


The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report Annual Progress Report 2022–2023

Stream A: Public Awareness and Training


Limited progress: ● ○ ○ ○ Moderate Progress: ● ● ○ ○ Significant progress: ● ● ● ○ Progress Complete: ● ● ● ●

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, Parks & Open Spaces.	● ● ○ ○ Most notably efforts include developing and facilitating training modules, encouraging employees to participate in internal and external training, developing an Indigenous Awareness page on myCity, communicating cultural protocols, inviting Indigenous subject matter experts to speak at City events, and hosting events such as the Aboriginal Awareness Week, Orange Shirt Day and Métis Week.
#62.i Develop curriculum for school children.	Collect and share resources on Truth and Reconciliation, for students in the City Hall School.	Recreation & Social Programs	Indigenous Relations Office	● ● ● ● City Hall School has incorporated Indigenous education into its curriculum and has partnered with the Indigenous Relations Office to facilitate.
#69.iii Support awareness programming in libraries, museums, and archives	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.	Calgary Public Library	Partners (i.e., Wolf Trails Program for Indigenous Women, etc.)	● ● ● ○ Highlights include virtual Indigenous knowledge sharing, community workshops with Treaty 7 Elders, Indigenous Artist-in-Residence program and established an Indigenous Languages Resource Centre.


The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report Annual Progress Report 2022–2023

Action	WGF Recommendation	Responsible	Supporting	Status
#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	 <p>An Indigenous Toolkit for Newcomers is currently being drafted by the Community Social Workers and Centre for Newcomers.</p>

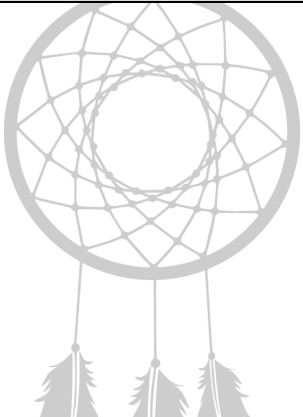
Stream B: Spiritual Healing, Culture and Arts Commemoration

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</p>	Work collaboratively to seek real estate, appropriate infrastructure, public buildings, gardens and parkland for Indigenous ceremonial, cultural, commemorative activities, as well as healing.	Real Estate and Development Services, Law, Community Planning, Capital Priorities & Investment, Public Spaces Delivery, Climate & Environment, Customer Service & Communications (engage!), Partnerships, Parks & Open Spaces,	Indigenous Gathering Place Society, City & Regional Planning, Indigenous Relations Office, Calgary Aboriginal Urban Affairs Committee, Facilities Management, Calgary Affordable Housing	 <p>Highlights include:</p> <ul style="list-style-type: none"> • Notice of Motion EC2022-0150 Indigenous Gathering Place land transfer approved by Council in January 2022. The City and the Indigenous Gathering Place Society are working jointly to identify and establish what is required to prepare and transfer City-owned land at or around the confluence (where the Bow and Elbow Rivers meet) to enable the development of an Indigenous Gathering Place. • The Land is Home project was completed in 2022. The Land is Home reveals new perspectives on nature and reminds Calgarians that Indigenous people have cared for these lands since time immemorial and

The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023

Action	WGF Recommendation	Responsible	Supporting	Status
hold ceremony)				<p>served as the original stewards of the places we now enjoy as parks.</p> <ul style="list-style-type: none"> • Supported the Calgary Aboriginal Friendship Centre to purchase City land through Non-Market Housing Land Sale for the purpose of building an Elders Lodge. Grand opening scheduled for March 2023. • Working with all eight Nations on traditional land use studies to identify some places of significance within Calgary’s open space network. • Parks and Open Spaces works with Nations, Indigenous groups, and individuals requiring access to the land for spiritual matters (healing art, medicine wheel, sage harvesting, etc.) • The Executive Leadership Team approved a ceremonial space at the Municipal Building. The Wicispa Oyade boardroom was chosen and will be retrofitted to accommodate smudging.
<p>#79.i,iii: create school site commemoration and framework</p> <p>#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</p>	<p>● ● ● ○</p> <p>Notable accomplishments include a Council-approved investment of \$1 million towards a permanent Indigenous Residential School memorial. An Elders’ Advisory consisting of Indian Residential School survivors was established to guide the work, and a project charter and engagement strategy completed. Phase 1 (September 2022 - December 2022)</p>

