

The Ways Forward: Affordable Housing for Indigenous Calgarians Through a Holistic Plan

June 2022 – June 2023

A Commitment to ReconcilliACTION: Working to Help Address the Affordable Housing Needs of Indigenous Calgarians

May 31, 2023

NOTE TO READERS

Our Commitment to ReconcilliACTION¹:

The Canadian Constitution recognizes three distinct groups of Indigenous (Aboriginal) peoples: Indians (referred to as First Nations), Métis and Inuit. Increasingly, and in keeping with international agreements, “Indigenous peoples” is being used instead of “Aboriginal peoples.” The City of Calgary recognizes Indigenous peoples as the original peoples of North America and “rights bearing” and as such, we prioritize now and into the future the co-creation of *actionable* holistic housing solutions that address 1) the need for land for affordable housing, 2) increases in social programming in housing complexes, and 3) amendments to municipal policies and practices that continue undue racism and discrimination against Indigenous peoples living in Calgary. This is our primary declaration and commitment to ReconcilliACTION as requested by the Elders who informed both the *2022 What we heard: Community engagement and research report. Understanding the affordable housing needs of Indigenous Calgarians: By Indigenous people for Indigenous people* and this *Ways Forward* report.

How to Read this Report:

This report has been written to preference the voices of community including Indigenous Elders, Knowledge Keepers, community contributors, and those with lived experiences. The contents of this report have been smudged, validating the words as “real”. Guided by a new group, *The City of Calgary Housing Solutions Elders Advisory Council (HSEAC)* is comprised of a representative group of five respected and recognized Elders or Knowledge Keepers from the Calgary urban community, Treaty 7, and Métis Nation of Alberta, Calgary Office. These Elders were offered tobacco to guide this work; all have extensive lived and/or academic knowledge in homelessness, housing and housing supports for Indigenous Calgarians. They will continue as per the terms of reference, to guide the ongoing work articulated in this Attachment.

Called *The Ways Forward: Affordable Housing for Indigenous Calgarians Through a Holistic Plan*, this Attachment is internally focused and articulates areas where The City of Calgary specifically could act, either alone or in partnership with the urban Indigenous community, other levels of government, and with First Nations and Métis Nation, in and around Calgary. Unlike other City of Calgary reports, this report reflects a unique holistic approach to planning and working, in this case with Indigenous peoples living in Calgary. We would like to acknowledge the following business units that are committing together to this path forward through immediate actions as well as those longer term that require development:

- **Immediate Action:** individual City of Calgary business units and programs that have already begun to shift policies, systems and practices and will continue to make change through a multi-year, multi-pronged approach; primarily through 2023-2024. They are:
 - Housing Solutions; Anti-Racism Program; Intergovernmental & Corporate Strategy

¹ We use the term ReconcilliACTION as our commitment vs. Reconciliation which was popularized in the Truth and Reconciliation Calls to Actions. ReconcilliACTION was coined by Elder Casey Eagle Speaker to signal “actionable intent” behind commitments to this work compared to performative or investigative research.

- **Medium to Long Term Action:** City of Calgary business units and programs that require further thought and engagements to understand where they will support future implementation. Most actions will occur starting 2024 with an end date to be determined during implementation. They are:
 - City and Regional Planning; Community Strategies; Real Estate and Development Services.

Finally, this report, while holistic in nature, commits to three areas of Reconciliation: Economic, Service and Policy. It is only through purposeful attention to all three that real change will be possible. Readers interested in one or more areas of work are encouraged to read further to understand The City of Calgary's commitments through project areas.

