased participation by Elders, availability for space that can accommodate smudging and ceremony, etc.). • Barriers to participation is a component that will be included for

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>review as part of the Elder In Residence pilot in summer/fall 2024.</p> <ul style="list-style-type: none"> An Equity Audit Tool for Recreation and Sport Spaces has been developed that includes the incorporation of Indigenous content and input. This tool assesses barriers that are currently present within the recreation and sport environment that would limit participation by Indigenous Peoples. The Sport Hub project is currently in development. This project aims to support the growth and development of local sport clubs, including Indigenous sport clubs, by facilitating access to long-term athlete development pathways. The full implementation of the Sport Hub project and evaluation of its impact are expected to be completed by the end of 2028.
<p>#89: deepen policies to promote physical activity. #90: establish stable funding, programs for</p>	<p>Explore how to enhance Indigenous participation via policies, programs and initiatives including, but not limited to, anti-racism awareness and training programs.</p>	<p>Partnerships</p>	<p>Recreation & Social Programs</p>	<ul style="list-style-type: none"> Recreation & Social Programs' Indigenous Program Liaison has provided several staff training sessions regarding Indigenous Ways of Knowing and Protocol to inform program development and planning. Recreation & Social Programs collaborates with an Elder Advisory

Action	WGF Recommendation	Responsible	Supporting	Status
coaches, anti-racism awareness				<p>Committee to provide consultation to programming teams to ensure Indigenous content and curriculum for programs and staff training follows Indigenous protocols and is culturally safe.</p> <ul style="list-style-type: none"> Recreation & Social Programs is currently building an Equity & Innovation team with the responsibility of developing strategic plans, policies, action plans and recommendations to advance Indigenous participation in and remove barriers to recreation activities.
#91: include Indigenous participation in international gaming bids	Enhance Indigenous inclusion (as per The City's roles and obligations) when bidding and hosting national/international amateur sporting games and events.	Partnerships	Recreation & Social Programs, Calgary Sport Tourism Authority	<p>CIVIC PARTNER – Calgary Arts Development Authority</p> <ul style="list-style-type: none"> Both Patti Pon (President and CEO) and Sable Sweetgrass (Director, Engagement and Reconciliation and member of Kainai Naton of Southern Alberta) were invited to be part of the bid committee for the North America Indigenous Games that this region will be hosting in 2027. <p>2024 Special Olympics</p> <ul style="list-style-type: none"> Seven Chiefs Sportsplex was a host site for the 2024 Special Olympics.

Action	WGF Recommendation	Responsible	Supporting	Status
				 <p>Intentional relationship building took place with Tsuut'ina Nation including collaborating for a school program launch event, creation of coloured post cards and bracelets made by Tsuut'ina schools that were included in the athlete welcome kits and planned field trips during the Games. Under the advisory leadership of Brent Dodginghorse, special events and ceremonies were produced with the Indigenous Community, showcasing local Indigenous languages, Elder blessings and teachings, drummers, and dancers.</p> <p>2027 North American Indigenous Games</p> <ul style="list-style-type: none"> The bid committee won the opportunity to host the 2027 North American Indigenous Games - the largest multi-sport and culture event for Indigenous youth on Turtle Island. We are encouraging and assisting our local recreation and sport partners who will be hosting sites for the games. <p>2030 Commonwealth Games</p> <ul style="list-style-type: none"> The City explored a 2030 Commonwealth Game bid where the

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>Enoch Cree Nation and the Tsuut'ina Nation were meaningfully included as bid partners. In the bid's development stage, the intention of the games was to be one of advancing Reconciliation and building a vision as Albertans that we could collectively work towards.</p>



PARTNER

Stream F: Adult Justice

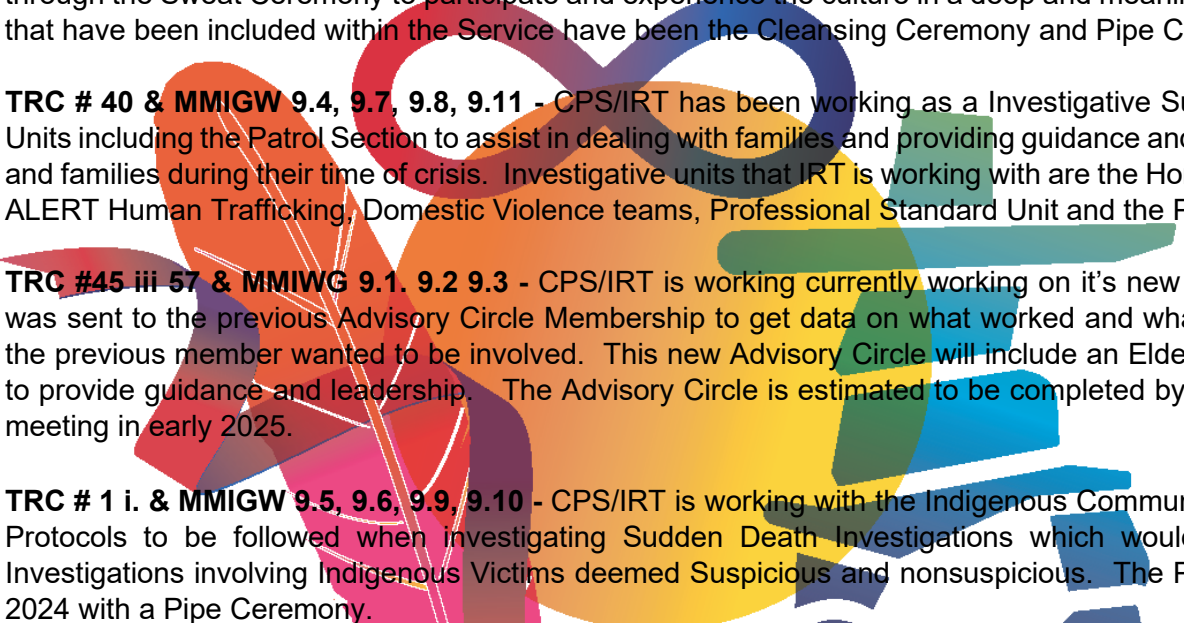
Action	WGF Recommendation	Responsible	Supporting	Status
<p>#30: eliminate over representation of Indigenous people in the justice system.</p> <p>#36: provide cultural services for incarcerated Aboriginal offenders.</p> <p>#37: support programs in parole services.</p> <p>#39: collect data on criminal victimization.</p> <p>#40: create Aboriginal specific victim services.</p> <p>#42: Aboriginal justice systems (including restorative justice)</p> <p>#55.iv,vi,vii: send annual reports to National Centre For Truth and Reconciliation</p>	<p>Support current review of policies and practices, to enhance understand for all justice issues affecting Indigenous offenders, in an aim to establish reconciliation</p>	<p>Calgary Police Service</p>		<p>Calgary Police Service (CPS) has created an Indigenous Relations Team that has been working on Truth and Reconciliation and Missing and Murdered Indigenous Women and Girls Calls to Action as described below.</p>

TRC #45 iii 57 & MMIWG 9.1. 9.2 9.3 - CPS has created an Indigenous Relations Team with a Sergeant, two Constables and 4 Indigenous Civilians (Indigenous Community Mobilizers) representative of the Indigenous Culture. The new IRT has been operating for approximately one year and have been working on the following:

- **TRC #45 iii 57 & MMIWG 9.1. 9.2 9.3** - An Ethical Space has been completed named the “Sacred Space” that has been designed with a Culturally appropriate design. The CPS has also designed and reconfigured the ventilation system that allows the Smudging Ceremony to be conducted at any opportunity during the day. The Sacred Space is well identified and known in the Service for any Investigative

Unit that requires to use it for conducting interviews or meeting with families that want an Ethically safe place where they can Smudge and have a sharing circle.

- **TRC #57 & MMIWG 9.1** - The CPS has created Mandatory Training for the CPS membership, Sworn and Civilian. A 16-module e-learning series was created and is mandatory to complete which includes the history of the Indigenous peoples of Canada and the dark truth of Law enforcement's role that it played in the residential school system. It further includes being an Ally and participating in Truth and Reconciliation as an individual and as an organization. IRT is working on a 40-hour credited Indigenous Course for Civilian and Sworn to take where they will be immersed in the Indigenous Culture which would include Cultural Activities such as Medicine gathering, Tipi Raising, Hide Tanning and Etc. This would also include Ceremonies such as Sweat Lodge, Pipe Ceremony, Cleansing Ceremonies. Expectation of this course to be completed in 2025.
- **TRC #45 iii 57 & MMIWG 9.1. 9.2 9.3** – CPS/IRT has revamped and completed the Indigenous Road Map utilizing the Calls to Action and Calls to Justice as our guide. This included taking things off the old roadmap that were completed and adding additional projects for the future. IRT worked with CPS Business Strategist and completed the new Road Map this year. IR is currently working with the Urban Society of Aboriginal Youth to create a Virtual Art program with the Road map and make that open to the Public so that they can enter into our Road Map virtually and see the progress the CPS is making. The timeline for this Virtual experience to be completed is sometime in 2025.
- **TRC # 30** – CPS/IRT is currently working with the Racial Equity Office in relation to Race Based Data Collection. REO is currently heading this project with IRT as Support.
 - **TRC # 38** – CPS/IRT is working Indigenous Youth with the main objective for them to be comfortable with uniform police and inspire them to pursue policing as a career. In 2024, IRT ran the first ever Indigenous Junior Police Academy with 24 Youth in attendance from First Nation and Metis youth within Treaty 7. IRT utilized all Indigenous Police Officers as instructors and partnered with Tosguna Police from Tsuut 'Ina Nation. This was an incredible success, and the CPS will be doing his event annually moving forward.
 - **TRC # 1 i. & MMIGW 9.5, 9.6, 9.9, 9.10** - The CPS/IRT has also created two extra Indigenous spots within the Service one to investigate the missing and Murdered Indigenous Woman within the Homicide Unit and an Indigenous Investigator in ALERT (Provincially funded) to investigate Indigenous Human Trafficking. The CPS also has hired a Indigenous community Navigator to work in homicide and provide culturally appropriate advice when dealing with Families who are victims of MMIGW.

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- **TRC #45 iii 57 & MMIWG 9.1. 9.2 9.3** – IRT/IRT has incorporated Indigenous Culture to the Service which includes Smudging in the Recruit Classes, a Traditional Blessing from an Elder during Recruit Graduations, the Option to Swearing on an Eagle Feather. 30 Eagle Feathers were gifted to the CPS by the Indigenous Community for this purpose and have been dressed and decorated to be distributed to all areas on the Service to be used in taking Oath. IRT has also been hosting Sweat Lodge Ceremonies for the CPS where presently approximately 200 Officers within the Service have gone through the Sweat Ceremony to participate and experience the culture in a deep and meaningful way. Other Ceremonies that have been included within the Service have been the Cleansing Ceremony and Pipe Ceremony.
 - **TRC # 40 & MMIGW 9.4, 9.7, 9.8, 9.11** - CPS/IRT has been working as a Investigative Support Team for Investigative Units including the Patrol Section to assist in dealing with families and providing guidance and support to victims, offenders and families during their time of crisis. Investigative units that IRT is working with are the Homicide Unit, Missing Persons, ALERT Human Trafficking, Domestic Violence teams, Professional Standard Unit and the Patrol Section.
 - **TRC #45 iii 57 & MMIWG 9.1. 9.2 9.3** - CPS/IRT is working currently working on it's new advisory Circle and a survey was sent to the previous Advisory Circle Membership to get data on what worked and what didn't work, and request of the previous member wanted to be involved. This new Advisory Circle will include an Elders Council to sit on the Circle to provide guidance and leadership. The Advisory Circle is estimated to be completed by the end of 2024 with it's first meeting in early 2025.
 - **TRC # 1 i. & MMIGW 9.5, 9.6, 9.9, 9.10** - CPS/IRT is working with the Indigenous Community to incorporate Indigenous Protocols to be followed when investigating Sudden Death Investigations which would include all Sudden Death Investigations involving Indigenous Victims deemed Suspicious and nonsuspicious. The Protocols will be completed in 2024 with a Pipe Ceremony.

