



## INFORMATION REPORT

<b>TO:</b>	Chair and Members Emergency and Community Services Committee
<b>COMMITTEE DATE:</b>	February 4, 2021
<b>SUBJECT/REPORT NO:</b>	Urban Indigenous Strategy Implementation Plan (HSC21001) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Shelly Hill (905) 546-2424 Ext. 4081 Jessica Chase (905) 546-2424 Ext. 3590
<b>SUBMITTED BY:</b>	Grace Mater Director Healthy and Safe Communities Department
<b>SIGNATURE:</b>	

### COUNCIL DIRECTION

Not Applicable

### INFORMATION

#### Background:

In July 2019, Council endorsed the City's Urban Indigenous Strategy (UIS) (Report HSC19030). The UIS identifies actions and a path to reconciliation that aims to strengthen the City's relationship with the Indigenous community. The strategy supports the Truth and Reconciliation Commission's Calls to Action and the Missing and Murdered Indigenous Women and Girls Calls to Justice.

The UIS consists of 40 actions that were identified based on extensive consultation with the Indigenous community. The 40 actions are grouped from an Indigenous lens into the strategic themes of People, Land and Spirit.

#### Key Accomplishments:

Since the UIS was endorsed in 2019, several key accomplishments have been achieved. Examples of these include:

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- Development of a revised traditional land acknowledgement statement
- Indigenous flags have been permanently installed at City Hall
- Roll-out of the Indigenous Cultural Competency Training pilot for 50 staff across the corporation
- Development of a Missing and Murdered Indigenous Women and Girls Exhibit at Dundurn Castle and Hamilton Police Services Central Station
- A variety of staff and public education events (e.g. documentary series, celebration of National Indigenous Peoples Day at City Hall, Drag the Red guest speaker event, movie screenings at the Hamilton Public Library, etc.)
- Development of an interim Indigenous Archaeological Monitoring Policy
- Signing of a Declaration of Mutual Commitment and Friendship between the City of Hamilton and the Hamilton Regional Indian Centre

**Implementation Plan:**

The Urban Indigenous Strategy's implementation plan, "The UIS Reconciliation Action Plan" (attached as Appendix A to Report HSC21001) identifies the process, resources and priorities to move forward with the 40 actions identified in the UIS. Recognizing that the City is still early in our journey towards reconciliation, the implementation plan is intended to be a fluid document that will be updated on a regular basis as we move forward with additional action items and continue to engage the Indigenous community in further conversations. The document identifies the priorities however timelines are very high level, recognizing that it is difficult to put definitive timelines on building and strengthening relationships.

The UIS implementation plan identifies six work groups that will be established over time. Each of the 40 actions will be assigned to one of the various work groups. The following three work groups are being prioritized for 2021 and 2022:

- Education, Awareness, Guidance and Policies
- Ecological, Archaeology and Natural Heritage
- Public Art, Museums, Markers & Heritage

The UIS is a long-term strategy that will take several years to accomplish. We recognize that repairing relationships and reversing the impacts of colonization will take several generations.

Examples of UIS projects and initiatives that are currently underway include:

- Development of a policy that prohibits the use of Indigenous images by non-Indigenous groups in City owned sports facilities in partnership with Recreation Services
- Working with the Joint Stewardship Board to explore the development of a Red Hill Interpretive Centre and the Nest meeting place

- Development of a community engagement process to identify ways to acknowledge Indigenous history in the City's landmarks and monuments, including a conversation about the Sir John A. MacDonald monument in Gore Park
- Development of relationships and agreements with Indigenous communities to engage and monitor archaeology and natural heritage projects
- Development of a corporate-wide Indigenous Cultural Competency Training program
- Work with the Aboriginal Advisory Committee and Coordinating Circle to strengthen and streamline the role they play in informing the implementation of the Urban Indigenous Strategy

**Impacts of the COVID-19 Pandemic:**

Since March 2020, the priorities and work of the UIS team has shifted. The UIS team was initially redeployed to actively respond to the COVID-19 pandemic. Along with Public Health and the Vulnerable Supports Team, the UIS team worked with Indigenous community partners to ensure that critical services were provided to the Indigenous community throughout the pandemic. The UIS team has since returned to their home positions and is embedding the work to support the Indigenous community during the pandemic into the UIS and their regular responsibilities.

**Next Steps:**

The UIS implementation plan sets out the course for reconciliation and strengthening the City's relationship with the Indigenous community. The UIS team will continue to engage the Indigenous community including the Aboriginal Advisory Committee and the Coordinating Circle in the implementation of the UIS. Regular reporting of the UIS priorities and key accomplishments will be shared with the Emergency and Community Services Committee, Senior Leadership Team (SLT) and the community.

**APPENDICES AND SCHEDULES ATTACHED**

Appendix "A" to Report HSC21001: The UIS Reconciliation Action Plan