EXECUTIVE SUMMARY

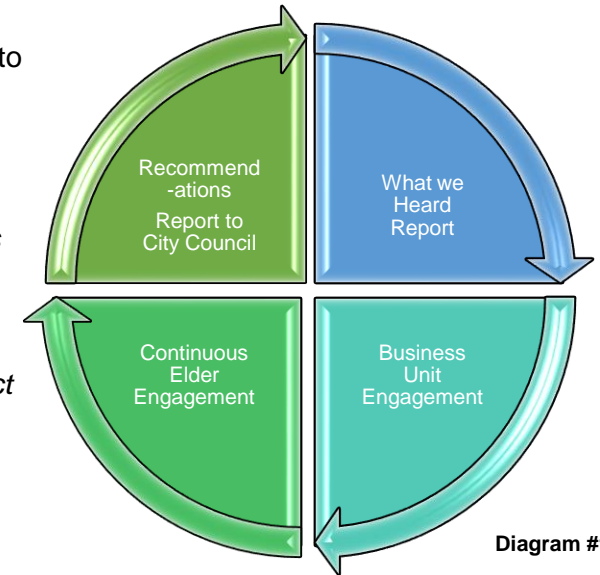
In the spirit of respect, reciprocity and truth, The City of Calgary honours and acknowledges Moh'kinsstis, and the ancestral territory and oral practices of the Blackfoot confederacy: Siksika, Kainai, Piikani, as well as the Îyâxe Nakoda and Tsuut'ina Nations. We acknowledge that this territory is also home to the Métis Nation of Alberta, Region 3 and is known as Otoskwunee in the Michif language. Finally, we acknowledge all Nations – Indigenous and non – who choose to live on these traditional lands.

According to the 2021 Census, 1.8 million or 5 per cent of the total population in Canada are Indigenous, up from 4.9 per cent in 2016. The Indigenous population grew by 9.4 per cent from 2016 to 2021, surpassing the growth of the non-Indigenous population over the same period (+5.3 per cent). Research tells us that over half of the on-reserve population is migrating to the cities. Indigenous peoples were more likely to live in a large city in 2021 than in 2016. Over this five-year period, the Indigenous population living in a large urban centre grew by 12.5 per cent; Calgary's Indigenous population is 48,625 individuals or approximately 3 to 4 per cent of the total. Additionally, Indigenous peoples are migrating from other cities into Calgary and as such, affordable housing that is both culturally and economically viable will become a major focus for municipal governments to consider in the future.

The adequate provision of affordable housing has not been equally afforded to Indigenous peoples. As residents of Calgary, Indigenous peoples are facing housing challenges that are not acceptable for valued members of our community. On any given night, Indigenous peoples encounter homelessness and insecure housing at a far greater rate than other Calgarians. The City of Calgary has an important role to play in addressing these challenges and commits to addressing housing inequalities experienced by Indigenous peoples living in Calgary through several interdependent holistic ways forward, aligned to three areas of Reconciliation: Economic, Service and Policy. These actions highlight current as well as future opportunities and each one will require an implementation plan guided by the principles of ethical space, Reconciliation, equity, and co-created solutions led by Indigenous peoples, and supported by non-Indigenous staff and formal leadership.

What We Heard

Since 2016 the City of Calgary (through the Housing Solutions Division) has been working to identify how The City could better support the delivery of affordable housing for Indigenous peoples living in Calgary. From 2020 July – 2021 December, engagement with Elders and Knowledge Keepers, Indigenous-serving housing providers and service organizations, as well as Nation administrative leadership took place. In 2022 June, the *What we heard: Community engagement and research report. Understanding the affordable housing needs of Indigenous Calgarians: By Indigenous people for Indigenous people* (CD2022-0760) was presented to City Council and was approved unanimously. A follow-up Recommendations Report was requested by Council no later than Q2, 2023. This work is aligned through a variety of policies and initiatives including: *The Municipal Government Act (MGA)*, *Social Wellbeing Policy*, *Welcoming Communities Policy*, *Gender Equity, Diversity and Inclusion Strategy*, *Multicultural Communications & Engagement Strategy*, *Resilient Calgary Strategy*, and the *White Goose Flying* report².



Moving Forward

Indigenous housing must be approached through a holistic strategy that acknowledges housing as more than “bricks and mortar”. Often this is difficult for colonial governments to implement as the practice is to orient deliverables through singular western, and specific business actions. This report challenges that practice. Research and the voices of Elders have told us about that success in Indigenous housing strategies require several inter-dependent components including adequate funding, long-term programming supports, policy and systems reforms, intergovernmental co-operation, collaboration with urban and First Nation and Métis Nation Calgary region communities and a focus on community economic reconciliation. As a corporation we must critically re-think how land and other City-owned assets can be respectfully recovered and returned to create the necessary affordable housing for Indigenous peoples in Calgary. We must recognize and acknowledge that the benefits accorded to western peoples and their governments who occupy this land en masse today - come from a history of stolen land and the displacement of the first peoples who now suffer the most from these actions. These are difficult yet important conversations that need to be embedded in any housing plan if we truly hope to support Indigenous communities in their efforts to build housing adequacy and sustainability for their people.