Stream G: Youth Justice and Employment

Action	WGF Recommendation	Responsible	Supporting	Status
<p>#7: improve educational and employment gaps.</p>	<p>Improve educational and employment gaps.</p>	<p>Recreation and Social Programs</p>	<p>Calgary Fire</p>	<ul style="list-style-type: none"> • Ongoing – As a result of learnings from community engagement, the Youth Employment Centre recently relaunched the Indigenous Resources page on the Youth Employment Centre website. Collaboration continues with Indigenous youth serving organizations to help Indigenous youth successfully transition into the local labour market. • In 2024, the Calgary Fire Department (CFD) in partnership with the Indigenous Relations Office (IRO) piloted a new firefighting camp designed for Indigenous (First Nations, Métis, and Inuit) participants of all genders, over the age of 18. The 3-day camp was designed to promote firefighting as a viable and rewarding career for Indigenous Peoples. It was also intended to provide an introduction to the fire service

Action	WGF Recommendation	Responsible	Supporting	Status
				<p>in a safe, inclusive way; simulated fire ground training; skills and information participants can take back to share within their community; an opportunity for personal growth and confidence building; and information on CFD application criteria, career planning and the application process.</p>
<p>#31: implement realistic alternatives to imprisonment (i.e., restorative justice).</p>	<p>Explore the possibilities of incorporating Indigenous cultural content – specifically relationship-building and mentoring with Elders - into the design and delivery of youth justice programs.</p>	<p>Recreation and Social Programs</p>	<p>Not applicable</p>	<p>These action items are no longer applicable to The City. The City ceased to deliver Youth Probation services in April 2021. The Government of Alberta assumed this program on April 1, 2021.</p>
<p>#34: enhance community supports for Fetal Alcohol Spectrum Disorder #38: address overrepresentation of youth in custody</p>	<p>Explore ways to enhance partnering abilities with stakeholders throughout the Justice Sector and move toward mutually-beneficial solutions.</p>	<p>Not Applicable</p>	<p>Not Applicable</p>	<p>These action items are no longer applicable to The City. The City ceased to deliver Youth Probation services in April 2021. The Government of Alberta assumed this program on April 1, 2021.</p>

Stream H: Basic Needs

Action	WGF Recommendation	Responsible	Supporting	Status
<p>#20: address distinct health needs of non-reserve Aboriginal peoples.</p>	<p>Support poverty reduction advocacy work.</p>	<p>Vibrant Communities Calgary</p>	<p>Partnerships, Community Strategies, Treaty 7 Housing Authority.</p>	<p>CIVIC PARTNER - Vibrant Communities Calgary</p> <ul style="list-style-type: none"> Implementing Enough For education Strategy <p>On Nov. 29, 2023 the Annual Gathering brought together Enough for All Champions and those working towards the goals of Enough for All, alongside VCC staff and board members. Together, attendees engaged in a creative and playful exercise to envision a future free from poverty and create E4A Cities. Groups designed cities anchored in iih kanii tai staiiwa (everything is there) which included things like accessible transit, walkable cities, housing for all, central access to food, and free education</p>
	<p>Continue to make the basic needs of urban Indigenous peoples a high priority in their work, and to develop methods for ensuring these basic needs are met without discrimination.</p>	<p>Calgary Affordable Housing</p>	<p>Métis Urban Housing Corporation and Alberta Health Services</p>	<ul style="list-style-type: none"> Developed and launched an Indigenous Affordable Housing Funding Program in 2023. Due to ineligibility or applicant withdrawal, there were no successful applicants in the first round. The funds have

Action	WGF Recommendation	Responsible	Supporting	Status
				been rolled over to a second round planned for fall 2024.