The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023

Action	WGF Recommendation	Responsible	Supporting	Status
		Partnerships, Parks and Open Spaces.		<p>engagements have been completed, and a <i>What We Heard Report</i> drafted. Findings will be presented to the Indigenous community in Q3 2023.</p> <p>In addition, Parks & Open Spaces and Public Art are planning the establishment of a monument for the St. Dunstan’s school site. Engagement of all eight Nations has been initiated and summary of archaeological findings shared. Engagement activities will continue as guided by the Elders.</p>
#83: create collaborative art that contributes to reconciliation	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	Partnerships		<p>● ● ● ●</p> <p>Administration brought forward an updated Public Art Policy (see report CD2023-0226) which includes elements that identify principles of reconciliation and vetting processes for projects.</p> <p>Commissioned four Indigenous art exhibitions for the Inglewood Bird Sanctuary.</p>
		Partnerships		<p>● ● ● ○</p> <p>Increase Indigenous representation (i.e., through public art opportunities such as Métis 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).</p>

Stream C: Leadership-to-Leadership Relations

**The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023**

Action	WGF Recommendation	Responsible	Supporting	Status
#45.iii: reaffirm and renew Treaty relationships, and maintain them for the future	Create the conditions for mutual respect and sustained collaboration on matters impacting Treaty relations and Indigenous peoples living in Calgary and area. Develop an Indigenous Declaration and report back in 2017, alongside the Indigenous Policy Framework.	City Council	Calgary Aboriginal Urban Affairs Committee (CAUAC), Indigenous Relations Office	● ● ○ ○ Leadership-to-leadership relationship building through meetings between the Mayor and Council and Siksika Nation, Blackfoot Confederacy, G4 Tribal Council and Métis Nation of Alberta Region 3, including site visits to Nations, continue.
	Display a Treaty 7 flag at the Municipal Complex.	City Clerk’s		● ● ● ● A permanent flag was raised on 2017 March 23.

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)	Calgary Neighborhoods	● ● ● ● School Cemeteries have been investigated and records have been delivered. All known Indigenous related records, artifacts, and photographs are in the Archives holdings.

Stream E: Athletic Development and Heritage


The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report Annual Progress Report 2022–2023

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>● ○ ○ ○ ○</p> <p>Recreation & Social Programs has hired an Indigenous Program Liaison, onboarding begins in May 2023 and the position will provide subject matter expertise to this action and other initiatives within the business unit.</p>
<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 & Social Programs</p>	<p>● ○ ○ ○ ○</p> <p>Recreation & Social Programs has hired an Indigenous Program Liaison, onboarding begins in May 2023 and the position will provide subject matter expertise to this action and other initiatives within the business unit.</p>
<p>#89: deepen policies to promote physical activity. #90: establish stable funding, programs for coaches, anti-</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>	<p>● ○ ○ ○ ○</p> <p>Some support has been provided to partner organizations to provide more training about programming opportunities for the Indigenous community.</p>


**The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023**

Action	WGF Recommendation	Responsible	Supporting	Status
racism awareness				
#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>There were no recent national or international gaming bids and hosting opportunities in 2021-2022. A bid exploration for the 2027 North American Indigenous Games is currently underway and presents an upcoming opportunity to progress this action.</p>

Stream F: Adult Justice

Action	WGF Recommendation	Responsible	Supporting	Status
#30: eliminate over representation of Indigenous people in the justice system. #36: provide cultural services for incarcerated Aboriginal offenders.	Support current review of policies and practices, to enhance understand for all justice issues affecting Indigenous offenders, in an aim to establish reconciliation	Calgary Police Service (CPS)		 <p>Highlights include:</p> <ul style="list-style-type: none"> Utilizing the Calgary Indigenous Court where diversionary options may be used to reduce recidivism, prevent crime, and decrease calls for service. Funding a full-time position supporting the Calgary Indigenous Court supporting restorative approaches working together with legal, correctional, mental health, addictions, counselling, and cultural agencies.