² Proposed projects align to the following Truth & Reconciliation Commission (TRC) Calls to Action: Stream A: Public Awareness/ Call to Action #57; Stream H: Basic Needs/ Call to Action #20 and Stream L: Corporate Leadership/ Call to Action #92.

METHODOLOGY: City of Calgary Engagement

How We Heard

Our engagement process (diagram #1) underscored the importance of iterative interactions as a cornerstone of the work, now and in the future. Business units or programs highlighted in the *What we heard: Community engagement and research report*. *Understanding the affordable housing needs of Indigenous Calgarians: By Indigenous people for Indigenous people* were approached in early January 2023 and were asked to consider what they will do to support the work now and into the future. Business units were asked to consider alignment to one or more of the six themes below, as well as the *White Goose Flying Calls to Action*.

Five Elders were also asked to help in the development of *The Ways Forward: Affordable Housing for Indigenous Calgarians Through a Holistic Plan*. Monthly meetings were hosted as well as planning sessions in early February for business units to request feedback. All the actions contained in this report have also undergone extensive vetting and validation by senior leadership of the following areas: Housing Solutions (Policy and Strategy; Housing Incentive Program; Home Program); Anti-Racism Program; Intergovernmental & Corporate Strategy, City and Regional Planning; Community Strategies; Real Estate and Development Services.

Six Key What we heard Report Themes

The following key themes have formed the basis of short-, medium- and long-term work across the Corporation.

Theme #1: Natural Laws are understood as the worldviews / a way of life that informed Indigenous communities prior to colonization. For example, Siim'ohksin and Wahkotowin are ways of understanding what home meant to Indigenous peoples prior to colonization; concepts of relationality to each other and the land.

Theme #2: Recognize the Land is understood as the acquisition, building and creation of affordable housing in Calgary with access to land based oral practice and the provision of supports for Indigenous peoples moving to the city of Calgary. For example, projects will consider the creation of on-site outside spaces for ceremony or consideration of off-site transportation of residents to other locations for land-based teachings.

Theme #3: Safe Spaces is understood as the types of housing designs that create a sense of community specifically for seniors, youth, and single moms to come together as community, and be free of trauma. For example, projects will consider how their project can create a sense of relationality between residents in their design.

Theme #4: Colonization and External Racism recognizes how external racism and stereotyping can further harm Indigenous residents and applies this understanding in systems, design, and operation of their housing project. For example,

projects will consider the need for smudging, ceremonial spaces, and other oral practice in their design and the practice of NYMBISM or "Not in My Backyard".

Theme #5: Supports are understood as built-in Indigenous programming within the housing structure. For example, Elders in residence, day-care or other healing programs will be considered.

Theme #6: Reconciliation formally declares The City of Calgary and Affordable Housing priorities for advancing urban Indigenous Housing.

The Ways Forward: Affordable Housing for Indigenous Calgarians Through a Holistic Plan

True Reconciliation requires three shifts in how work moves forward – they are shifts in power (from the colonial institution to Indigenous peoples), perspective (from western to Indigenous worldviews) and prioritizing Indigenous projects. The risks associated with integrating vs paralleling Indigenous and Western ways of knowing and doing include:

1. The weakening of Indigenous understandings by generalizing and taking them out of context.
2. The denial of cultural differences to find commonality.
3. The assimilation of Indigenous knowledges in a way that makes them invisible.

The following three pathways (diagram #2) are the ways in which The City of Calgary will move forward in parallels – either alone or in partnership with community, other orders of government, and with signatories of Treaty 7 and Métis Nation of Alberta, Calgary offices, to change the affordable housing landscape for Indigenous peoples living in Calgary. Our operational model is also premised upon four important foundations that will underscore the work. They are: For Indigenous by Indigenous (FIBI), parallel process, Elder-led process, and Indigenous community-informed.

These pathways are built from a holistic equity lens, with a focus on creating long and enduring relationships with social and housing organizations wishing to create affordable housing opportunities in Calgary, for Indigenous Calgarians. Together in this holistic approach we:

1. Acknowledge and prioritize Indigenous peoples as the original inhabitants of North America and “rights bearing”.
2. Understand that the co-creation of housing solutions through respectful consultation and engagement and privileging of Indigenous worldviews is not only necessary but the most ethical place to start in moving forward this work.