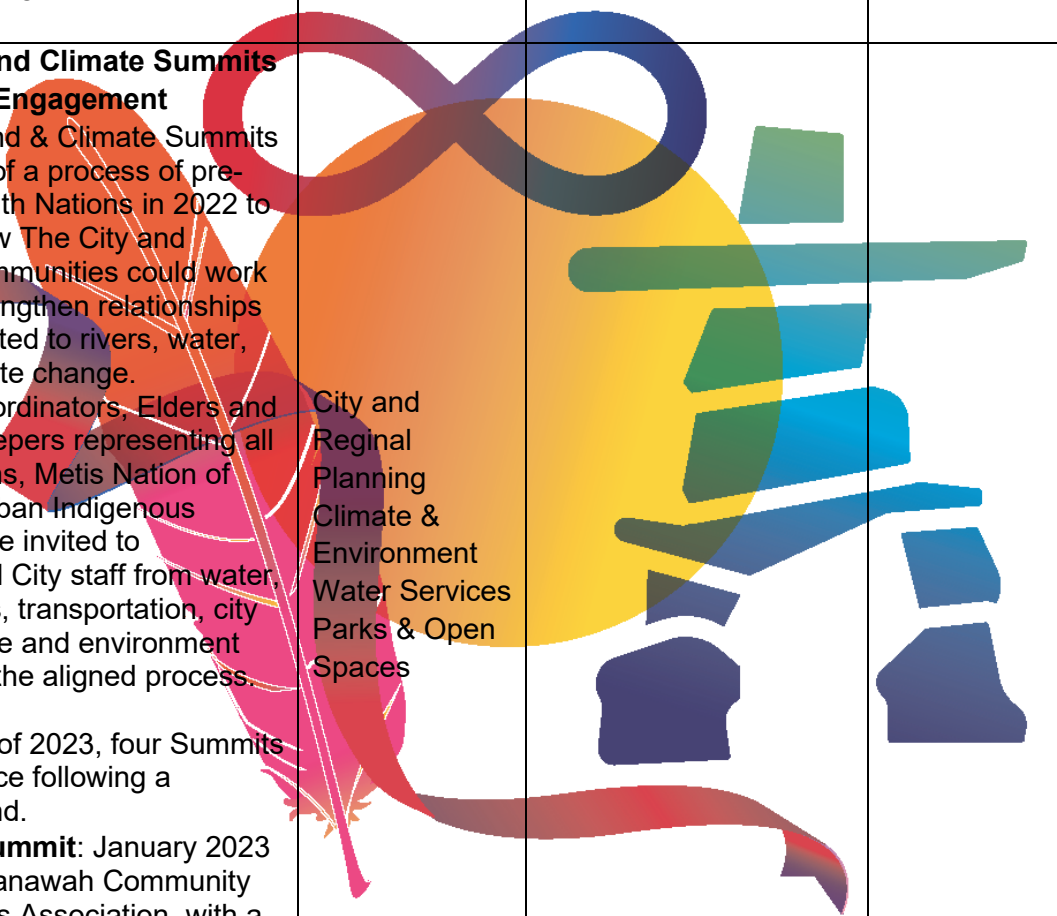


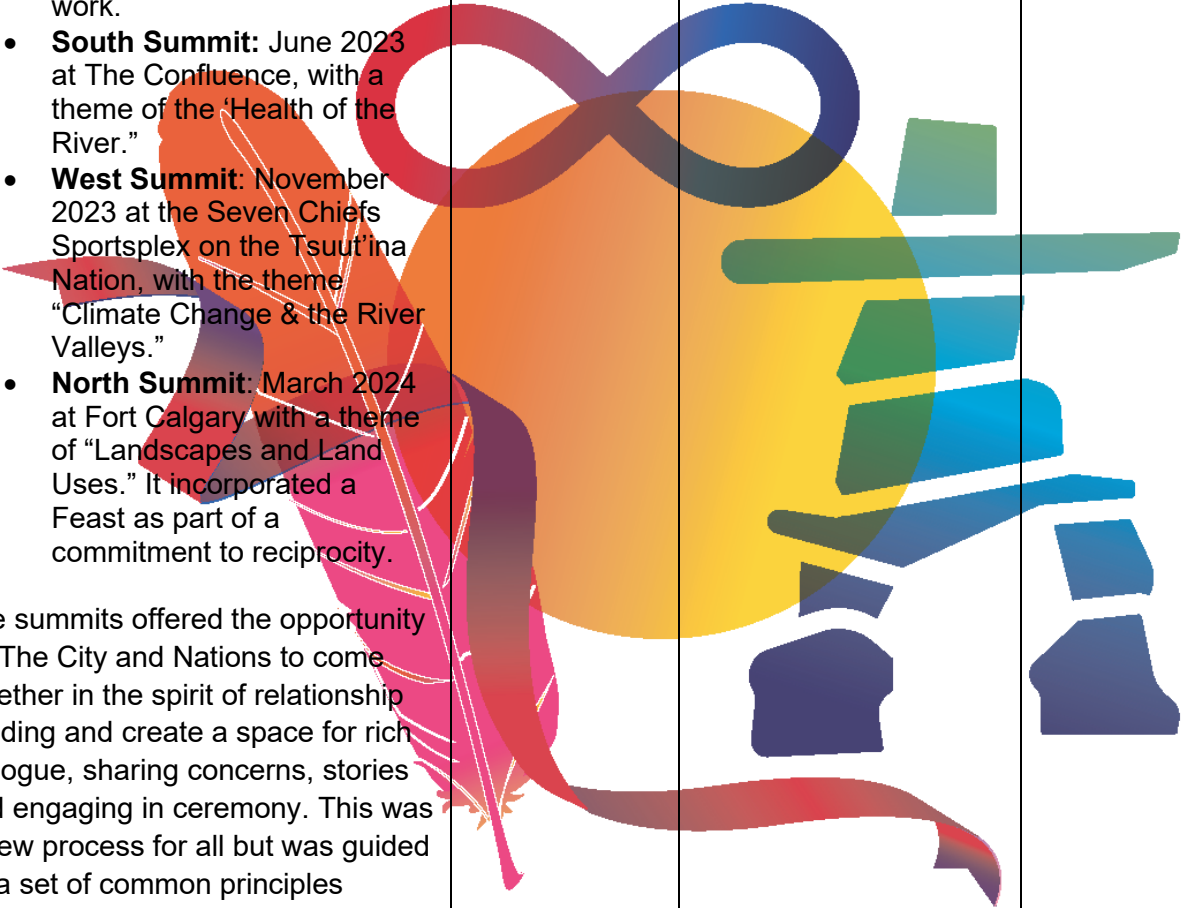
Additional Actions

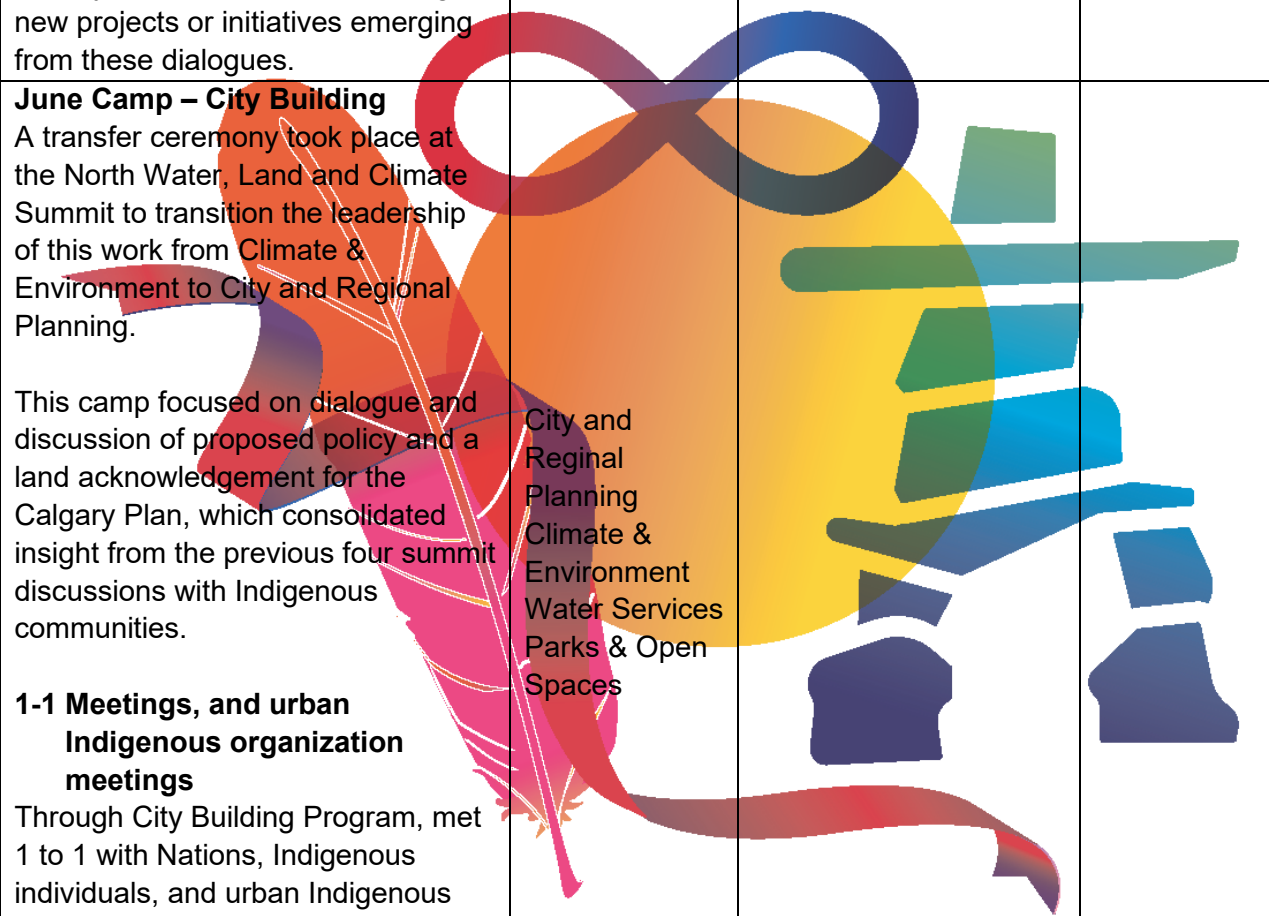
The table below highlights a few of the additional actions undertaken by The City that go above and beyond the Calls to Actions outlined in the White Goose Flying Report.

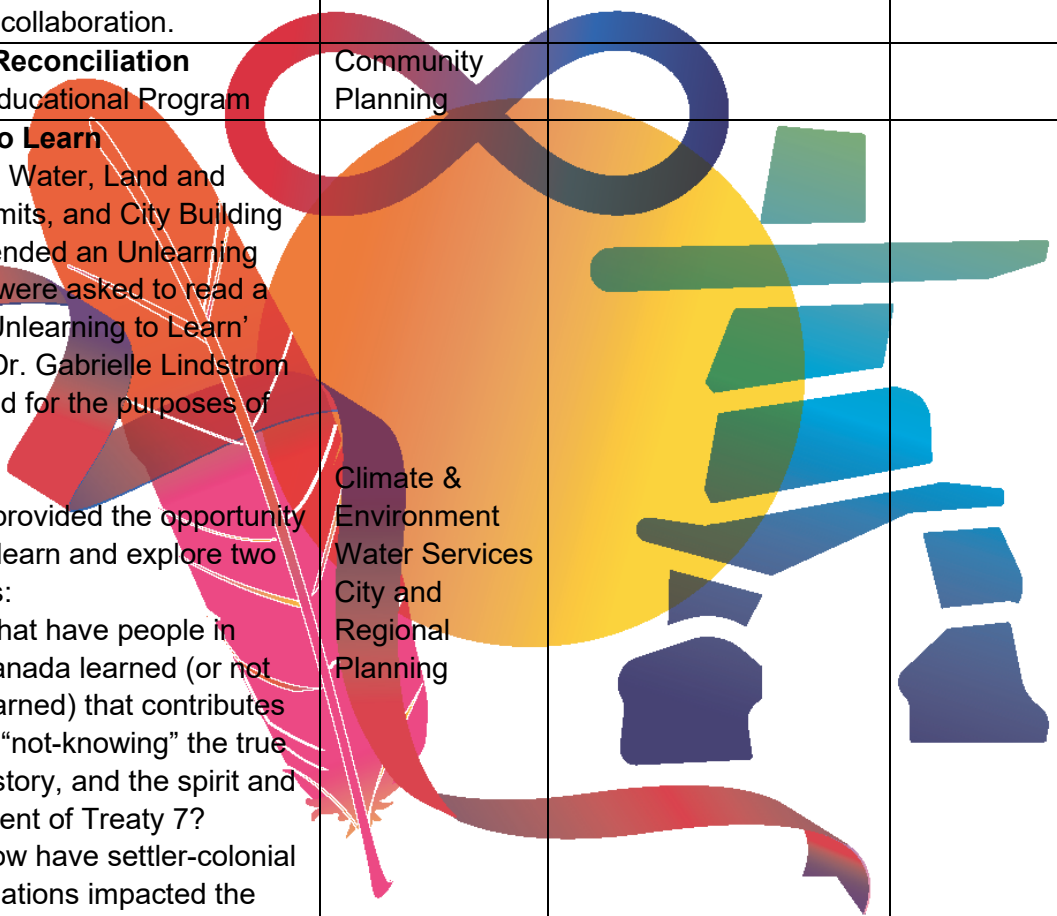
Call to Action	Activity	Business Unit(s)		
<p><i>#57 Awareness training for staff.</i></p>	<p>Participated or hosted training.</p>	<p>Calgary Fire Department</p>		
	<p>Emergency Management and Community Safety (EMCS) implemented mandatory Indigenous Awareness training for all staff in the BU. This is in addition to our mandatory EDIB training. The Indigenous training is the same course that is required of members in the Calgary Police Service and has several modules.</p>	<p>Emergency Management and Community Safety</p>		
	<p>Hosted events (i.e., Orange Shirt Day, Metis Days, Experience Inclusion, Indigenous awareness events and expert panels, blanket exercise, 2024 Canada Day celebration reconciliation focus, etc.)</p>	<p>Water Services, Infrastructure Services Department, Calgary Fire Department, Community Services</p>		

Call to Action	Activity	Business Unit(s)		
		(Partnerships (Arts & Culture))		
	Engaging indigenous Knowledge Keepers	Operational Services Department (Tsuut'ina-led sessions on tips for GM/Directors and SEA/EAs as two groups). Calgary Fire Department, Water Services		
	Grassroots initiatives (i.e., Indigenous book clubs, learning circles, reconciliation discussions, land acknowledgements, etc.)	Calgary Fire Department, Water Services		
#57 Awareness training for staff.	2024 CAI Leadership Quarterly Meetings are educational sessions on the topic of indigenous history. (e.g. Indigenous 101 – hosted by the Indigenous Relations Office (IRO); Walking Audio Land Tour of	Collaboration, Analytics and Innovation		

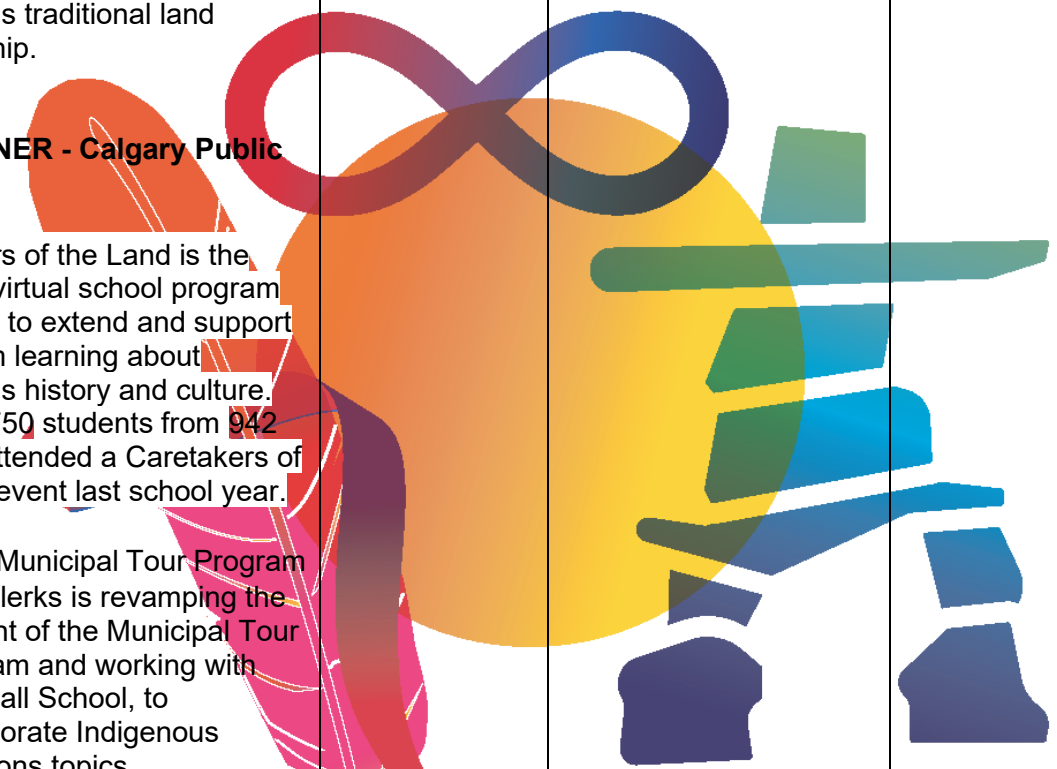
Call to Action	Activity	Business Unit(s)		
	<p>Confluence; Blanket Exercise facilitated by indigenous Elder and facilitators.</p>			
	<p>Water, Land and Climate Summits – Indigenous Engagement The Water, Land & Climate Summits were born out of a process of pre-engagement with Nations in 2022 to understand how The City and Indigenous communities could work together to strengthen relationships on matters related to rivers, water, land, and climate change. Community coordinators, Elders and Knowledge Keepers representing all Treaty 7 Nations, Metis Nation of Alberta, and urban Indigenous Calgarians were invited to participate, and City staff from water, planning, parks, transportation, city building, climate and environment participated in the aligned process.</p> <p>Since January of 2023, four Summits have taken place following a directional round.</p> <ul style="list-style-type: none"> • East Summit: January 2023 at Miskanawah Community Services Association, with a theme of “The River’s Flow: Flood and Drought.” A Pipe Ceremony offered a blessing to the process and a 	<p>City and Regional Planning Climate & Environment Water Services Parks & Open Spaces</p>		

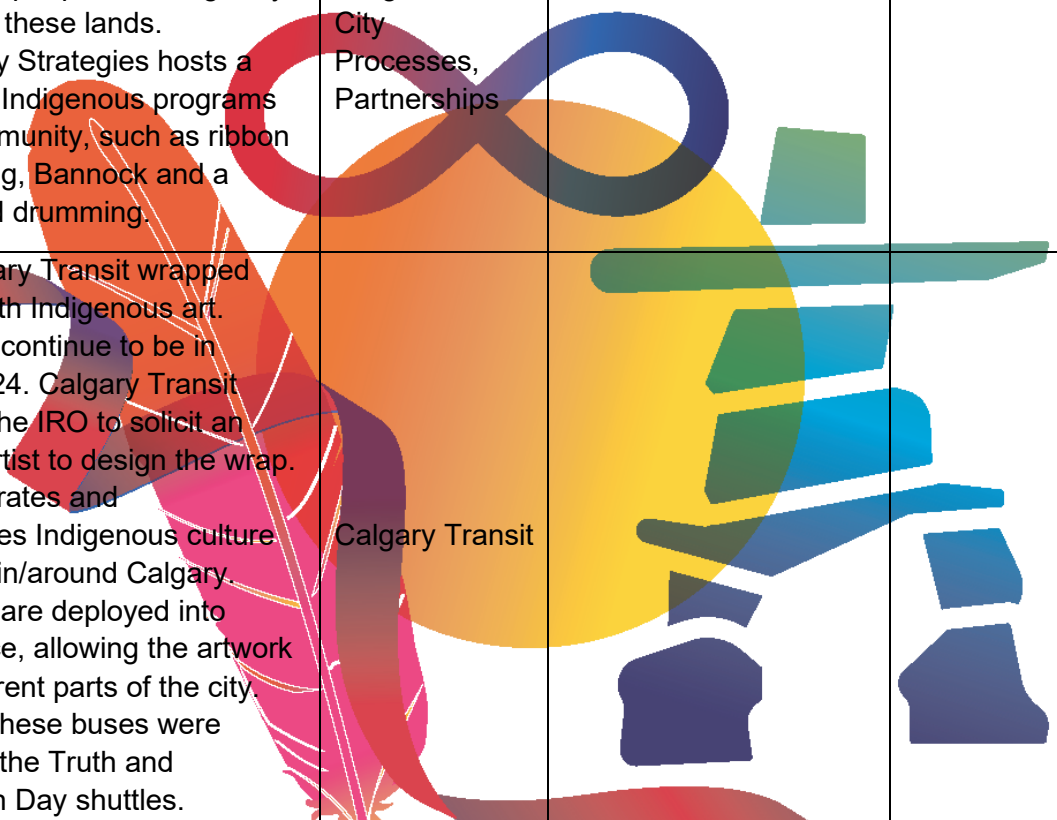
Call to Action	Activity	Business Unit(s)		
	<p>grounding for shared commitment to continue our work.</p> <ul style="list-style-type: none"> • South Summit: June 2023 at The Confluence, with a theme of the ‘Health of the River.’ • West Summit: November 2023 at the Seven Chiefs Sportsplex on the Tsuut’ina Nation, with the theme “Climate Change & the River Valleys.” • North Summit: March 2024 at Fort Calgary with a theme of “Landscapes and Land Uses.” It incorporated a Feast as part of a commitment to reciprocity. <p>The summits offered the opportunity for The City and Nations to come together in the spirit of relationship building and create a space for rich dialogue, sharing concerns, stories and engaging in ceremony. This was a new process for all but was guided by a set of common principles including commitment to protocol and actual action and results. Action will continue to sustain these relationships; continue to coordinate</p>			


