



Calgary Indigenous Relations Office (IRO) Engagement Learnings To Date

<i>Indigenous Policy Components</i>	IRO Core Functions	Emerging Learnings
Ways of Knowing	Cultural Training and Advice	Follow Indigenous protocols; prioritize Indigenous cultural competency development for City staff and Indigenous awareness learning opportunities for Calgarians.
Ways of Engaging	Engagement	Engage with respect; support and advance Indigenous-focused community projects of mutual interest and of historical, traditional and cultural significance.
Ways of Building Relationships	Relationship Coordination	Develop trust, ethical space and supportive, transparent, mutually beneficial and ongoing relationships with Indigenous people; create spaces in Calgary where Indigenous people feel included; focus on the value of Indigenous people in Calgary.
Ways toward Equitable Environments	Strategy and Leadership + Legal Advice and Reporting	Operate from Indigenous lenses; honour western and Indigenous parallel processes; create ethical spaces for innovation; collaborate in authentic ways with Elders and Knowledge Keepers; demonstrate leadership and commitments to reconciliation in ongoing ways; plan long term; and advocate for Indigenous community priorities with other levels of government.