

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.

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				<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.

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				<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

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				<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

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				<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>

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				<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>


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				<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>

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				<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>

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				<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>

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				<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>

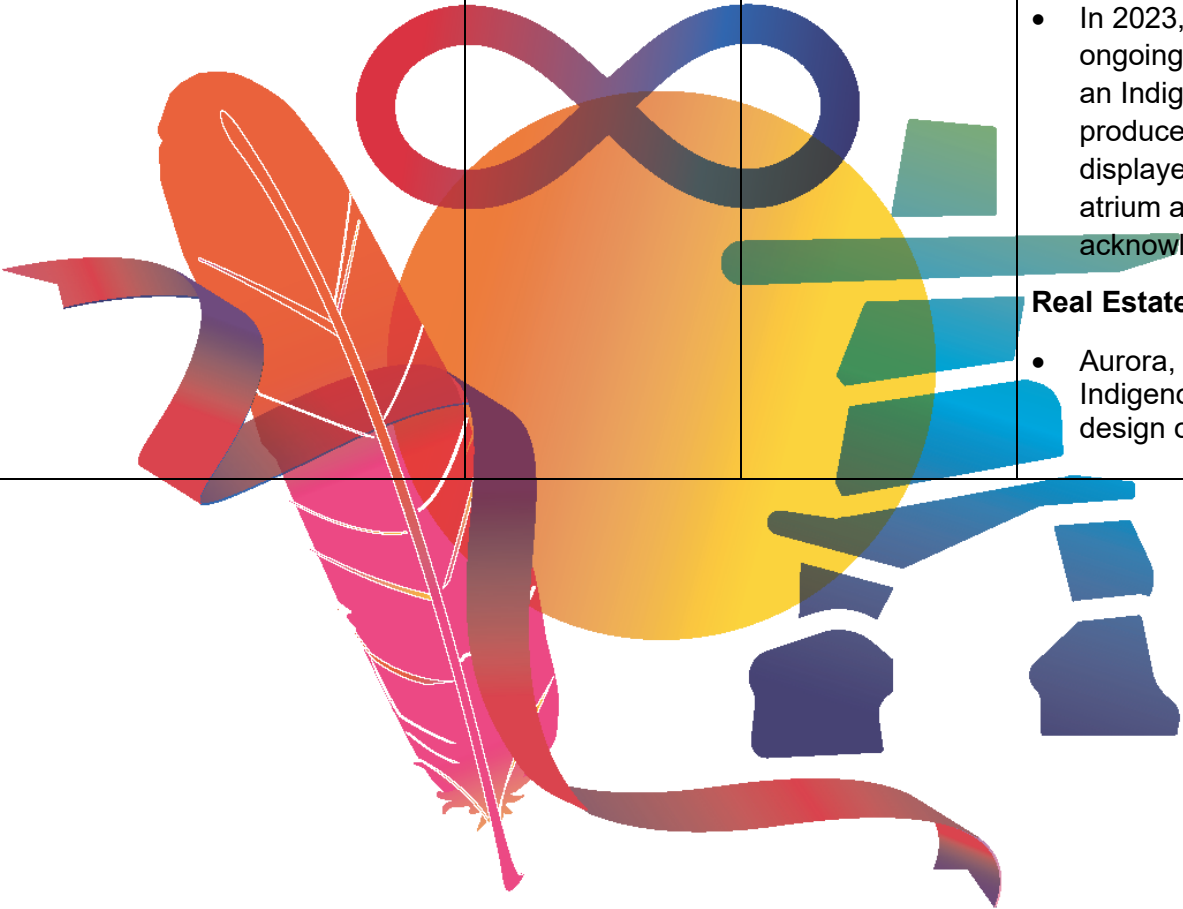


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				 <p>and expanding its scope and membership to support the Arts and Culture division.</p> <p>Parks and Open Spaces (P&OS) has created 24 land acknowledgement signs and placed them in parks across Calgary. These signs also include a QR code where 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

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				<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.



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				<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.