Call to Action	Activity	Business Unit(s)		
	<p>engagement activities internally; and identify opportunities for actioning new projects or initiatives emerging from these dialogues.</p>			
	<p>June Camp – City Building A transfer ceremony took place at the North Water, Land and Climate Summit to transition the leadership of this work from Climate & Environment to City and Regional Planning.</p> <p>This camp focused on dialogue and discussion of proposed policy and a land acknowledgement for the Calgary Plan, which consolidated insight from the previous four summit discussions with Indigenous communities.</p> <p>1-1 Meetings, and urban Indigenous organization meetings Through City Building Program, met 1 to 1 with Nations, Indigenous individuals, and urban Indigenous organizations and groups to discuss priorities, perspectives, concerns, and stories as it relates to city building and connections to the land.</p>	<p>City and Regional Planning Climate & Environment Water Services Parks & Open Spaces</p>		

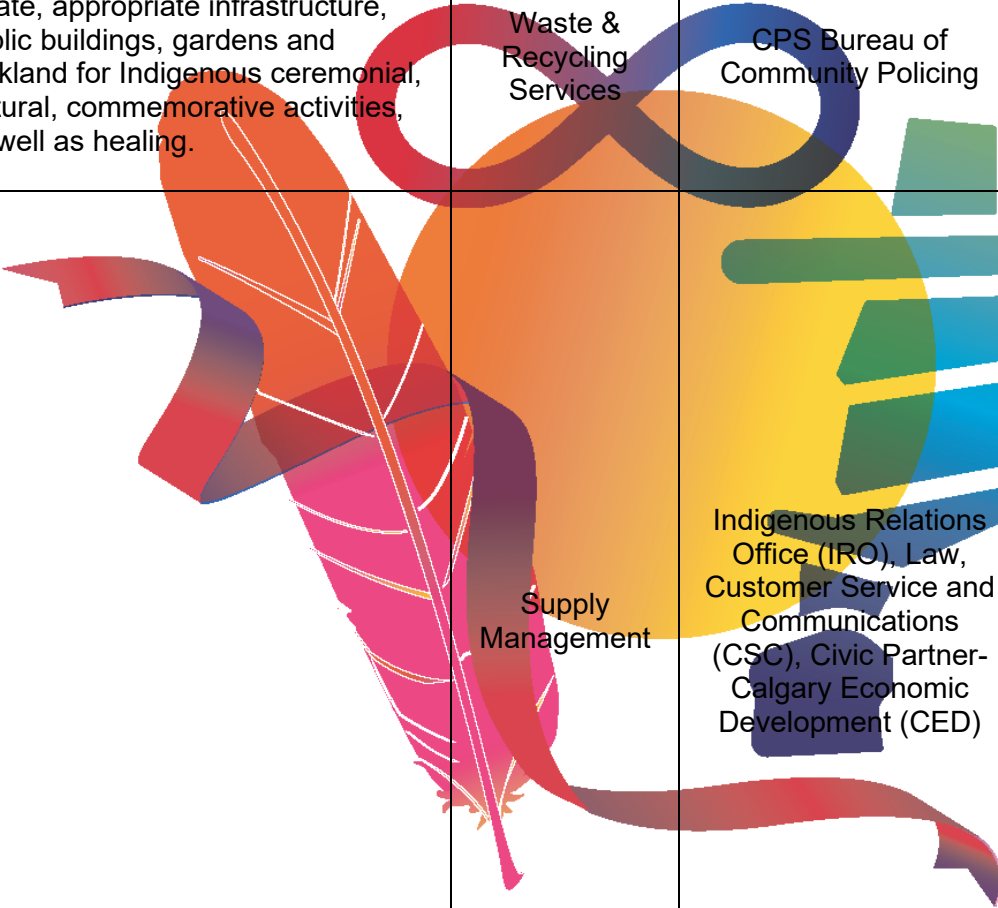
Call to Action	Activity	Business Unit(s)		
	<p>These connections helped to start building relationships for continued dialogue and collaboration.</p>			
	<p>Seasons of Reconciliation Indigenous Educational Program</p>	<p>Community Planning</p>		
	<p>Unlearning to Learn Staff involved Water, Land and Climate Summits, and City Building Program, attended an Unlearning Session and were asked to read a paper titled 'Unlearning to Learn' authored by Dr. Gabrielle Lindstrom and developed for the purposes of this project.</p> <p>The session provided the opportunity to actively unlearn and explore two key questions:</p> <ul style="list-style-type: none"> i. What have people in Canada learned (or not learned) that contributes to “not-knowing” the true history, and the spirit and intent of Treaty 7? ii. How have settler-colonial relations impacted the ability to practice Treaty and other inherent rights? 	<p>Climate & Environment Water Services City and Regional Planning</p>		


Call to Action	Activity	Business Unit(s)		
<p>#57 <i>Awareness training for staff</i></p>	<ul style="list-style-type: none"> Added topic to City Clerks Office EDIB committee session Held a Blanket exercise for a City Clerks Office Town Hall (2023) Corporate Security holds Indigenous Education Series (3-hour eLearning) for their guards and sergeants. 	<p>City Clerks, Corporate Security Law</p>		
<p>#62.i <i>Develop curriculum for school children.</i></p>	<p>CIVIC PARTNER - The Confluence</p> <ul style="list-style-type: none"> Developed a school program curriculum alongside Indigenous advisors to create a more honest and representative story of the land and its history. <p>CIVIC PARTNER - Calgary Zoological Society</p> <ul style="list-style-type: none"> Zoo School Coordinator worked with a Blackfoot knowledge keeper to develop monthly activities based on phenology. These were offered to zoo school classes. Incorporated Indigenous perspectives into virtual classrooms for the Conservation Champion Club and 	<p>Partnerships, Community Strategies, Indigenous Relations Office, City Clerks</p> <p>Mayor's Office, Calgary Aboriginal Urban Affairs Committee</p>		

Call to Action	Activity	Business Unit(s)		
	<p>Conservation Champion Festival, where insights are shared on Indigenous traditional land stewardship.</p> <p>CIVIC PARTNER - Calgary Public Library</p> <ul style="list-style-type: none"> Caretakers of the Land is the Library's virtual school program that helps to extend and support classroom learning about Indigenous history and culture. Over 23,750 students from 942 classes attended a Caretakers of the Land event last school year. <p>City Clerks – Municipal Tour Program</p> <ul style="list-style-type: none"> City Clerks is revamping the content of the Municipal Tour program and working with City Hall School, to incorporate Indigenous Relations topics. 			
#69.iii Support awareness programming (in libraries, museums and archives)	<p>While not directly related to residential schools, Parks and Open Spaces has been capturing Elders' stories on video with the goal of allowing park visitors to listen directly to these stories, supporting public awareness and</p>	<p>Indigenous Relations Office, CAUAC, Parks and Open Spaces, Community</p>		

Call to Action	Activity	Business Unit(s)		
	<p>celebration of the rich diversity of Indigenous people who originally stewarded these lands. Community Strategies hosts a number of Indigenous programs in the community, such as ribbon skirt making, Bannock and a movie, and drumming.</p>	<p>Strategies Indigenized City Processes, Partnerships</p>		
<p>#83: create collaborative art that contributes to reconciliation</p>	<p>In 2023 Calgary Transit wrapped four buses with Indigenous art. These buses continue to be in service in 2024. Calgary Transit worked with the IRO to solicit an Indigenous artist to design the wrap. The art celebrates and commemorates Indigenous culture and heritage in/around Calgary. These buses are deployed into regular service, allowing the artwork to reach different parts of the city. Additionally, these buses were chartered for the Truth and Reconciliation Day shuttles.</p>	<p>Calgary Transit</p>		

Call to Action	Activity	Business Unit(s)		
				
<p>#22: recognize value of healing practices</p>	<p>Work collaboratively to seek real estate, appropriate infrastructure, public buildings, gardens and parkland for Indigenous ceremonial, cultural, commemorative activities, as well as healing.</p>	<p>Operational Excellence</p>	<p>Waste & Recycling Services, Parks & Open Spaces, Facilities</p>	<p>To commemorate Red Dress Day on May 5, Waste & Recycling Services, Facilities, and Parks & Open Spaces, with the support of Operational Excellence, coordinated efforts to support a community-led initiative. This initiative aims to raise awareness and advocate for change regarding the crisis of missing and murdered Indigenous Women and Girls. Each business unit collaborated with local groups to provide spaces for red dresses and educate staff about their significance and their role in community healing.</p>

Call to Action	Activity	Business Unit(s)		
<p>#22: recognize value of healing practices</p>	<p>Work collaboratively to seek real estate, appropriate infrastructure, public buildings, gardens and parkland for Indigenous ceremonial, cultural, commemorative activities, as well as healing.</p>	<p>Waste & Recycling Services</p>	<p>CPS Bureau of Community Policing</p>	<p>Waste & Recycling Services participated in blessing ceremonies offering secluded areas for lost and missing indigenous woman at City of Calgary Waste Management Facilities. These have been held several times over the past five years by the Indigenous community and now are scheduled with the assistance of CPS bureau of community policing.</p>
<p>Additional call to actions not covered in White Goose Flying Report</p>		<p>Supply Management</p>	<p>Indigenous Relations Office (IRO), Law, Customer Service and Communications (CSC), Civic Partner-Calgary Economic Development (CED)</p>	<p>Indigenous Procurement Program: The program goal is to reduce barriers and improve capabilities for Indigenous-owned businesses to sell their goods & services to The City.</p> <p>To guide the creation of strategies to increase opportunities for Indigenous businesses to work with The City, we engaged with Indigenous communities to hear the challenges and barriers they face when competing for City contracts.</p> <p>From November 2023 to May 2024, input was gathered through:</p> <ul style="list-style-type: none"> • An Indigenous Procurement Working Group consisting of representatives from the Treaty 7 Nations, Métis Nations and urban Indigenous communities. • An Input Questionnaire posted on engage.calgary.ca/IndigenousProcurement for Indigenous business owners, professionals and individuals who are interested in becoming a supplier to The City.