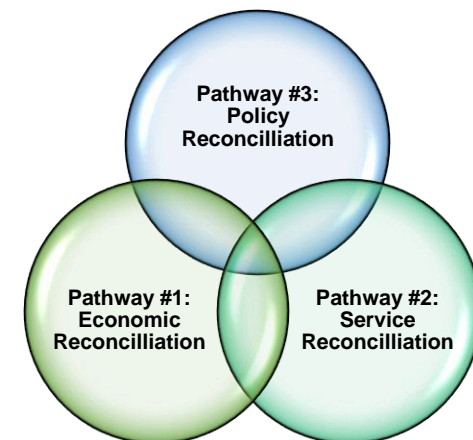


Diagram #2

3. Operationalize the three Pathways model as described in the following pages and demonstrated in diagram #2
4. Work from collective and holistic approach across the City of Calgary on short-, medium- and long-term projects.
5. Respect that Natural Laws such as Wahkotowin and Siim'ohksin must be the foundation of this work and as such empower Indigenous staff and consultants to help guide the unpacking and re-packaging of this work through the three areas of economic, service and policy Reconciliation as described below.

Governance and Responsibility

Under the executive sponsorship of the General Manager, Community Services, the Housing Solutions division will take on the coordination role for the work as follows. All positions will work in close alignment with the Indigenous Relations Office and will work under the guidance of The City of Calgary's Housing Solutions Elders Advisory Council.

Implementation

To create opportunities for cross-departmental Reconciliation, Housing Solutions, and Indigenous and non-Indigenous staff will create a cross-corporate/inter-governmental working group to pursue the following projects in each area of Economic, Service and Policy Reconciliation. In the context of this document the timeframes Short/Medium/Long (S/M/L) can be considered: Short = 1-2 years; Medium = 2-3 years; Long = 3-5 years from the date of this plan.

Pathway #1: Economic Reconciliation

Economic Reconciliation aims to create meaningful partnerships and mutually beneficial opportunities based on a holistic, values-driven approach to attaining community economic prosperity. This shared prosperity approach draws on the values of the community to inform the structures, processes, and environments to stimulate action towards community resilience. Economic Reconciliation is a powerful tool when working with Indigenous communities as they invest in, build, and operationalize affordable housing for their communities. Although the specific goals and outcomes will be unique to each community, economic Reconciliation aims for concrete actions such as creating businesses, modifying the built environment, and builds on local strengths to forge strong paths within a larger community.

Immediate Actions (2023-2024)

Housing Solutions: Policy & Strategy

Non-Market Land Sale

Facilitate conversations with Real Estate and Development Services around existing City-owned property that is suitable for Indigenous non-market housing and with the guidance of the City of Calgary Housing Solutions Elders Advisory Council to identify appropriate sites, including both surplus land and buildings that are deemed culturally suitable for the development and renovation of Indigenous Non-Market Housing.

Notify Nations, Indigenous housing networks and urban Indigenous housing and social service providers, such as the Aboriginal Standing Committee on Housing and Homelessness, Blackfoot Confederacy & G4³, Métis Nation of Alberta, Calgary offices and housing departments of upcoming Non-Market Land Sale for potential participation.

Investigate financial options to support the sale of City-owned land & City-owned assets to Indigenous housing providers at nominal value.

Theme #1: Natural Laws

Theme# 2: Recognize the Land

Community Land Trust

Work with the Aboriginal Standing Committee on Housing and Homelessness and community-based groups to identify opportunities to build and resource an Indigenous community land-trust so that it can participate in open and transparent processes to secure land and housing inventory, including through existing City support programs.

Theme #1: Natural Laws

Theme# 2: Recognize the Land

Revision of the 2023 Non-Market Housing Land Disposition Policy

Adding Indigenous direction that will inform mid- and long-term actions such as the provisions for land to be sold at below market value specifically for Indigenous housing providers, and a commitment to working with

Theme #1: Natural Laws

Theme #2: Recognize the Land

³ G4 or the Group of 4 includes the Tsuut'ina First Nation, and Îyâxe Nakoda Wicastabi First Nations comprised of the Chiniki, Bearspaw and Goodstoney First Nations.

Indigenous specific non-profit housing providers to arrange for the purchase of City-owned property and other assets that will be suitable for the creation or renovation of Indigenous specific non-Market housing.

Communicate changes to Non-Market Housing Land Disposition Policy to community.