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				<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

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				<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

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				<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

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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.

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				 <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

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				<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.

- **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.

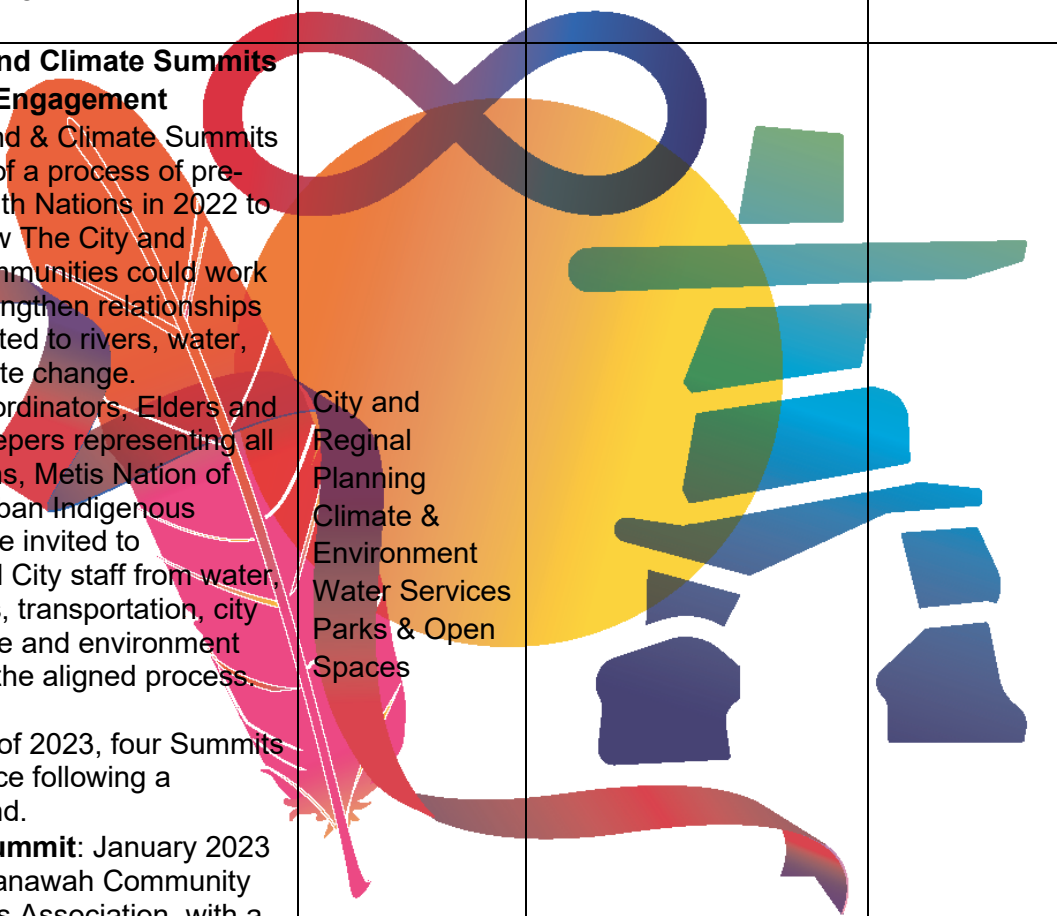


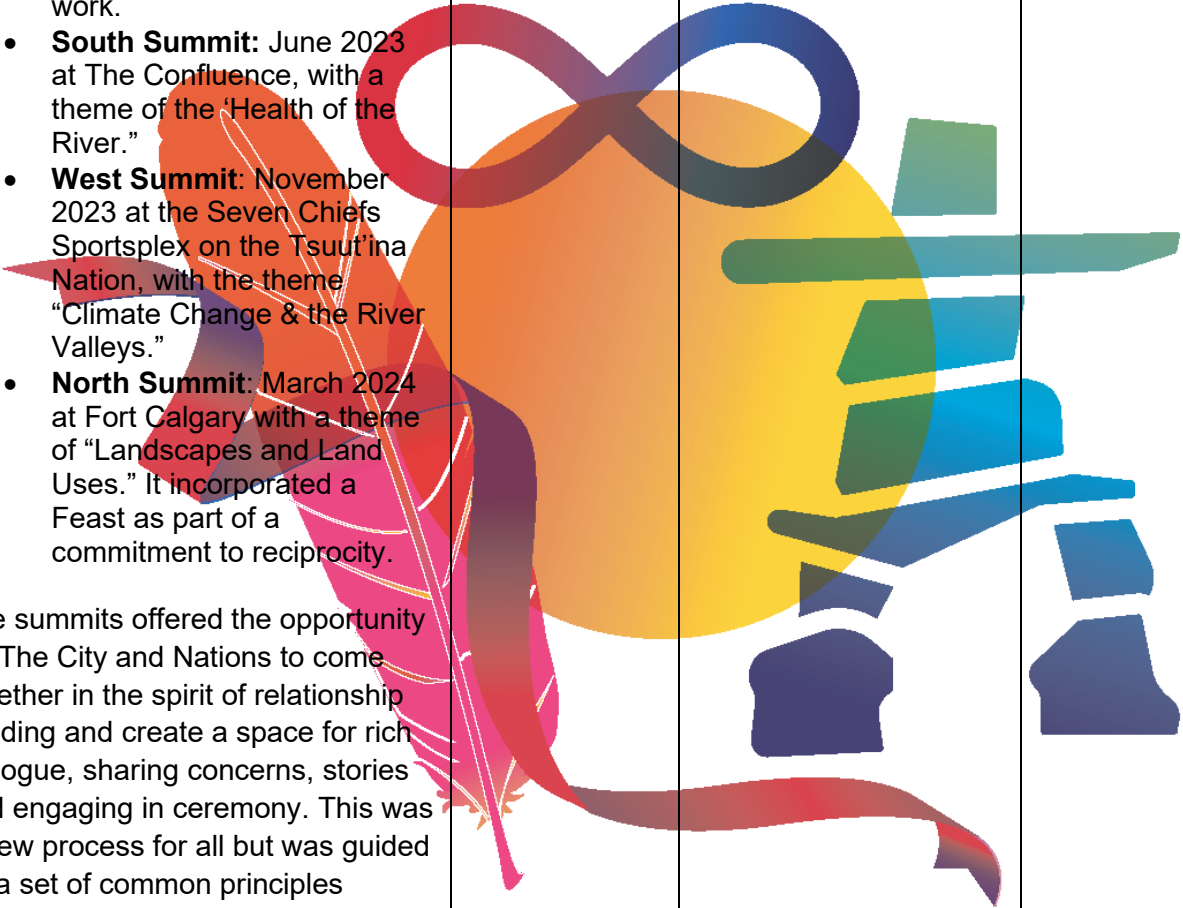
Additional Actions

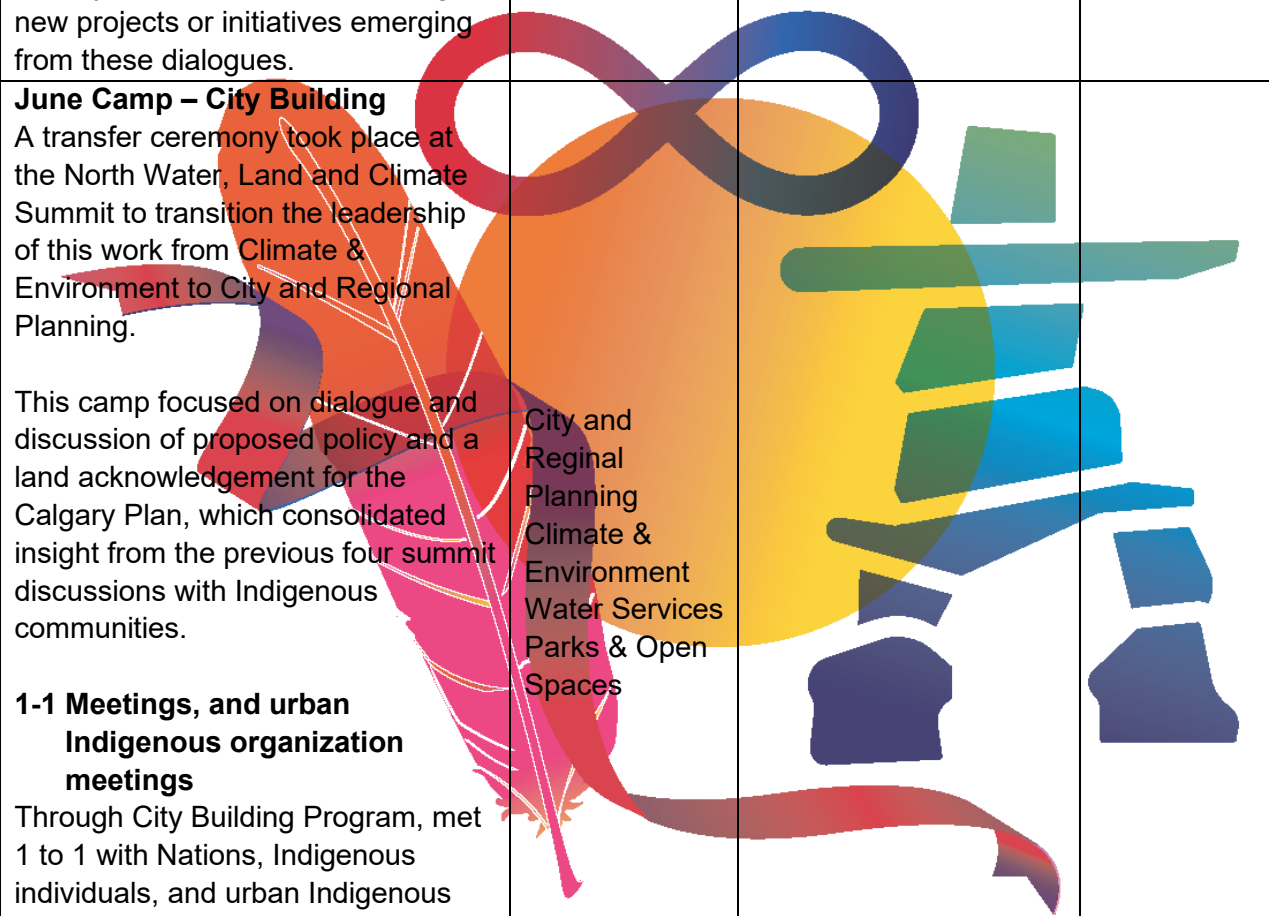
The table below highlights a few of the additional actions undertaken by The City that go above and beyond the Calls to Actions outlined in the White Goose Flying Report.