Call to Action	Activity	Business Unit(s)	
			 <ul style="list-style-type: none"> • Direct connections with Indigenous-owned businesses. <p>The input is now being used to develop draft Indigenous Procurement Strategies. This will be followed by a second phase of engagement where Indigenous communities will be asked to review and provide their feedback on the draft strategies.</p> <p>While this phase of engagement has concluded, Supply Management is committed to continuing discussions and building relationships with Indigenous communities and businesses as part of our continuous improvement efforts.</p> <p>Also, as the Indigenous Procurement Strategies are being developed, Supply Management will continue to support Indigenous-focused procurements at The City such as the Medicine Hill Admin Building - Indigenous Procurement and the Indian Residential School Memorial.</p>

Mayor and Council Work on *White Goose Flying* Calls to Action

Many items are the work of multiple members of Council often in cooperation with Administration and The City's civic partners. Items are summarized for reporting purposes.

Call #45 - Reaffirm and renew Treaty relationships and maintain them for the future.

Government to Government Meetings

- Publicly delivered opening remarks at Council and Council Committee meetings to acknowledge significant days including Annual Memorial March for Missing and Murdered Women, Girls and Two Spirit Peoples; Red Dress Day; National Indigenous Peoples' Month; Aboriginal Awareness Week; Metis Week; and National Day for Truth and Reconciliation.
- Participated in Mayor to Chief discussions and meetings with the Blackfoot Nations including Siksika, Kainai and Piikani Nations.
- Advanced a request from the Blackfoot Confederacy for the negotiation of a protocol agreement for consideration by the Intergovernmental Affairs Committee and Council.
- Ongoing dialogue with the G4 Nations CEO regarding opportunities to advance the economic development and housing priorities of Tsuut'ina Nation and the Stoney Nakoda Nations, comprised of the Bearspaw, Chiniki and Goodstoney First Nations.
- Met with the newly elected district and citizens' representatives of the first Otipemisiwak Metis Government.
- Met with the Chiefs of the Stoney Nakoda Nations, comprised of the Bearspaw, Chiniki and Goodstoney First Nations.
- Ongoing dialogue with Chief, Minor Chiefs and staff from the Tsuut'ina Nation on projects of shared interest including conservation measures related to the water feedermain crisis through the summer of 2024.

- The Event Centre design reflects all Calgarians and the Indigenous land that it is situated on. The final design is influenced by Indigenous voices and reflects Calgary and Alberta's natural environment. An Indigenous Advisory Committee met over four day-long sessions in spring 2024. Representatives from all the Nations of Treaty 7, the Métis Nation of Alberta, and the Urban Indigenous community of Calgary discussed opportunities for Indigenous cultural representation in the design.

Community Events

- Participated in City-, Nation- and community-led events to mark the above noted days. Attended numerous celebrations including tipi and honour song transfer events; the Pokaiks Orange Shirt Day Walk & Event; Orange Shirt Day Ceremony and announcement of the future location for the Permanent Memorial to Indian Residential Schools; local Orange Shirt Day event at Auburn Bay school; 20th Annual Sisters in Spirit Vigil; the opening of Elbow River Camp at the Calgary Stampede; Metis Week; Aboriginal Futures Treaty 7 Stampede Barbecue; Indigenous Justice Centre of Alberta grand opening; Aboriginal Friendship Centre of Calgary's grand openings for each the Elders' Lodge and a warming centre.
- Incorporated greetings in the mother languages of the Treaty 7 signatories and the Metis into all remarks and speaking opportunities.
- Attended Siksika Nation and Tsuut'ina Nation Pow Wows to build informal community connections.
- Met with groups of Elders supporting community-led initiatives including work to establish the Indigenous Gathering Place and to advance the priorities of the Downtown Safety Leadership Table related to Indigenous peoples.
- Attended and spoke at the Pretendians Conference at Tsuut'ina Nation, recognizing the appropriation of Indigenous culture and tradition by non-Indigenous peoples.
- Attended and spoke at Elder Ruth Scalplock's 50th sobriety anniversary celebration at Siksika Nation.

- Met with representatives of Stoney Nakoda Nation and urban outreach programs to grieve the loss of three unhoused Nation members in a tragic fire in Calgary and determine better ways to offer culturally appropriate supports to urban unhoused Indigenous peoples.
- Participated in multiple ceremonies in new developments of Ricardo Ranch and Rangeview.
- In conjunction with the Friends of His Majesty's Canadian Ship (HMCS) Calgary Committee (Sub-committee of Calgary Salutes) supported an event in July 2024 by hiring an Indigenous music band and ensuring an Elder to open the event with a prayer.

Other OWN calls:

#62.i Develop curriculum for school children.

- Working with Indigenous community leader and Indigenous artists as part of local community maps.
- Supported work on the St. Dunstan's residential school site.
- Supported the renaming of Fort Calgary to The Confluence.

#21: Fund a healing center

- Worked with the Indigenous Relations Office and other City departments to secure space for the creation of a Smudge room in the Municipal Building.
- **Indigenous Gathering Place** - working directly with new board members to better understand the needs of the project and ensuring that colonial bureaucratic structures do not impede the project itself. Attended gatherings and ceremony. Engaged with the Metis on the topic of the Indigenous Gathering Place.

#22: recognize value of healing practices

- Working with community members to memorialize family members in honour of Missing, Murdered and Exploited Indigenous Peoples (MMEIP)

Indigenous Housing:

- Support Indigenous focused housing projects through the Indigenous Housing Fund as part of the Calgary Housing Strategy. The need for capacity building amongst Indigenous housing providers is great, and through the direction from Council, this advocacy will help guide the development of Indigenous focused and culturally responsive/generative housing.
- Together with mayors from five other prairie cities, advocated for the Federal government to urgently advance supportive housing solutions for urban Indigenous peoples.
- In June 2024, co-hosted the Big City Mayors' Caucus Reconciliation Circle event which brought together Indigenous nation leaders, Indigenous-led service providers and mayors on topics of housing and homelessness during the Federation of Canadian Municipalities Conference in Calgary.

#91: Include Indigenous participation in international gaming bids

- Championed Calgary and the Treaty 7 region through a competitive bid process led by Tourism Calgary, Tsuut'ina Nation, Calgary Arts Development Authority and others, to secure the rights to host the 2027 North American Indigenous Games.

Spotlight – Recreation and Social Programs

“The road we travel is equal in importance to the destination we seek. There are no shortcuts. When it comes to truth and reconciliation we are forced to go the distance.” Murray Sinclair

Organization/Business Unit Name: Recreation & Social Programs

Description/Purpose of the Organization/Business Unit:

The Recreation and Social Programs team seeks to provide accessible and equitable recreation and social opportunities that improve quality of life, contribute to inclusive communities, and promote social, mental, and physical well-being.

Overview of Truth and Reconciliation actions/programs/tasks of the past year:

Cultural Guidance

Recreation & Social Programs recognizes the importance of guidance from Elders, Traditional Knowledge Keepers, and Cultural Mediators. Recreation & Social Programs established an Elders Advisory Committee comprised of four local Elders to support the development of Indigenous programs, specifically Connecting to Mother Earth. Recreation & Social Programs continues to meet with the Elders Advisory Committee on an ongoing basis to support programs and coordinate teachings.

An Indigenous Program Liaison was hired in May 2023 to build community connections, train staff, enforce protocols and support the development of Indigenous programming.

In January 2024, Recreation & Social Programs identified the need to work more closely with Elders and an application to the Equity in Service Delivery Grant to pilot an Elder In-Residence was approved. The Recreation & Social Programs team worked collaboratively to establish a culturally appropriate approach to engaging with an Elder, as this was the first time the City has ever established an Elder In-Residence. Elder Pablo Russell started guiding the team as the Elder In-Residence in August 2024.

Programming

Recreation & Social Programs currently runs two Indigenous, culturally based programs for children in Calgary: Koko'sinooniks and Connecting to Mother Earth.

Koko'sinooniks (Blackfoot for “All Our Children”) is an Indigenous-based Calgary AfterSchool and Summer Camp Program that provides cultural teachings, traditional Indigenous games, and social emotional learning opportunities to children and youth ages 6-11.

Connecting to Mother Earth introduces children and youth (ages 6-11) from all backgrounds about Indigenous cultures, stories, and values. This project was developed as a pilot under the guidance of our Elders Advisory Circle and features two curriculums focusing on Land and Language. Each program begins by introducing the significance of Indigenous Elders, followed by a traditional teaching from a local Elder. Following this, Connecting to Mother Earth

celebrates and reinforces the cultural teachings through traditional Indigenous games, music, dance, and language. The Connecting to Mother Earth curriculum will be facilitated in all twenty-six Calgary AfterSchool locations.

Indigenous Working Group

The Recreation & Social Programs Indigenous Working Group is comprised of eight representatives from all sections of the Recreation & Social Programs Business Unit as well as a member of the Indigenous Relations Office. The purpose of the group is to (1) Coordinate ongoing Indigenous cultural-competency trainings for Recreation & Social Programs staff and (2) Identify and address all remaining Calls to Action outlined in the 2016 White Goose Flying Report that are relevant to the Recreation & Social Programs business unit.

Trainings

Recreation & Social Programs has provided the following trainings to staff:

- History of Turtle Island
- Working with Indigenous Peoples (Elders)
- Working with Indigenous Employees and Youth
- Mohawk Institute Indian Residential School Tour
- Path of the Buffalo Training (Elder-led)
- Sharing Circle and Smudge Teaching (Elder-led)
- Indigenous Games Training (Cultural practitioner-led)
- Land Acknowledgement Training
- Orange Shirt Beaded Pin Workshop (Cultural practitioner-led)
- Orange Shirt Day Training Video
- Understanding Reconciliation in the Workplace eLearning Course

As part of the Elder In-Residence, Recreation & Social Programs is committed to providing two in-person trainings with Elder Pablo per month, until December 2024 for staff to attend.

Why does this work matter?

Recreation & Social Programs believes in supporting all community members in Calgary, including Indigenous Peoples. Recreation & Social Programs recognizes the importance of staff building, maintaining relationships with the Indigenous community, and honouring Treaty obligations and rights under Section 25 of the Constitution Act (1982), and the United Nations Declaration on the Rights of Indigenous Peoples Act (2021).

As a City, we value social cohesion and want to ensure that both Indigenous and non-Indigenous individuals feel welcome and celebrated. As a front-facing service provider, Recreation & Social Programs acknowledges that the Business Unit is well positioned and has a great responsibility to address the Calls to Action of the White Goose Flying report by taking intentional action that impacts all staff and those we serve.

Alignment with City/Corporate/Council plans, actions, and outcomes:

- The Truth and Reconciliation Commission of Canada: Calls to Action Report (2015)
- The White Goose Flying Report (2016),
- The United Nations Declaration on the Rights of Indigenous Peoples Act (2021),
- Resilient Calgary: Council's Strategic Direction 2023-2026,
- The City of Calgary Indigenous Policy (CP2017-02),
- Indigenous Policy Framework for The City of Calgary,
- The City of Calgary Social Wellbeing Policy (CP2019-01),
- Community Anti-Racism Action Strategy: Weaving a Shared Path Forward for an Anti-Racist Calgary (2023),
- Recreation & Social Programs Business Unit Program and Service Strategy (2024),
- GamePLAN.

Alignment with the Calls to Action and Truth and Reconciliation:

Recreation & Social Programs is responsible for or has supported several Calls to Action of the *White Goose Flying Report*. They are:

- Principle of Reconciliation 7: The perspectives and understandings of Aboriginal Elders and Traditional Knowledge Keepers of ethics, concepts and practices of reconciliation are vital to long-term reconciliation.
- 7: Improve educational and employment gaps.
- 38: Address overrepresentation of youth in custody.
- 43: Adopting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) Act.
- 57: Public sector staff training on Indigenous issues, intercultural competency, conflict resolution, human rights and anti-racism is a high priority, and the most important investment The City can undertake.
- 62.i: Develop curriculum for school children.
- 87: Celebrate Indigenous athletics history.
- 88: Enhance athletic development.
- 89: Deepen policies to promote physical activity.
- 90: Establish stable funding, programs for coaches, anti-racism awareness.
- 91: Include Indigenous participation in international gaming bids.
- 92: Apply Reconciliation in corporate sector policy and core operational activities.