Property Tax Relief

Consider development of a bylaw to exempt non-profit affordable housing providers, including those serving Indigenous peoples, from property tax.

Continue to advocate to the provincial government for this exemption to be extended province-wide through amendments to the Municipal Government Act, its regulations or other legislation.

Theme #1: Natural Laws
Theme# 2: Recognize the Land

Medium to Long Term Action (2024 ongoing)

Housing Solutions Lead (Support & Implementation by Real Estate and Development Services)

Create a separate Non-Market Housing Land Disposition Policy for Indigenous Housing

Incorporate changes with the current policy and create a separate policy addressing the specific needs of the Indigenous community. Work collaboratively to seek real estate, and other City-owned assets such as public buildings, gardens and parkland for Indigenous ceremonial, cultural, commemorative activities, as well as healing that are key to successful housing. This policy will address:

- Land designated through The City of Calgary’s Non-Market Housing Land Sale has not been culturally relevant nor appropriate to accommodate the preferences of Indigenous built forms, such as large communal housing or housing close to significant land or cultural sites.
- Co-create with Indigenous communities’ opportunities to access the Non-Market Housing Land Sale program to reclaim City-owned lands for the purpose of affordable housing.

Theme# 2: Recognize the Land

Engagement

This change will involve engaging all Indigenous groups in Calgary including The City of Calgary’s Housing Solutions Elders Advisory Council as it relates to changes to the Non-Market Housing Land Disposition Policy. This work will take a dedicated team to compile necessary information, so The City of Calgary is able to build an accurate representation of the requirements to ensure the success of the program Housing Solutions. The team will need to be prepared for future Non-Market Housing Land sales. Support will be required over the long term.

Theme# 2: Recognize the Land

Medium to Long Term Action (2024 ongoing)

Planning & Development Service - City & Regional Planning (City and Regional Planning and Community Planning)

Planning & Development Services Equity Audit Framework and Assessment Tool (City and Regional Planning)

Explore opportunities to implement the Planning & Development Services equity audit framework and assessment tool as part of all future planning initiatives with a specific lens on Indigenous planning and affordable housing. Note: The equity audit framework will highlight opportunities to review policy that will address this call to action. Implementing the equity audit tool and framework will require training and capacity building on Indigenous issues, intercultural competency, conflict resolution, human rights, and anti-racism. Pilot through the update of the Municipal Development Plan and Calgary Transportation Plan (the Calgary Plan), the Land Use Bylaw renewal, and Complete Streets program of work. No additional resources required at this time. There will be a need for additional resources dependent how the work progresses.

Theme 2: Recognize the Land
Theme 3: Safe Spaces
Theme 4: Colonization & External Racism

Indigenous Lens to the Calgary Plan Initiative

Use findings from the 2023 equity audit of the Municipal Development Plan and Land Use Bylaw to apply an Indigenous lens to the Calgary Plan initiative. The equity audit will provide an assessment of the Municipal Development Plan and highlight policy gaps to be addressed. This will include but is not limited to policy and/or land use bylaw regulatory changes to address considerations such as urban reserves, housing, and consideration of spaces for cultural and traditional practices possibly within parks and open space. No additional resources required. Engagement will be undertaken as part of the Calgary Plan project.

Theme 1: Natural Laws
Theme 2: Recognize the Land
Theme 3: Safe Spaces
Theme 4: Colonization & External Racism

Engagement

Undertake meaningful Indigenous engagement as part of City Building program (Calgary Plan, Land Use Bylaw renewal, Complete Streets are three projects being completed as a program) especially around housing topics. Engagement will allow administration to better understand how best planning and policy, regulations and guidelines can be used to address this call to action. Planning & Development Services received funding as part of the 2023-2026 budget which includes money to hire a consultant to undertake engagement and communications for the program including Indigenous engagement.

As part of the on-going Local Area Planning initiative currently underway, Land Acknowledgements are included in all public engagement presentations as well as within the statutory local area plan documents. Other approaches that will be sustained include: i) sharing information about the history of the local area, including an emphasis on the Indigenous history; and ii) ensuring awareness and engagement with Indigenous Calgarians by promoting The City’s work through channels such as Wind Speaker Radio.