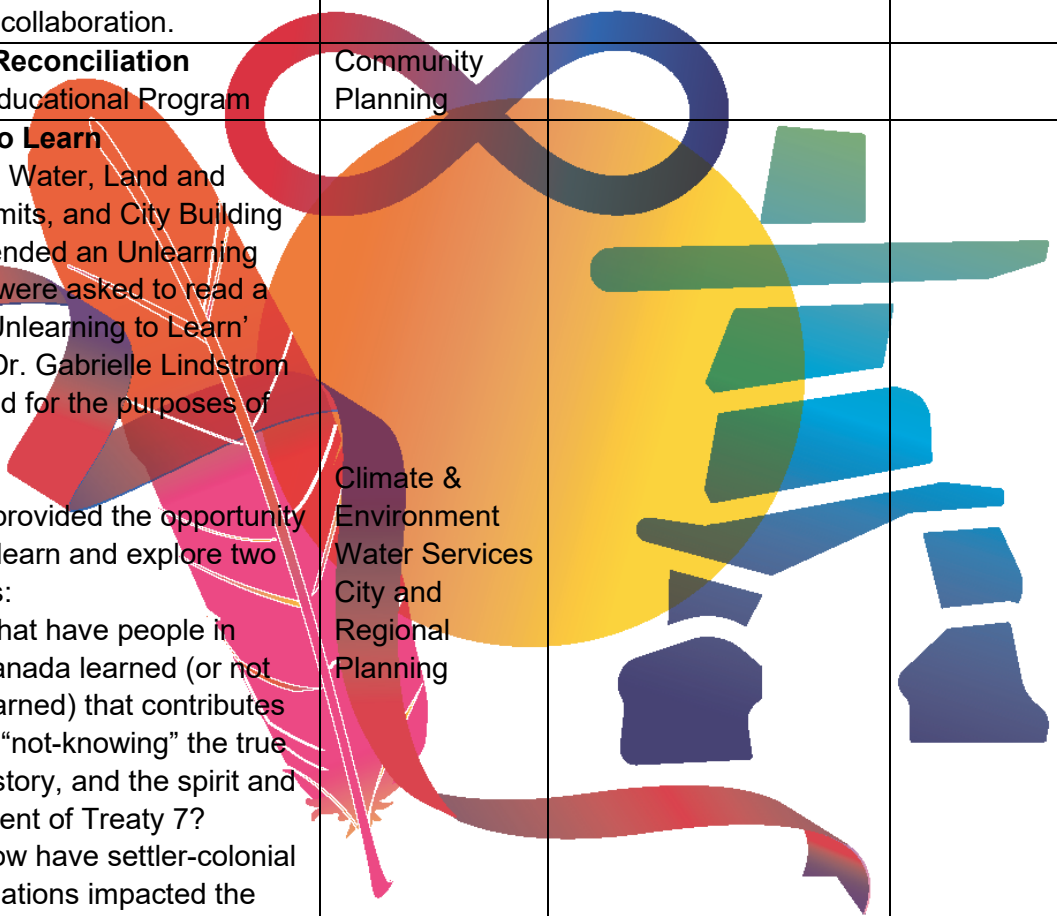
Call to Action	Activity	Business Unit(s)		
<p><i>#57 Awareness training for staff.</i></p>	<p>Participated or hosted training.</p>	<p>Calgary Fire Department</p>		
	<p>Emergency Management and Community Safety (EMCS) implemented mandatory Indigenous Awareness training for all staff in the BU. This is 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		

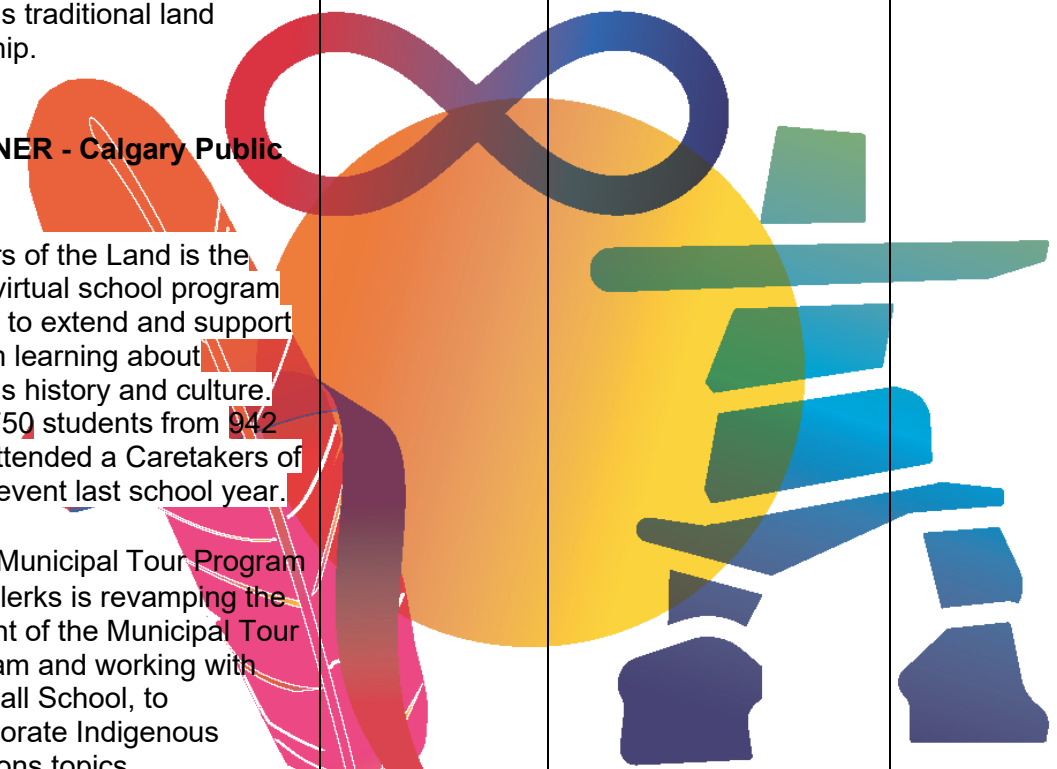
Call to Action	Activity	Business Unit(s)		
	<p>Confluence; Blanket Exercise facilitated by indigenous Elder and facilitators.</p>			
	<p>Water, Land and Climate Summits – Indigenous Engagement The Water, Land & Climate Summits were born out of a process of pre-engagement with Nations in 2022 to understand 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>		