Planned/Expected/Future work and activities on Truth and Reconciliation:

- Programming: Develop Children's Land Acknowledgement, Indigenous Youth Program, Indigenous Dance Program and Swim to Survive Event.
- Hiring Practices: Attract and retain increased Indigenous talent for Code 86 and union level positions.
- North American Indigenous Games 2027: Support the 2027 North American Indigenous Games which will be hosted in collaboration with the City of Calgary and Tsuut'ina First Nation.

Spotlight – Calgary Public Library

“The road we travel is equal in importance to the destination we seek. There are no shortcuts. When it comes to truth and reconciliation we are forced to go the distance.” Murray Sinclair

Organization/Business Unit Name:

Calgary Public Library

Description/purpose of the Organization/Business Unit:

The Calgary Public Library’s vision, mission, and values speak to the Library’s role as a community hub where everyone belongs. Our vision is “Potentials Realized,” and our mission is to “empower community by connecting you to ideas and experiences, inspiration, and insight”. Rooted in our values of Equity, Curiosity, and Collaboration, the Library is committed to removing barriers and increasing access to information in all its forms to support a successful future for Calgary. Everyone belongs at the Library and literacy and learning live within each of our 21 libraries, as we continue to grow our reach and impact each day.

Overview of Truth and Reconciliation actions/programs/tasks of the past year:

- A wide range of year-round programming that shared and celebrated Indigenous experiences, voices, and culture including community programming for Red Dress Day, National Indigenous History Month, National Day for Truth and Reconciliation, and more.
- In fall 2023, Central Library was honoured to host The Witness Blanket, a large-scale art installation created by master carver Carey Newman or Hayalthkin’geme (Ha-yalth-kingeme). This symbol of resilience and Reconciliation was brought to Calgary through a new partnership with the Human Rights Museum of Canada.
- Caretakers of the Land is the Library’s virtual school program that helps to extend and support classroom learning about Indigenous history and culture. This program is quickly becoming a trusted and valuable learning resource for schools across Alberta. Over 14,106 students from 539 classes attended a Caretakers of the Land event last school year.
- The Library is honoured to work with Elders and Knowledge Keepers from Treaty 7 through our Elders’ Guidance Circle, a program that allows community members to connect and learn from Elders. Relationships with our Elders has been a critical component of our work and we cannot be successful without their knowledge and support. In 2023, the Library formally renamed the space at Central Library where the Elders’ Guidance Circle meets as the Children’s Lodge, a name approved and gifted by the Elders, and confirmed through ceremony. In the Children’s Lodge, individuals, small groups, and students, can meet with Elders to explore topics relating to culture, history, and reconciliation. The Library also implemented an *Elder-in-Residence* program, a system-wide library staff program created for employees to engage with and build meaningful connections with an Elder from the Elders’ Guidance Circle Program at Central Library.
- The Library is also proud to be one of six Western organizations who form a Circle of Relatives supporting the Elders Knowledge Circle Society with the Elder Story Project.
- Indigenous Placemaking – permanent art installations featuring the work of Indigenous artist with a connection to Treaty 7 and surrounding areas – are now located at nine locations in the system.
- The Library invested in Land Acknowledgement plaques for all locations and worksite. These bronze plaques featured the artwork of Madison Tailfeather and were developed by Library’s

internal Truth and Reconciliation Stewardship Group who worked in consultation with the Elders' Guidance Circle members.

- Powwow Trail 101 Program was developed to create awareness of the powwow trail for non-Indigenous visitors and nurture respect for cultural traditions. Over the last two summers, seven community libraries (Signal, Forest Lawn, Giuffre, Southwood, Saddletowne, Seton, and Crowfoot) hosted the program and Indigenous dancers and drummers were invited to showcase their style of dance while Elders and community leaders shared information on protocols of powwow and encouraged attendees to visit a nearby powwow.

Why does this work matter?

The Calgary Public Library is committed to forging a path of Truth and Reconciliation as outlined in the Library's 2023-2026 Strategic Plan by working together with community to learn, share, and develop innovative programs and services. The Library's continuing work in Indigenous Services is a key example of how a sense of belonging, community empowerment, empathy building, and personal meaning can be built through relationships, collaboration, and inclusion.

Alignment with City/Corporate/Council plans, actions, and outcomes:

The City's White Goose Flying Report asks the Library to inspire stories, and work with community partners to coordinate and collaborate on exhibits and programming about the true history and legacy of Indian residential schools in and around Calgary.

Alignment with the Calls to Action and Truth and Reconciliation:

The Truth and Reconciliation Commission of Canada's Final Report includes 94 Calls to Action. Call to Action 69 specifically asks libraries to reexamine their commitment to Truth and Reconciliation and commit more resources to sharing the true history of Indigenous peoples with our communities.

Planned/Expected/Future work and activities on Truth and Reconciliation:

Along with continuing to maintain and strengthen existing programs and services as noted above, the Library is also exploring opportunities to further enhance access and resources for the learning and sharing of Treaty 7 languages and outreach strategies.



2023-2024 White Goose Flying Annual Progress Update

September 23, 2024
C2024-1023

Recommendation



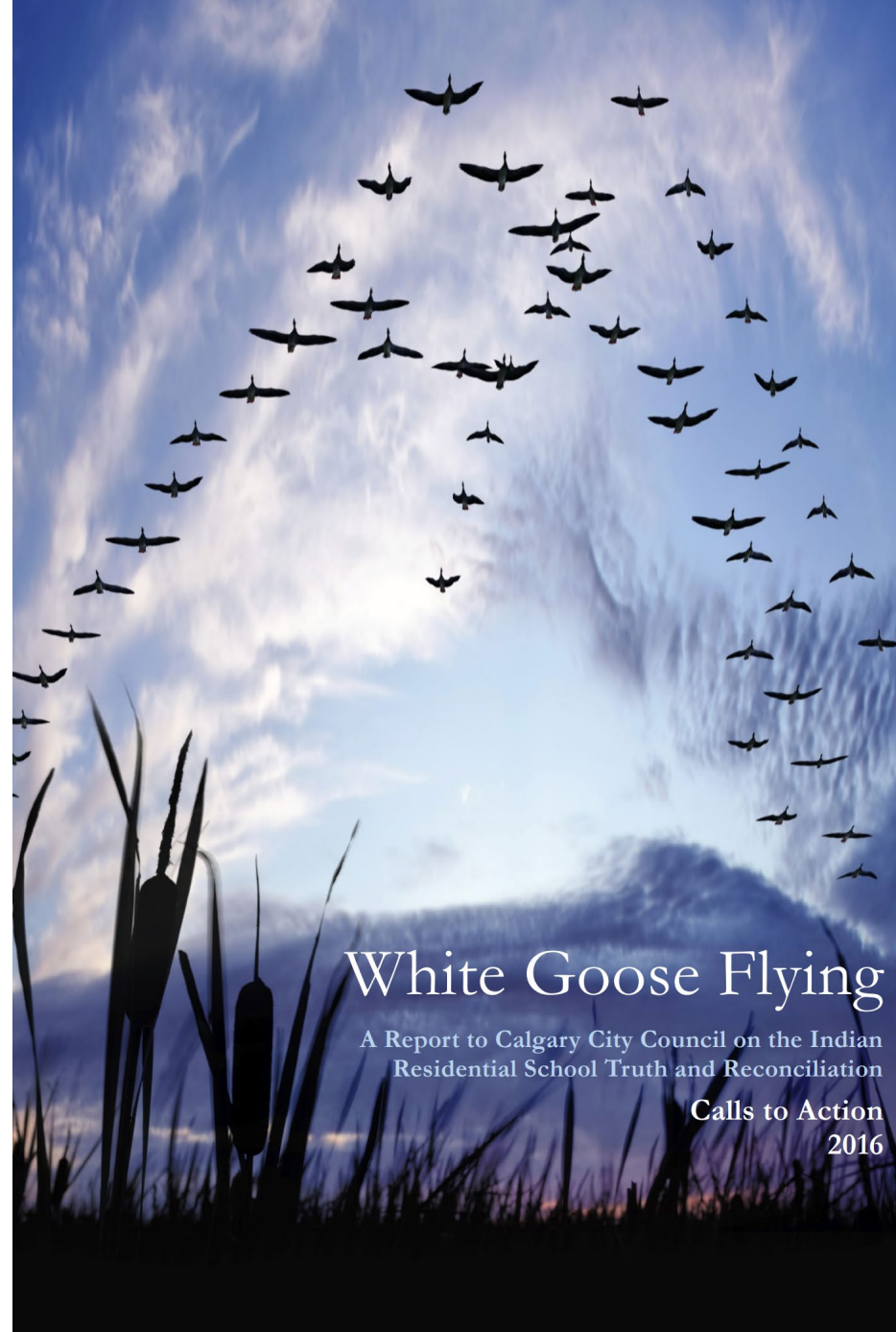
That Council:

1. Receive the 2023-2024 *White Goose Flying* annual progress report for the corporate record; and
2. Endorse Administration's commitment to update the *White Goose Flying Report* and *Indigenous Policy* in a manner that is inclusive of and engaging with the Treaty 7 signatory First Nations, the Metis Nation and urban Indigenous Calgarians.



Background

- 2015 Truth & Reconciliation Commission Final Report
- 2016 *White Goose Flying Report*, 3 categories:
 - Own (18 calls to action),
 - Partner (12 calls to action)
 - Encourage (13 calls to action)
- Confirmation of remains of 215 children in Kamloops
- Directed annual *White Goose Flying Progress Update*



White Goose Flying

A Report to Calgary City Council on the Indian Residential School Truth and Reconciliation

Calls to Action
2016

Previous Council Direction

2023 April 18
EC2023-0206

That the Executive Committee recommend that Council:

1. Establish an annual Regular Council Meeting with an Indigenous focus during the month of September, starting in 2024;
2. Direct Administration to incorporate the additional Regular Council Meeting into the Council Calendar for consideration at the annual Organizational Meeting of Council; and
3. Direct Administration to bring the next Progress Report on White Goose Flying to the 2024 September meeting of Council.



Work Reported & Highlights

- City business units and Civic Partners have provided progress updates on the Calls to Action.
- Events hosted: Indigenous Awareness Week, Métis Week, Indigenized Canada Day celebration, and Orange Shirt Day.
- Ceremony room construction has begun in the Municipal Building.
- Indigenous persons who reside outside of Calgary can now apply to be public members on The City's Boards, Commissions and Committees.



TRC Calls to Action Progress

- Call to Action 57 – Support awareness training to public sector
- Call to Action 45.iii - Reaffirm and Renew Treaty relationships - Engagement Increase
- Embedded Indigenous-focused positions are effective in supporting progress to the Calls to Action





Next Steps

- Comprehensive and collaborative review and update of the *White Goose Flying Report* and Indigenous Policy.
- Indigenous Relations Office role review.
- Survey of all City staff to inform future Indigenous training.

Spotlights

- Recreation and Social Programs
- Parks and Cultural Landscapes
- Planning and Development Services
- Calgary Public Library
- Heritage Park
- Indigenous procurement



Recommendation



That Council:

1. Receive the 2023-2024 *White Goose Flying* annual progress report for the corporate record; and
2. Endorse Administration's commitment to update the *White Goose Flying Report* and *Indigenous Policy* in a manner that is inclusive of and engaging with the Treaty 7 signatory First Nations, the Metis Nation and urban Indigenous Calgarians.



Nitsiksimatsitsip

(Blackfoot)

Isniyes

(Stoney)

Sīyísgáàs

(Tsuut'ina)

Marsee

(Michif)

Thank you



People, Innovation & Collaboration Services Report to
Public Hearing Meeting of Council
2024 September 23

ISC: UNRESTRICTED
C2024-1025

Permanent Indian Residential School Memorial Project Update

PURPOSE

The purpose of this report is to update Council on the Indian Residential School Memorial (IRSM) project.

PREVIOUS COUNCIL DIRECTION

On 2023 June 6, Council received C2023-0595, *Indian Residential School Permanent Memorial Project Update (Verbal)*. Council was informed of the memorial project's progress with respect to the IRSM What we heard report, dated January 2023.

RECOMMENDATION:

That Council direct Administration to bring an update to Council with the preferred design concept and future funding request for consideration at the budget adjustment process in 2025 November to support the delivery of the permanent Indian Residential School Memorial project.

