

Calgary Aboriginal Urban Affairs Committee (CAUAC) Governance Review Key Learnings

Clarity of Purpose

All stakeholders (citizens/employees/groups interacting with CAUAC) have differing perspectives of CAUAC's purpose and how to engage with the Committee.

Key Finding: *CAUAC's purpose needs to be clearly defined and articulated to be understood by all stakeholders including the membership of the committee.*

Recruitment & Orientation Process

Purposeful recruitment and a robust orientation are essential to a well-run committee. Members need to feel that their skills and expertise are valued and utilized. A lack of clarity of the Committee purpose can discourage engagement. Additionally, many noted inadequate Indigenous representation on the committee.

Key findings: *Targeted recruitment and Indigenous-based orientation approaches need to be utilized to gain specific skills and expertise. Indigenous membership should form a large composition of the committee.*

Relationships & Collaboration

Meaningful relationships and collaboration are key and CAUAC has the potential to serve as an important connector between The City of Calgary and the Indigenous community. Currently, there are some disconnects that limit the development of meaningful relationships and collaboration. The Committee's decision-making and recommendation processes need a stronger Indigenous voice.

Key Finding: *The City is advancing reconciliation through the implementation of Indigenous strategies and the development of the Indigenous Relations Office. CAUAC will need to evolve into a collaborative role within the new structure.*

Governance Structure

The CAUAC governance structure is not reflective of Indigenous governance models. Elders and Knowledge Keepers should be integrated into CAUAC's work to support, guide and provide traditional wisdom. A new governance structure must incorporate ethical space, including shared values and purpose, between Indigenous and western models.

Key Finding: *The future governance structure needs to integrate an Indigenous worldview to parallel the western approach, incorporating processes and inclusionary practices including oral traditions and consensus decision making.*

Roles and Responsibilities

There is a lack of understanding about CAUAC's roles and responsibilities which contributes to a lack of commitment, continuity and clarity.

Key Finding: *The continuity, commitment and meaningful contributions of CAUAC will be more effective with well-defined roles and responsibilities provided through a clear orientation process and supported through succession planning.*

