

THE PATH TO RECONCILIATION ACT

ANNUAL PROGRESS REPORT

PREPARED BY
MANITOBA INDIGENOUS AND MUNICIPAL RELATIONS

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Executive Summary: The Path to Reconciliation in Manitoba

“**Reconciliation**” refers to the ongoing process of establishing and maintaining mutually respectful relationships between Indigenous and non-Indigenous peoples in order to build trust, affirm historical agreements, address healing and create a more equitable and inclusive society. The government is guided in its efforts toward reconciliation by the following principles:

Respect: Reconciliation is founded on respect for Indigenous nations and Indigenous peoples. Respect is based on awareness and acknowledgement of the history of Indigenous peoples and appreciation of their languages, cultures, practices and legal traditions.

Engagement: Reconciliation is founded on engagement with Indigenous nations and Indigenous peoples.

Understanding: Reconciliation is fostered by striving for a deeper understanding of the historical and current relationships between Indigenous and non-Indigenous peoples and the hopes and aspirations of Indigenous nations and Indigenous peoples.

Action: Reconciliation is furthered by concrete and constructive action that improves the present and future relationships between Indigenous and non-Indigenous peoples.

Reporting on Reconciliation

Indigenous and Municipal Relations is presenting the 2nd Annual Progress Report on Manitoba’s path to reconciliation. This report is composed of three sections; Addressing Legacies, Reconciling for the Future and Looking Forward. Engagement with Indigenous nations and Indigenous peoples is integrated into our efforts towards a reconciled province and especially highlighted in the section, Reconciling for our Future – Reconciling Relationships.

Working with many partner organizations, the government is taking action by:

- 1. Addressing Legacies** – Manitoba strives to address the disparity between Indigenous and non-Indigenous peoples in Manitoba’s social, political and economic systems and institutions. We have partnered with many different service providers and organizations to address these gaps through the following actions:
 - a. Caring for Children and Families** – In Manitoba, a disproportionate number of children in care are Indigenous. These numbers correspond with the circumstances in which many Indigenous families are living and are associated with the legacy of colonization, residential schools and loss of cultural identity. Manitoba is working to support Indigenous children and families in an effort to reduce the over-representation of Indigenous children in care.
 - b. Improving Health Outcomes** – The legacy of colonialism and residential schools led to disruptions in Indigenous child rearing practices and parenting skills among Indigenous families. Manitoba is working to address this by supporting the health of families, mothers and babies through family health and healthy lifestyle programs. Manitoba supports children and adults living with Fetal Alcohol Spectrum Disorder (FASD), addresses jurisdictional disputes to ensure that public service delivery for First Nation children and families are not delayed and provides supports for Indigenous children with disabilities.
 - c. Supporting Restorative Justice** - The high incarceration rates of First Nation, Métis, and Inuit peoples can be linked to colonization, the harmful actions experienced by children in residential schools and intergenerational trauma. Manitoba is working to help heal the generations impacted by the legacy of residential school including offenders, victims of crime and their families. We are working with communities to bring resources and services to offenders, victims, families and local communities to meet their specific needs. Our legislation and program data collection and analysis is also supporting victims of crime and their families.
 - d. Supporting Indigenous Students and their Families in Education** – Manitoba is seeking to address the legacy that colonialism had on the educational success of Indigenous peoples. Poor educational achievement among First Nation, Métis, and other Indigenous youth can be linked to circumstances like poverty, poor housing and health, and family violence.

- e. **Delivering Training and Supporting Employment Opportunities** – Manitoba is focusing efforts on addressing the legacy of impacts to educational achievement in adults. The impacts have affected the employment and earning potential for survivors and subsequent generations. We are partnering with many organizations to deliver training and provide employment supports for youth and adults across Manitoba.
2. **Reconciling for the Future** – *The Path to Reconciliation Act* recognizes that Manitoba is situated on the traditional lands and territories of Indigenous peoples. The act also recognizes that Manitoba benefited and continues to benefit from the historical relationships and treaties with Indigenous peoples and Indigenous nations. Manitoba further recognizes that Indigenous people within Canada have been subject to a wide variety of human rights abuses that have caused great harm since European contact. Through legislation, we recognize that reconciliation is founded on respect for Indigenous nations and Indigenous peoples and their history, languages and cultures and that reconciliation is necessary to address colonization.