CHIEF ADMINISTRATIVE OFFICER/GENERAL MANAGER COMMENTS

General Manager Chris Arthurs concurs with this report.

HIGHLIGHTS

The Indian Residential School system, its abuses and atrocities, are central to any meaningful Truth and Reconciliation commitment, by all levels of Canadian government. Commemorating that time in Canadian and Calgary's history, and its ongoing impacts, is critical to advancing all of the Truth and Reconciliation Commission's Calls to Action.

The City of Calgary identified Call to Action #82 in the *White Goose Flying* report to establish a monument, including commissions and art installations throughout the city pertaining to Indian residential school and other types of cultural commemoration. Given this guidance, The City seeks to establish a permanent memorial which will commemorate all Indian Residential School survivors, day school survivors, lost children, and intergenerational trauma survivors. The intention in our work to advance this Call to Action is to provide a safe place for people to come to pay respects and to remember these dark times in Canada and create a reconciliatory environment.

The Indian Residential School Memorial (IRSM) project is currently both on time and on budget. The project is moving into a design competition phase. Once the project team has a design concept, the project team will move into the regulatory phase with the province. Once the project is passed the regulatory phase, the project will move into the construction phase.

Below are eight key highlights/components of the project. Indigenous Leadership: The Indian Residential School Memorial project is Indigenous led from start to finish, ensuring meaningful participation from the Indigenous community.

- Public Engagement: Phase 1 of the project, involving siting and design engagement, concluded in December 2022, with findings reported to Council in June 2023.
- Design Competition, total time: September 2024 to early Q2 2025

Permanent Indian Residential School Memorial Project Update

- A Royal Architectural Institute of Canada endorsed design competition will be held; the project team will be shortlisting to five Indigenous-led design teams to submit their concepts.
- Each team will receive an honorarium for their participation.
- Selection Process: The Request For Pre-Qualifications (RFPQ) went live on 2024 September 16, with five shortlisted teams to be announced by the end of October 2024.
 - RFPQ is open to applicants on SAP Arriba
 - The five shortlisted teams will be invited to submit their design proposals via a Request For Proposals (RFP) starting in November 2024.
- Community Exhibition: In early 2025, the design concepts will be exhibited to the Indigenous community, and the results will be decided by a jury and made public in March 2025.
- Regulatory Phase:
 - The project will undergo a Historical Resource Impact Assessment (HRIA) taking at least 10 months, with potential mitigations impacting design and timelines. If there are no mitigations, the regulatory phase is expected to complete by October 2025.
 - If a Duty To Consult is triggered, it will be triggered during the HRIA process.
- Construction Phase: Following the regulatory phase, the project will move into construction, coordinated by the Indigenous Relations Office and Infrastructure Services staff.
- The IRSM project team has formally created a partnership with The Confluence Historic Site and Parkland (The Confluence). The partnership has given the IRSM project access to just under 10,000 square meters of land for the Indian Residential School Memorial.

DISCUSSION

A letter of intent (Attachment 2) was signed with The Confluence (formerly Fort Calgary) to develop and construct an Indian Residential School Memorial in September 2023. This partnership between The City and The Confluence Historic Site and Parkland demonstrates a commitment to the advancement of Truth and Reconciliation.

On 2023 September 30, a joint announcement was made to formally announce that the permanent Indian Residential School Memorial would be proceeding on City-owned lands at the confluence of the Bow and Elbow Rivers. A marker has been placed on the future site.

The project site for the permanent Indian Residential School Memorial at The Confluence, is located in the NE corner by the community garden and is approximately 2.3 acres/9,557 square meters in size with a perimeter of approximately 419 metres. See Attachment 3 for a map of the lands identified.

The City is pursuing a two-stage procurement process to secure a qualified design team for the Indian Residential School Memorial. This phase of the project is being guided by a professional advisor. The stage one RFPQ is currently open. The Indian Residential School Memorial project RFPQ has a stated total project value with a range of \$1 million (Council approved funds) and up to \$5 million.

The second stage competition will be facilitated through a Request for Proposal (RFP) format. Up to five teams will be shortlisted and invited to participate in stage two by preparing a

Permanent Indian Residential School Memorial Project Update

proposal and design concept as part of the response to the second stage RFP. See Attachment 4 for the full project timeline. Administration will share outcomes of the design competition with Council.

There is wide range of existing Residential School Memorial sites across Canada including the Government of Alberta's 'reconciliation garden and residential school monument'. The Indigenous name awarded to their monument is *Kihciy Maskikiy/Aakaakmotaani*. Kihciy Maskikiy is Cree for 'sacred medicine' while Aakaakmotaani is Blackfoot for 'save many people'. It is customary between Cree and Blackfoot people to honour one another, and Province's naming convention on their monument is illustrative of this fact.

The Government of Alberta's reconciliation garden had a budget of \$1 million. The province's project provides a general expectation as to what can be accomplished with \$1 million. The City of Calgary can expect a similar memorial given the IRSM current project budget.

In August 2021, the Government of Canada announced \$20 million to build a national monument and will be featured on Parliament Hill in a publicly accessible and highly visible location. The City of Calgary IRSM project team met with the National 'Residential School Monument' team to trade notes. The National team was complementary of the IRSM team's progress and project planning knowledge was shared among the teams.

EXTERNAL ENGAGEMENT AND COMMUNICATION

- | | |
|---|---|
| <input checked="" type="checkbox"/> Public engagement was undertaken | <input checked="" type="checkbox"/> Dialogue with interested parties was undertaken |
| <input checked="" type="checkbox"/> Public/interested parties were informed | <input type="checkbox"/> Public communication or engagement was not required |

An internal working group and an Elders' Advisory Committee, comprised of six local Elders, for the permanent memorial was established to advance this project.

External engagement was undertaken from September to December 2022. Based on the engagement results, a report back to the Indigenous community was held in May 2023 to validate the results through a what we heard report.

IMPLICATIONS

Social

The establishment of a permanent Indian Residential School Memorial is an important step on the journey of Truth and Reconciliation. The memorial will commemorate lost children and respect all survivors and inter-generational trauma survivors by providing a place for people to come to pay respects, support Indigenous peoples' healing from the legacy of colonization, reconnect with their Indigenous cultures, and create a place where Indigenous people and Calgarians can be together to celebrate Indigenous people and cultures. The Indian Residential School Memorial will also reflect and respect the diversity of all Indigenous nations, incorporate the spirit of the current temporary memorial and enhance the learning of non-Indigenous Calgarians.

Permanent Indian Residential School Memorial Project Update

Environmental

Indigenous worldviews about the environment include the interconnectedness of all living things, respectful relationships with land and nature, and the responsibility to take care of the land. The future memorial will respect and honour these ways.

Economic

Economic Reconciliation is an integral part of Truth and Reconciliation. The permanent Indian Residential School Memorial will provide economic opportunities for Indigenous and non-Indigenous Calgarians from design to construction, including procurement, employment and consulting.

Service and Financial Implications

Existing capital funding - one-time

To recognize the children who did not return home from residential schools, \$1 million was approved by Council to establish a permanent memorial in Calgary in November 2021 during the 2022 Service Plans and Budget discussion.

As a commitment of Reconciliation, The Confluence confirmed an additional \$1 million in capital funding to the project this summer. Supporting this project is a necessary step for The Confluence in meeting the Calls to Action, and repairing the harm caused by the Residential School system.

RISK

Not following through on The City's commitments to advance Truth and Reconciliation Calls to Action and Pipe Ceremony could pose reputational, credibility and relationship impacts between The City, urban Indigenous Calgarians, Indigenous City employees and Calgarians.

ATTACHMENTS

1. Background and Previous Council Direction
2. Residential School Memorial Site
3. Letter of Partner
4. Indian Residential School Memorial Timeline
5. Presentation

Department Circulation

General Manager/Director	Department	Approve/Consult/Inform
Chris Arthurs	People, Innovation & Collaboration Services	Approve

Background and Previous Council Direction

Background

The City of Calgary identified Call to Action #82 in the White Goose Flying report to establish a monument, including commissions and art installations throughout the city pertaining to Indian residential school and other types of cultural commemoration. Following the 2021 confirmation of remains of 215 children at the former Kamloops Indian Residential School, Council reaffirmed its commitment to Truth and Reconciliation by approving funds to establish a permanent memorial in Calgary. The temporary memorial on the steps of the Municipal Building will remain in place until the construction of the permanent memorial is complete.

Previous Council Direction

Indian Residential School [permanent] Memorial Project

2023 June 06

Indian Residential Permanent Memorial Project Update (verbal), C2024-0595

That report was an update with the recommendation 'That Council receive this presentation for the corporate record'. Council was provided an update as to the progress of the project and What we heard report was shared.

2022 November 22

Council Proposed Investments, EC2022-1337

Council approved \$1 million in capital funding towards a permanent memorial site replacing the temporary memorial site.

Approx. Area: 9,557 m²
Approx. Perimeter: 419 m

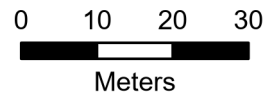
City of Calgary, Esri Community Maps Contributors, City of Calgary, Esri Canada, Esri, TomTom, Garmin, SafeGraph, GeoTechnologies, Inc, METI/NASA, USGS, EPA, US Census Bureau, USDA, NRCan, Parks Canada

Calgary



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Date Printed: May 24, 2024



Residential School Memorial Site

2023 Orthophoto

Legend

Extent of Site



September 14, 2023

Jennifer Thompson, President
Brian Beck, Board Chair
The Fort Calgary Preservation Society
750 9th Avenue SE
Calgary, Alberta T2G 5E1


RE: Intent to Partner to construct an Indian Residential School Memorial

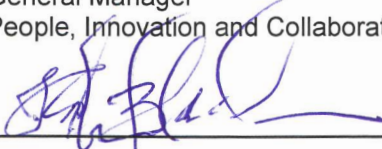
This letter of intent is to confirm that The City of Calgary, led by the Indigenous Relations Office and The Fort Calgary Preservation Society (Fort Calgary) will enter a partnership to develop and construct an Indian Residential School (IRS) Memorial on The City-owned lands at the confluence of the Bow and Elbow Rivers managed by Fort Calgary. The City and Fort Calgary will work collaboratively to amend Fort Calgary’s Licence/Operating Agreement with a mutually agreed upon schedule outlining the scope of the Memorial project including roles, responsibilities, governance, considerations related to future maintenance and programming, among other items. The City and Fort Calgary will work closely on siting and design through a working group structure.

The opportunity to partner with Fort Calgary on this project follows broad community engagement by The City that identified the lands managed by Fort Calgary as the community’s preferred location for the IRS Memorial. The Memorial will tentatively be located at the north east corner of the lands by Fort Calgary’s community garden, pending any considerations raised during the siting and design process. The City and Fort Calgary will work together on any communications or signage at the potential site to inform Calgarians.

The intent of this letter is to confirm The City and Fort Calgary’s commitment to work on this project in a good way, and continuing to build on the foundation of a long standing partnership to honour residential school survivors and the children who never returned home.