The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023

Action	WGF Recommendation	Responsible	Supporting	Status
<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>				<ul style="list-style-type: none"> • In 2024, Statistics Canada will establish a national framework; at this time race-based data will be collected wherever possible based on officer perception and self-identification. • Developing the CONNECT application to help officers direct victims to appropriate community-based resources specifically available to support Indigenous people, persons with disabilities and victims that identify as 2SLGBTQIA+. • Create an ethical space in our Investigative building to conduct interviews with victims and witnesses. • Prioritized diversion options and opportunities to provide support for youth through education, prevention and intervention programming. • Engagement at a national, provincial and municipal level with community groups regarding how to assist victims and how to provide appropriate supports. • Mandatory training for CPS civilian and sworn members. • Increased awareness of how police officers can support offenders and victims in more culturally appropriate ways. • Creation of an Indigenous Relations Team (IRT) which focuses on honoring Indigenous relationships and embracing community outreach. Over the years, the Service has been gifted a Tipi, Eagle Feather, Smudge

The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023

Action	WGF Recommendation	Responsible	Supporting	Status
				Box, Honour Song, Pipe and other cultural artifacts and ceremonial customs. It is the IRT’s responsibility to ensure that the stories from these gifts and practices are respected, understood and incorporated into processes at the CPS.


Stream G: Youth Justice and Employment

Action	WGF Recommendation	Responsible	Supporting	Status
#7: improve educational and employment gaps.	Improve educational and employment gaps.	Recreation & Social Programs	Urban Society of Aboriginal Youth	● ○ ○ ○ ○ Highlights include hosting pre-employment training programs for Indigenous youth and providing training to employees and creation of a cultural safety protocol. Further progress would be possible if budget were allocated.
#31: implement realistic alternatives to imprisonment (i.e., restorative justice).	Explore the possibilities of incorporating Indigenous cultural content - specifically relationship-building and mentoring with Elders - into the design and delivery of youth justice programs.	Community Strategies	Urban Society of Aboriginal Youth	● ● ○ ○ ○ Highlights include training for employees delivering youth justice programs to increase their cultural competence, including teachings from local Elders. Further progress would be possible if a process was established to access support from Elders and budget available to cover honoraria for Elders sharing their wisdom and knowledge.

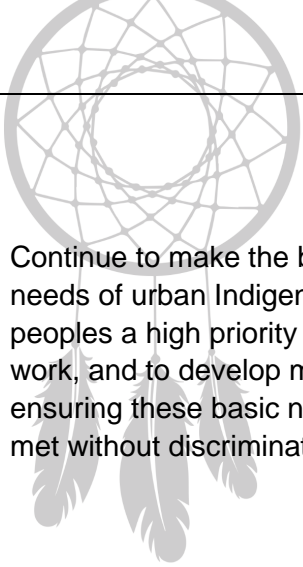
The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023

Action	WGF Recommendation	Responsible	Supporting	Status
#34: enhance community supports for Fetal Alcohol Spectrum Disorder #38: address overrepresentation of youth in custody	Explore ways to enhance partnering abilities with stakeholders throughout the Justice Sector, and move toward mutually-beneficial solutions.	Not applicable	Not applicable	These action items are no longer applicable . The City ceased to deliver Youth Probation services in April 2021. The Government of Alberta assumed this program on April 1, 2021.

Stream H: Basic Needs

Action	WGF Recommendation	Responsible	Supporting	Status
#20: address distinct health needs of non-reserve Aboriginal peoples.	Support poverty reduction advocacy work.	Vibrant Communities Calgary (VCC)	Partnerships, Community Strategies, Treaty 7 Housing Authority.	 <p>Highlights include:</p> <ul style="list-style-type: none"> • The Enough for All Indigenous Advisory Committee (IAC) provides strategic guidance on the Enough for All strategy. • Indigenous Learning Circles, online learnings, in-person on-the-land learning in Tsuut’ina and employee learning sessions. • VCC highlighted the work of Champions on the E4A website to facilitate broader sharing. • Broad shared video documenting engagement of local Indigenous women to discuss a future

**The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023**

Action	WGF Recommendation	Responsible	Supporting	Status
	 <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>	Calgary Affordable Housing	Métis Urban Housing Corporation and Alberta Health Services, Partnerships	<p>Calgary where Indigenous People are co-creators of Calgary's future without poverty.</p> <p>● ● ○ ○</p> <p>Extensive engagement with Indigenous communities was completed in 2021 to better understand affordable housing challenges for urban Indigenous people. Engagement results culminated into a What We Heard Report were presented to Council June 7, 2022. The City is actively advancing recommendations to support the sale of land for Indigenous housing, creating an Indigenous housing capital grant program and bringing a recommendations report on Indigenous housing to Council in June 2023.</p>

Additional Actions

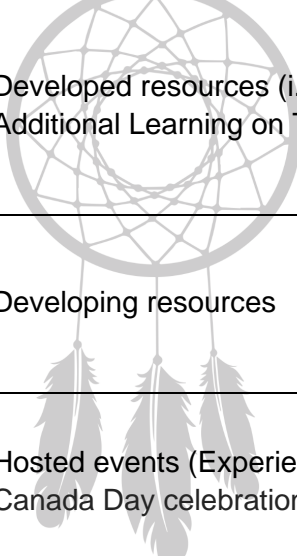
The table below highlights a few of the additional actions undertaken by The City that go above and beyond the Calls to Actions outlined in the White Goose Flying Report.