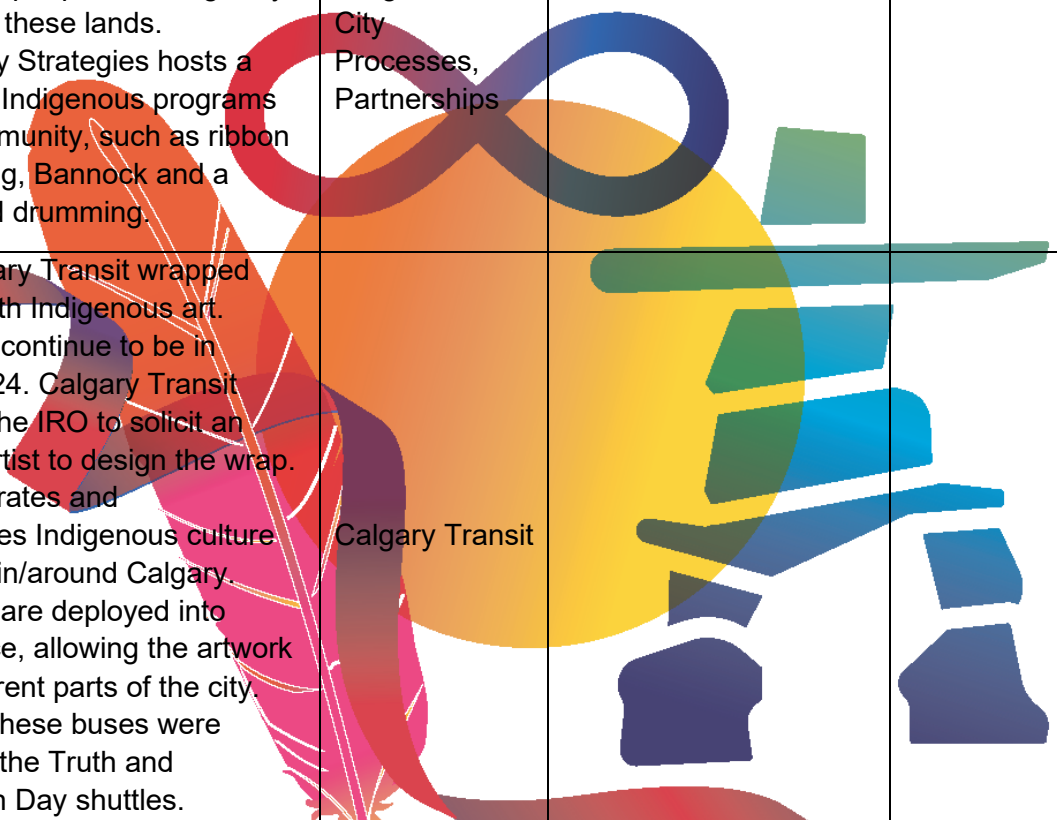
Call to Action	Activity	Business Unit(s)		
	<p>grounding for shared commitment to continue our work.</p> <ul style="list-style-type: none"> • South Summit: June 2023 at The Confluence, with a theme of the ‘Health of the River.’ • West Summit: November 2023 at the Seven Chiefs Sportsplex on the Tsuut’ina 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>		