Theme 1: Natural Laws
Theme 2: Recognize the Land
Theme 3: Safe Spaces
Theme 4: Colonization & External Racism

Review Triple Bottom Line

Undertake meaningful Indigenous engagement as part of the review of the ‘Triple Bottom Line’ Council policy and framework. This will explore potential opportunities to incorporate an Indigenous world view and Natural law into the policy. Engagement will allow administration to better understand how best planning and policy,

Theme 1: Natural Laws
Theme 2: Recognize the Land
Theme 3: Safe Spaces
Theme 4: Colonization & External Racism

regulations and guidelines can be used to address this call to action. Currently exploring opportunities to coordinate with the Calgary Plan on engagement.

Recognize the Impacts of Planning Practices

Explore how to better incorporate acknowledgement and recognition of the impacts of planning practices on Indigenous peoples in and surrounding Calgary beyond the land acknowledgments included in the Municipal Development Plan and other planning documents today. This will include an interjurisdictional review/scan of how other municipalities are undertaking this work.

Engagement will be undertaken as part of the Calgary Plan, Land Use Bylaw renewal, and Complete Streets program of work. Engagement will allow administration to better understand how best planning and policy, regulations, and guidelines will be used to address this call to action. Pilot through the Calgary Plan, Land Use Bylaw renewal, and Complete Streets program of work.

Theme 2: Recognize the Land

Pathway #2: Service Reconciliation

Service Reconciliation aims to work to repatriate Indigenous cultures, cultural practices, and worldviews through the funding of social programs that are ideally managed and implemented by Indigenous peoples, Elders, and social service agencies. What we know about Indigenous housing is that in order to be successful newly housed residents often require holistic and long-term supports in several areas such as: healing and wellness, parenting, addictions support, living skills and cultural connections. Long-term service Reconciliation is an important step in achieving success not only in affordable housing, but in families and communities alike.

Immediate Action (2023-2024)

Housing Solutions: Policy & Strategy – Home Program

Prioritize Indigenous Applications

As part of the 2023 Home Program implementation, applications aligned to Indigenous outcomes and objective(s) will be prioritized during the evaluation process. Specifically, projects under the Home Program priorities of:

- Seeking to understand the root causes of housing instability for Indigenous peoples at a systems level.
- Seeking to change systems, policies and other legislation that maintains housing instability for Indigenous peoples at a systems level.

Engagement with previously funded, current Home Program non-profit organizations (both eligible and funded organizations) as well as other Indigenous non-profit organizations operating within Calgary will be required to explore opportunities under these new objectives, and to track progress on advancing these objectives.

Theme 4: Colonization & External Racism

Explore Changes to the Home Program

Explore and implement changes to the Home Program to address the findings from the equity analysis project's Indigenous report and Home Program report, particularly related to the potential creation of an Indigenous stream of Home Program funding that build on the pilot outcomes of opportunity #1 as well as emphasizing relationality, and the experiences, perspectives, and world views Indigenous peoples.

Theme #5: Supports

Immediate Action (2023-2024)

Housing Solutions: Policy & Strategy – Indigenous Housing Funding Programs

Create an Indigenous stream of the Housing Incentive Program

Co-create an Indigenous stream as part of the Housing Incentive Program refresh. Co-creation needs to occur with Urban Indigenous non-profit housing providers and elders to ensure program requirements accommodate needs and barriers are removed.

Connecting with Indigenous communities through Indigenous relations consultants to understand where we are at, and the needs and expectations will be critical.

Theme #5: Supports

Indigenous Affordable Housing Funding Program

Develop an Indigenous Affordable Housing Funding Program to support urban Indigenous housing providers. The program would award Indigenous housing providers up to 20 per cent of funding for their projects, subject to a regular open and competitive process.

Theme 4: Colonization & External Racism

Partnerships & Leveraging

Work with federal and provincial governments and Indigenous partners to leverage funds for Indigenous Affordable Housing projects. Ensure there is alignment between programs to support directing funds into Calgary to support For Indigenous-by-Indigenous projects.

Theme #5: Supports

Communication

Ensure there is a communication and partnership approach with Indigenous communities as it relates to the affordable housing programs within The City. Our regular business needs to ensure we are building community, building trust, and continuing to foster partnership with the urban Indigenous communities.

Theme #5: Supports

Medium to Long Term Action (2024 ongoing)

Community Strategies: Long Term Funding for Housing Supports

Research and Engagement

Working with the Indigenous community and social service sector partners, identify and understand the wrap-around supports currently available, gaps and needs of Indigenous affordable housing residents.