**The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023**

Call to Action	Activity	Business Unit(s)
<p><i>#45.iii: reaffirm and renew Treaty relationships, and maintain them for the future</i></p>	<p>In 2021, Council directed Administration to co-create an Indigenous Governance Model with the Indigenous community. Engagements with the Elders Knowledge Circle, members of the three Blackfoot Nations, members of the three Stoney-Nakoda Nations and the Métis Nation of Alberta Region 3 have been completed. Data currently being transcribed, translated and analyzed.</p>	<p>● ● ○ ○ Indigenous Relations Office</p>
	<p>Indigenous flags were also displayed in Council Chambers starting on December 16, 2019.</p>	<p>● ● ● ● City Clerk's</p>
<p><i>#57 Awareness training for staff.</i></p>	<p>Participated or hosted training (i.e., Council Orientation, ELT, Directors and Managers in advance of the Climate Change Strategy; engaged Fox/Hatcher consultants to present an Indigenous World View on Climate Change, Passion for Planning with Traditional Knowledge Keeper Roxanne Scout present for every session, learning and development, Indigenous Awareness with 3S Consulting Services, Miranda Jimmy on Equity, Diversity, Inclusion and Decolonization and Learning from Place at Medicine Hill and Indigenous Cultural Awareness training specifically for the Indigenous Gathering Place project.)</p>	<p>● ● ○ ○ Indigenous Relations Office, Climate and Environment, Water Services, Customer Service & Communications, Climate & Environment, Human Resources, Calgary Housing, Community Strategies, Community Planning, Planning and Development Services</p>
	<p>Incorporated Indigenous awareness into existing training (i.e., Anti-Racism)</p>	<p>● ● ○ ○ Human Resources, Community Strategies</p>

**The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023**

Call to Action	Activity	Business Unit(s)
	 <p>Developed resources (i.e., Recommended Resources for Additional Learning on Truth and Reconciliation)</p>	<p>● ● ○ ○</p> <p>Indigenous Relations Office, Human Resources, Customer Service & Communications, Planning and Development Services.</p>
	<p>Developing resources</p>	<p>● ● ○ ○</p> <p>Parks and Open Spaces is currently developing Indigenous awareness sessions for employees.</p>
	<p>Hosted events (Experience Inclusion, blanket exercise, 2022 Canada Day celebration with reconciliation focus, etc.)</p>	<p>● ● ○ ○</p> <p>Indigenous Relations Office, Human Resources, Community Strategies, Partnerships (Arts & Culture)</p>
	<p>Engaging Indigenous Knowledge Keepers and Elders</p>	<p>● ● ○ ○</p> <p>Indigenous Relations Office, Climate and Environment</p>
	<p>Grassroots initiatives (i.e., Indigenous book clubs, learning circles, reconciliation discussions, land acknowledgements, etc.)</p>	<p>● ● ○ ○</p> <p>Water Services, Law, Climate & Environment, Customer Service and Communications</p>
<p><i>#62.i Develop curriculum for school children.</i></p>	<p>Supported advocacy activities (i.e., renaming Langevin School, teaching students about colonial history, etc.)</p>	<p>● ● ● ○</p> <p>Mayor’s Office, Calgary Aboriginal Urban Affairs Committee</p>
	<p>Offered programming (i.e., summer programming, municipal complex tours, social programs after school pilot, etc.)</p>	<p>● ● ● ○</p> <p>Community Strategies, Indigenous Relations Office, City Clerk’s</p>

The City of Calgary’s Implementation of Calls to Action in the White Goose Flying Report
Annual Progress Report 2022–2023

Call to Action	Activity	Business Unit(s)
#69.iii Support awareness programming (in libraries, museums and archives)	Installed Treaty 7 Land Acknowledgement signs in parks across Calgary to support awareness of the original stewards of the land.	 Indigenous Relations Office, CAUAC, Parks and Open Spaces
	Grants for Indigenous focused projects	 Community Strategies
	Indigenized City processes (i.e., parallel procurement process of hiring Indigenous artists)	 Partnerships

