

Truth and Reconciliation Day Comparison Chart

Summary:

- 11 municipalities/regions responded. 7 of 11 recognize Truth and Reconciliation Day with a paid holiday. Several also provided details about activities for employees/public to participate in.
- The 4 municipalities/regions listed below the Chart do not recognize T&R Day with a paid holiday, but they offer activities for employees/public to participate in.
- Please note: other municipalities recognize T&R Day with a paid holiday, but they did not respond to our email, including Burlington, Middlesex-Centre, Mississauga, Oakville, Orillia, Owen Sound, Port Hope.

Municipality/Region	Operational, Legal, HR, Financial Considerations	Activities
Brantford	<p>Facilities and operations are closed on September 30th given Collective Agreement language for almost all the City’s bargaining units that has added National Truth &amp; Reconciliation Day to the list of paid holidays.</p> <p>This paid holiday is treated the same as any other statutory and/or paid holiday from an operational, legal, HR and financial perspective.</p>	<ul style="list-style-type: none"><li>• City partnership with Brant Native Housing - annual National Day for Truth and Reconciliation Powwow Event.</li><li>• Brantford Indigenous Support Centre’s (BRISC) Every Child Matters March from the Brantford &amp; District Civic Centre to the Woodland Cultural Centre</li><li>• Woodland Cultural Centre National Day for Truth and Reconciliation Event - includes a screening of the film Silent No More, Survivor Talk and Q&amp;A, Truth and Reconciliation Commission activities and more.</li><li>• Wilfrid Laurier University Brantford Campus MarketFest: In Peace and Friendship - a celebration of Indigenous artists, artisans, performers, thinkers and makers.</li><li>• Six Nations Polytechnic Truth and Reconciliation Day Event on - where attendees are invited to visit, create and learn more about truth and reconciliation in the community.</li></ul>
Durham	<p>Collective agreements have generic reference under designed holidays that covers “and any other provincial or federal declared holiday.”</p>	<p>DEI office has a number of activities related to National Truth and Reconciliation Day which occur prior to the holiday involving/inviting employees, members of public, local tiers.</p>

Municipality/Region	Operational, Legal, HR, Financial Considerations	Activities
	Treated the same as other statutory holidays.	
London	Day is recognized as any other statutory holiday.	Employees are encouraged to attend community partner events, such as: <ul style="list-style-type: none"><li>• Flag raising</li><li>• Gawii Wiikaa Ga-Nendimisii   Never Ever Forget Me Indigenous Music Festival and Art Market</li><li>• Observing the National Day for Truth and Reconciliation – Western University</li><li>• N’Amerind Friendship Centre (various activities)</li><li>• Atlohsa Family Healing Services:</li><li>• Fanshawe ReconciliACTION Speaker Series</li></ul>
Ottawa	Paid holiday like any other stat holiday, no additional considerations	Employees invited to attend National Commemorative Gathering – Remembering the Children as well as: <ul style="list-style-type: none"><li>• Several online lunch and learn sessions on various topics</li><li>• Flags flown at half mast</li><li>• Reconciling History Walking Tours</li><li>• The First Nations Child and Family Caring Society and the Assembly of Seven Generations partner to offer activities such as a guided walking tour, film screening and action tables</li><li>• Ottawa Public Library (OPL) – events with Indigenous authors, a special booklist to help learn more about residential schools and possible paths to reconciliation.</li></ul>
Richmond Hill	Observed like any other statutory holiday.	No info provided.
Sudbury	Language added to collective bargaining agreements.  Paid holiday like any other stat holiday, no additional considerations.	<ul style="list-style-type: none"><li>• Flag raising in recognition of National Day for Truth and Reconciliation by Mayor Paul Lefebvre in Tom Davies Square.</li><li>• Every Child Matters Walk from N’Swakamok Native Friendship Centre</li><li>• Truth. Resiliency. Hope - Shkagamik-Kwe Health Centre and the Urban Indigenous Sacred Circle. Includes public Lunch and Learns.</li></ul>

Municipality/Region	Operational, Legal, HR, Financial Considerations	Activities
		<ul style="list-style-type: none"><li>National Day for Truth and Reconciliation Symposium at Laurentian University, includes keynote speakers.</li></ul>
Thunder Bay	<p>Some collective agreements have generic reference under designed holidays that covers “and any other provincial or federal declared holiday.” Others do not, but likely wouldn’t recognize anyway, e.g., 24/7 operations (Fire, EMS, LTC).</p> <p>Treated the same as other statutory holidays, e.g., pay a premium for those who are eligible but who work, like transit.</p>	Through the City Manager and the Indigenous Relations Office, convey the importance of the day, and encourage employees to take time to reflect and attend the various NDTR events that are held in the community.

The following municipalities do not recognize Truth and Reconciliation Day, but they do promote activities.

**Chatham-Kent** – Send communication to Managers/Supervisor letting them know that people may ask for the day off and encouraging people to accommodate this, where able. Encourage employees, where feasible, to attend events or take time to learn and honour the day during their workday. Hold a live educational event in honour of the day for employees to attend. With local First Nations, hold a flag raising event and a local Healing Walk & Gathering where local survivors share their experiences and perspectives. The City is also a member of the Reconcili-ACTION Committee that oversees several organized events that take place starting a few weeks before and after September 30th so that there are many opportunities for employees to engage.

**Markham** - The City holds a learning/education session for staff for part of the day with Indigenous speaker, flag raising etc.

**Vaughan** – Flags at all City facilities lowered to half-mast, ‘Every Child Matters’ flag flown at half-mast at City Hall and the building was illuminated orange that evening in observance. Residents were encouraged to watch the live national broadcast from Parliament Hill as the National Centre for Truth and Reconciliation, in partnership with CBC/Radio-Canada and the Algonquin Nation, memorialized the children lost to the residential school system and honour Survivors and their families.

**Halton** - Our Indigenous Relations team typically plans events for the day and throughout September for staff, e.g., Red Dress Display at Halton Regional Centre, Information Session (e.g., about the 60’s Scoop), Flag raising, online education modules.