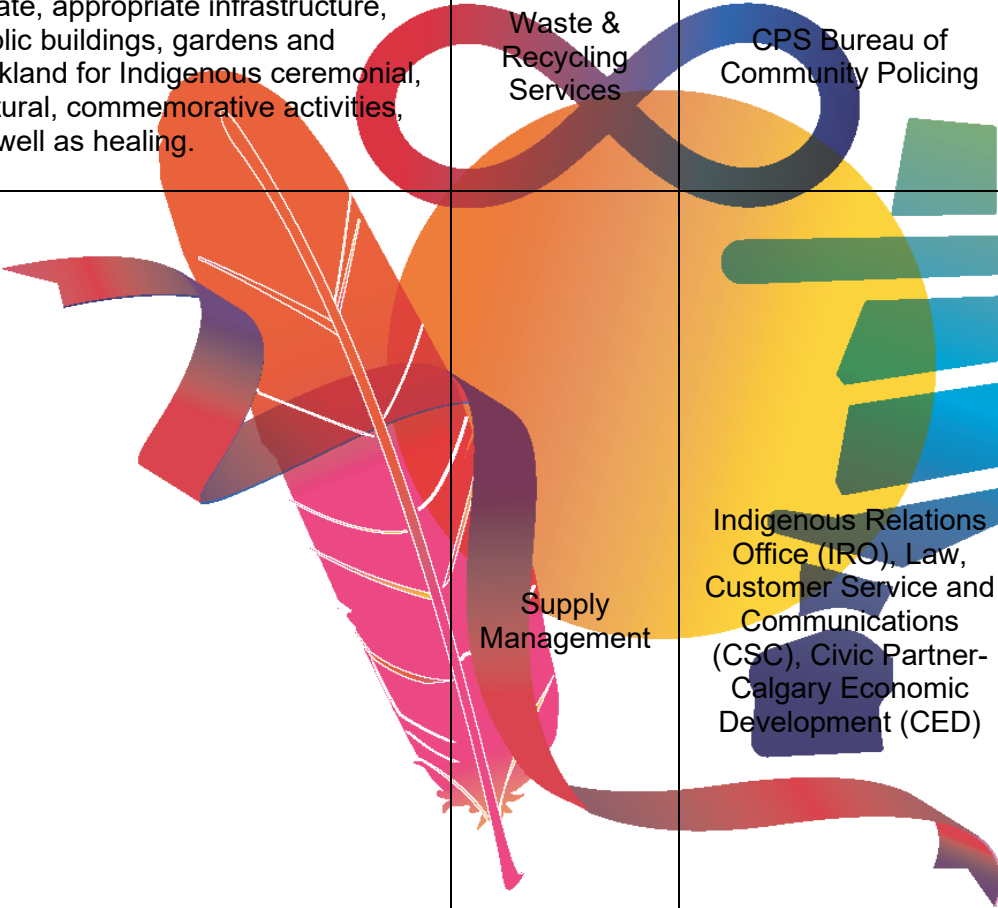
Call to Action	Activity	Business Unit(s)		
	<p>These connections helped to start building relationships for continued dialogue and collaboration.</p>			
	<p>Seasons of Reconciliation Indigenous Educational Program</p>	<p>Community Planning</p>		
	<p>Unlearning to Learn Staff involved Water, Land and 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> <ol 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. 			
<p>#69.iii Support awareness programming (in libraries, museums and archives)</p>	<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>