The City of Calgary


Chris Arthurs
General Manager
People, Innovation and Collaboration Services


Katie Black
General Manager
Community Services

The Fort Calgary Preservation Society

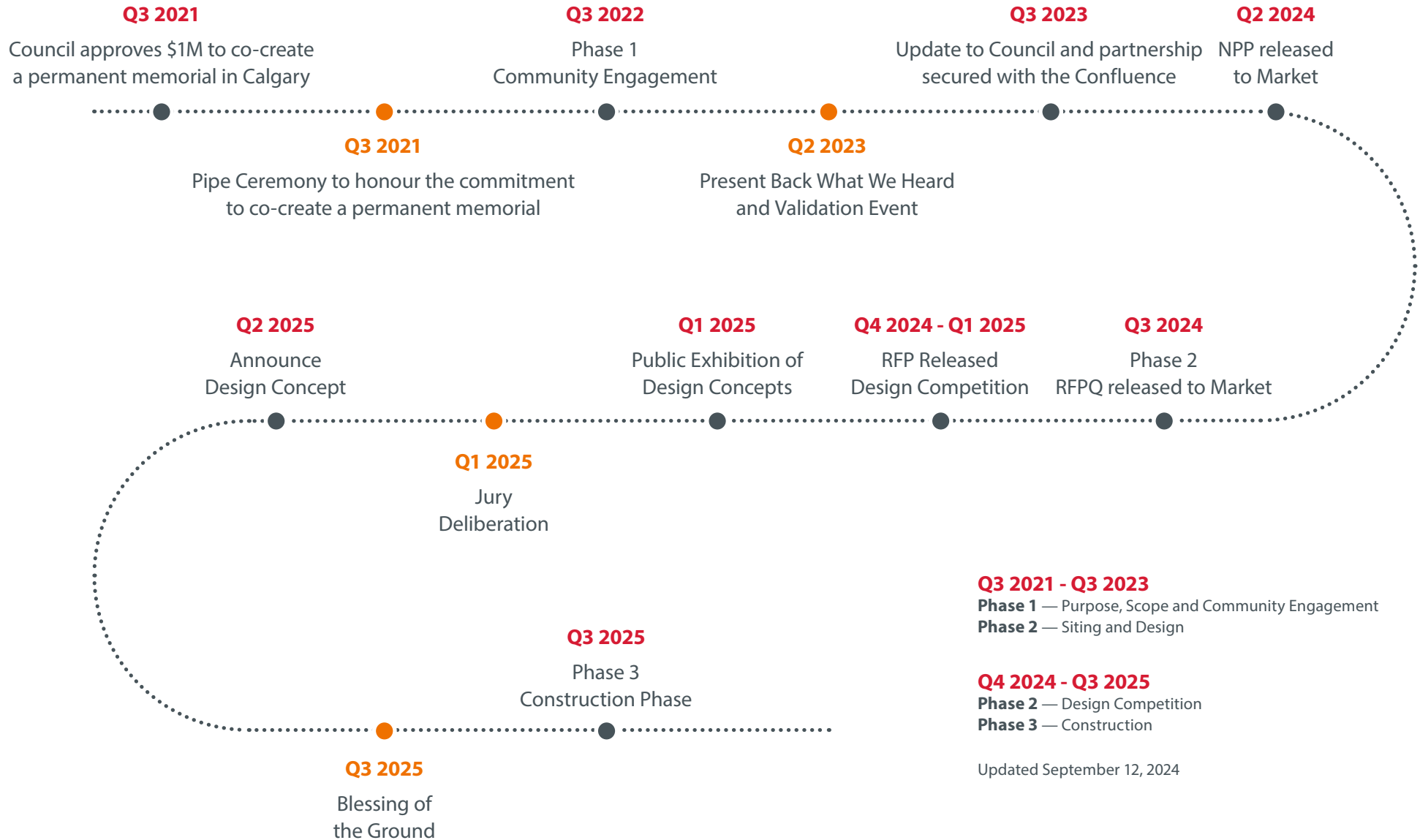

Brian Beck
Board Chair



Indian Residential School Memorial Timeline

Tk'emlups te Sewepemc Kukpi7 (Chief) Rosanne Casimir

Confirms the remains of 215 children, who were students of the Kamloops Residential School, have been found. — May 27, 2021





Permanent Indian Residential School Memorial Project Update, C2024-1025

2024 September 23

Recommendation

That Council direct Administration to bring an update to Council with the preferred design concept and future funding request for consideration at the budget adjustment process in 2025 November to support the delivery of the permanent Indian Residential School Memorial project.



Themes/Design Parameters

Fort Calgary/
Confluence was
participants' top
choice for location

Healing, ceremony,
truth and
acknowledgment
were central themes

A Traditional
Indigenous design is
favoured over a
contemporary design

The spirit of the
temporary memorial
must be incorporated
into the permanent
memorial

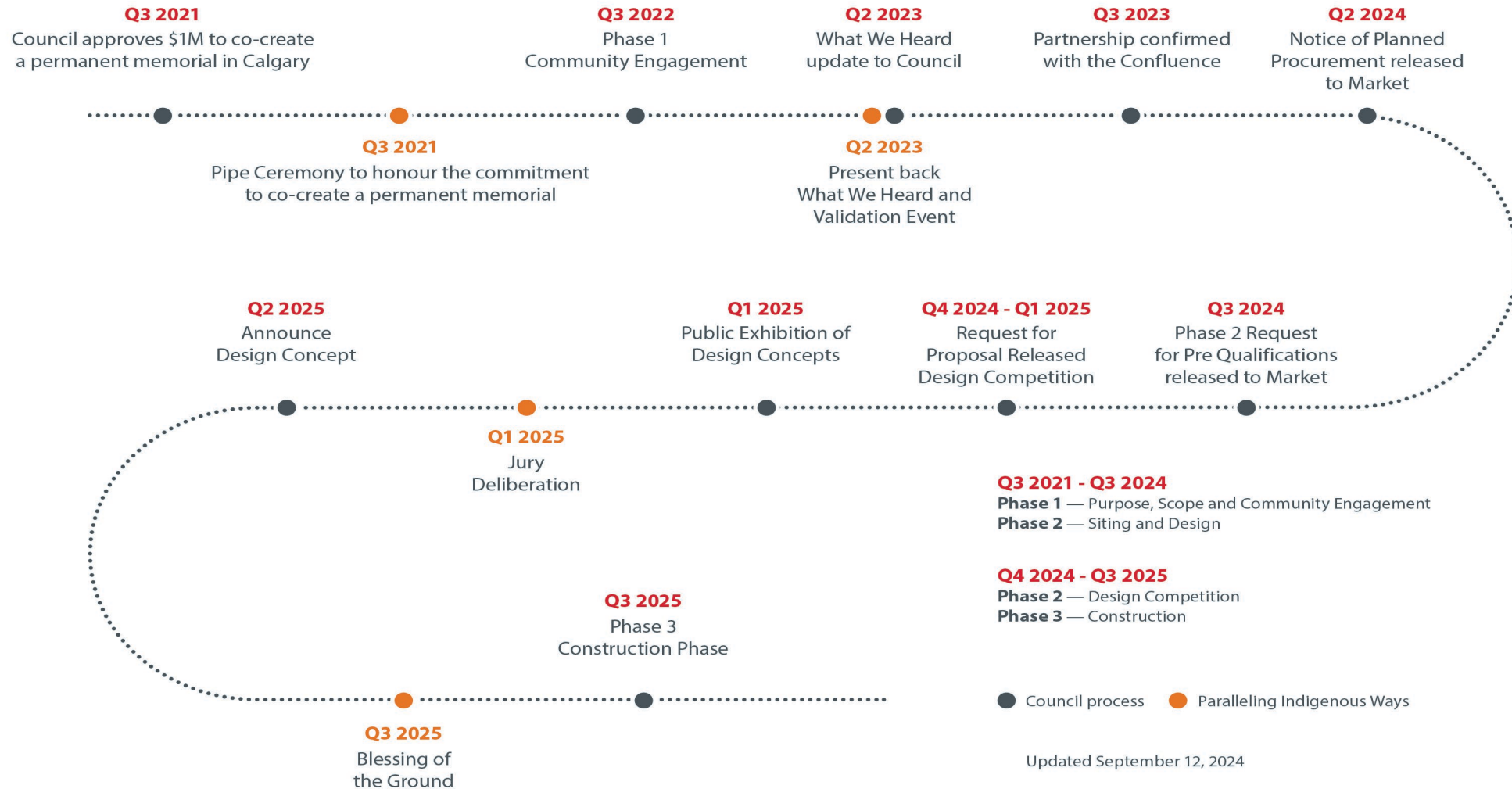
Bronzing the shoes
from the temporary
memorial was most
preferred

Seating and
accessibility were
high priorities

Symbolism and
nature are very
important elements
of preference



Project Timeline



24-0041549 - CRV-32079

- Provided verbal update to Council June 2023
- Partnership announced 2024 September 30 with The Confluence Historic Site and Parkland
- Two-stage design competition underway supported by the Indigenous Relations Office, Supply and Infrastructure Services
- Notice of planned procurement (NPP) released to market
- Hired a Professional Advisor, Spencer Design



Location of Future Memorial

Approximately 10,000 square meters in size with a perimeter of approximately 419 metres

Notable challenges: sewage main, flood fringe

Possible activities at the memorial site include:

- Community gatherings
- Spiritual events
- Education on reconciliation
- Strong public commitment to Truth & Reconciliation



Discussion

2024

Two stage design competition:

- RFPQ (public) release September 2024 shortlist 5 Indigenous led design teams with budget between \$1-5M
- RFP (shortlist invite) anticipated release December 2024

2025

- Designs will be exhibited anonymously for public opinion
- Jury will consider public opinion in recommending final design concept
- Council will be shown the Jury's preferred concept and project budget will be brought for consideration
- Announcement of final design pending budget approval Q2 2025



Phase 3 Construction Considerations

- Indigenous Relations Office and Infrastructure Services will be project co-leads
- Historic Resources Act impact assessment is expected to take time and budget
- The assessment may trigger the duty to consult process, extending timeline
- Goal to commence construction after the assessment is complete



Recommendation

That Council direct Administration to bring an update to Council with the preferred design concept and future funding request for consideration at the budget adjustment process in 2025 November to support the delivery of the permanent Indian Residential School Memorial project.

Infrastructure Services Briefing to

Regular Meeting of Council

2024 September 23

ISC: UNRESTRICTED

C2024-1070

Indigenous Gathering Place Update

PURPOSE OF BRIEFING

To provide a status update on the Indigenous Gathering Place project.

- Administration is supporting the Indigenous Gathering Place Society, exploring possible locations for an Indigenous gathering place near the confluence of the Bow and Elbow rivers.
- Administration will continue collaborating with the Indigenous Gathering Place Society in the coming months to further explore feasibility and to determine next steps.

SUPPORTING INFORMATION

Council direction and Project intent

The 2016 White Goose Flying Report's Stream B: Spiritual healing, Culture and Arts Commemoration and the Calgary Aboriginal Urban Affairs Committee's recommendation:

“request that the [City ...] work collaboratively to seek real estate, appropriate infrastructure, public buildings, gardens and parkland for Indigenous ceremonial, cultural, commemorative activities, as well as healing [and] acknowledge and respect Calgary's Indigenous archaeological sites”

The City and the Indigenous Gathering Place Society are honouring the commitments made during the May 2021 Smudge and Pipe Ceremony and Memorandum of Understanding, to work together to establish an Indigenous gathering place. In February 2022, Council also approved the Notice of Motion – Indigenous Gathering Place Land Transfer (EC2022-0150) directing Administration to:

- Confirm with the Indigenous Gathering Place Society its interest in land near the confluence of the Bow and Elbow rivers, and
- Engage more broadly to identify a suitable location for an Indigenous gathering place near confluence of the Bow and Elbow rivers.

Current Status

Administration, together with the Indigenous Gathering Place Society, has explored potential sites near the confluence of the Bow and Elbow rivers. This year, the focus has been on assessing the feasibility of developing the Indigenous gathering place at the Indigenous Gathering Place Society identified preferred location. Geotechnical and environmental studies were completed; no concerns were identified if structures are above ground. Additionally, a submission regarding potential historical resource impacts has been made to the provincial government, with results expected in mid to late September. Further requirements may be identified by the Government of Alberta under the Historic Resources Act.

Since this project's last verbal update in October 2023, a project Steering Committee has been established within Administration. The Committee discusses challenges and opportunities to support the advancement of the project. Earlier this year, the Committee attended the

BRIEFING

Page 2 of 2

Item # 14.1

Indigenous Gathering Place Society draft Business Plan presentation and a copy of the updated Business Plan was provided to The City for review. Administration continues to collaborate with the Indigenous Gathering Place Society as they refine their vision and approach.

The Steering Committee and working groups will continue collaborating with the Indigenous Gathering Place Society to enhance mutual understanding, respect cultural protocols, and build trusting relationships, aiming for a common beneficial outcome.

ATTACHMENTS

None

Author: Ryan Meier, Manager, Facilities Planning

General Manager Michael Thompson concurs with the information in this Briefing.