Theme #1: Natural Laws
Theme #3: Safe Spaces
Theme #5: Supports

Development

Based on the analysis and development work above, and with the guidance of The City of Calgary’s Housing Solutions Elders Advisory Council, City business units and community partners:

Theme #1: Natural Laws
Theme #3: Safe Spaces
Theme #5: Supports

- Develop solutions to the gaps and needs identified.

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- Review community and City housing and funding programs and explore the possibility of a parallel Indigenous funding stream or changes to existing funding streams, that provides the identified wrap-around supports required for Indigenous residents.
 - At the appropriate time, bring forward a funding request to Council to fund this work; including resources for a project lead connected to Housing Solutions and the Indigenous Relations Office.
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Pathway #3: Policy Reconciliation

Policy Reconciliation can be defined as the ways in which western systems need to be unpacked, acknowledged as negatively impacting Indigenous peoples through implicit western bias and repackaged in new ways that highlight a respect for, acknowledgement, understanding of Indigenous ways. Most importantly the development of parallel systems, policies and practices supports Indigenous healing, growth, and development. This contrasts with the preference to integrate or blend of western and Indigenous ways through improper Reconciliation. Blending is not true Reconciliation as it simply maintains Western systems since philosophical and power dynamics continue to favor settler traditions. Some examples of systems that bias western approaches in affordable housing include guest management policies, noise by-laws that are used to unfairly target Indigenous residents, racist and discriminatory tenant selection based on western tenant standards, and a lack of cultural accommodation in housing by making smudging and other cultural practice difficult if not outright impossible to pursue.

Immediate Actions (2023-2024)

Intergovernmental & Corporate Strategy

Housing & Funding Advocacy

Advocate to the federal government for Calgary to receive proportionate funding from the Urban, Rural, and Northern Indigenous Housing Strategy so that Calgary-based Indigenous housing providers and organizations can create affordable housing options for Indigenous peoples.

The City will continue to advocate for investments as outlined in the budget recommendation letters. Particularly, for enhanced Family & Community Support Services funding to allow for municipalities, like Calgary, to fund the wrap-around supports needed for Indigenous housing.

Additional advocacy to address the need for capital to renovate current housing to allow for cultural practices, such as smudging and ceremony. This will require a narrative change on the part of The City which will be incorporated into future advocacy as it relates to affordable housing.

Theme #4: Colonization & External Racism

Immediate Actions (2023-2024)

Community Services: Anti-Racism Program

Anti-Racism Program Contributions

Upon request, Housing Solutions and Indigenous and non-Indigenous staff will work with the Anti-Racism Program to:

- Review the programs, guideline, policies, and process in Calgary Housing Company, and/or not for profit Indigenous and non-Indigenous affordable housing complexes through an anti-racism lens.

Theme #4: Colonization & External Racism
Theme #6: Reconciliation

- Provide training to Calgary Housing Company, and/or not for profit Indigenous and non-Indigenous affordable housing complexes through an anti-racism lens.
- Provide training on anti-racism to Calgary Housing Company and City of Calgary employee training.
- Create capacity for information sharing using mechanisms to hear from Indigenous service users; their lived and living experiences in affordable housing.

Immediate Actions (2023-2024)

Housing Solutions

Build Relationships with Private Sector Landlords

Participate in the 2023 Aboriginal Standing Committee on Housing and Homelessness Landlord Learning Series and other training being developed.

Theme #5:

Colonization & External Racism

Theme #6: Reconciliation

Work with The Aboriginal Standing Committee on Housing and Homelessness

Continue to work on and support Aboriginal Standing Committee on Housing and Homelessness and other community and Nation affordable housing projects/ initiatives.

Theme #5:

Colonization & External Racism

Theme #6: Reconciliation

Engage with the Elders

With the guidance of The City of Calgary's Housing Solutions Elders Advisory Council, identify additional opportunities for City-owned buildings (Calgary Housing Company) to address systemic racism, policy gaps and building & neighborhood NIMBYISM (Not in my Backyard).

Theme #5:

Colonization & External Racism

Theme #6: Reconciliation

Work to Expand Opportunities for Smudging

Work with partners to expand opportunities for smudging in:

- CHC-operated affordable housing buildings
- City owned buildings (e.g. Indigenous ceremonial meeting space in City Hall)
- Smudging in new affordable housing builds and renovations

Theme #5:

Colonization & External Racism

Theme #6: Reconciliation