Our efforts towards reconciliation are far from over. We are committed to the development of a fulsome reconciliation strategy that is informed through engagement with Indigenous nations and Indigenous peoples. We would like to emphasize that reconciliation efforts began prior to our legislation and will continue to happen prior to the development and release of our strategy. Manitoba, in partnership with many other organizations, have taken the following action towards reconciliation:

- a. **Reconciling for Children and their Families** – The Residential School System removed Indigenous children from their homes in a deliberate attempt to eliminate Indigenous languages, cultures, laws and rights. Many children were physically, emotionally, and sexually abused. In some cases, children died at the schools leaving families distraught over the loss of their loved ones. In Manitoba, we are working to support healing within families by providing a sense of closure in knowing what happened to lost children.

Manitoba recognizes that Indigenous women and children should be fully protected and guaranteed against all forms of violence and discrimination. We are committed to addressing violence against Indigenous women and girls, especially incidences of missing and murdered Indigenous women and girls (MMIWG) in Manitoba.

- b. Reclamation of Indigenous Identity through Language, Culture, and Heritage –** Manitoba is supporting efforts for Indigenous nations and Indigenous peoples to revitalize and reclaim their languages, cultures, and heritage. Colonization and the Residential Schools System impacted a sense of identity for many survivors and subsequent generations of First Nation, Métis, and Inuit peoples. We recognize that language, culture and heritage are essential to reclaiming identity, especially for youth to develop their own identity and belonging in this world. The journey of reconciliation cannot begin without these foundational first steps in reclaiming First Nation, Métis, and Inuit identity and promoting an understanding of Indigenous languages, cultures, and heritage.
- c. Educating and Training for Reconciliation –** Non-Indigenous people must have an understanding of First Nation, Métis, and Inuit histories, cultures, and heritage to foster reconciliation. Manitoba recognizes the importance of building this understanding by supporting educational and training initiatives - which incorporate Indigenous perspectives, knowledge, history, culture, and traditions - and establishing educational resources and institutions.
- d. Reconciling Relationships –** Reconciling relationships with First Nations, Métis, and Inuit peoples, nations, and communities requires a decolonizing lens that includes Indigenous knowledge, legal traditions, perspectives, and philosophies as guiding frameworks. Manitoba’s approach for reconciliation involves decolonizing programs and services, not only for those specific to First Nation, Métis, and Inuit peoples but for all Manitobans. Designing program and service delivery with a decolonizing lens is important to ensure that policies and processes are inclusive, respectful, and mindful of practices that marginalizes and oppresses diversity.
- e. Recognition and Reconciliation of Aboriginal and Treaty Right -** Manitoba has a duty to consult in a meaningful way with First Nation, Métis, and other Indigenous communities when a government decision could affect their ability to exercise their Aboriginal or treaty rights.
- f. Land Based Initiatives -** In addition to our constitutional obligations, Manitoba recognizes the importance of Indigenous peoples’ relationships to land and provides support for co-operative natural resources management.

3. **Looking Forward** - The 2017 Annual Progress Report will serve as a starting point for monitoring and evaluating our progress towards reconciliation. Manitoba will build upon meaningful engagement with Indigenous nations and Indigenous peoples to shape the priorities and framework of reconciliation and to guide the development of a reconciliation strategy in Manitoba. The strategy will also be guided by the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action and the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and involve all sectors of society.

Background

On June 2, 2015, the Truth and Reconciliation Commission of Canada (TRC) released its report, *Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada*, which included 94 Calls to Action directed to governments, churches, organizations and all Canadians. A final report was released by the TRC on December 15, 2015.

In March 2016, *The Path to Reconciliation Act* was passed with unanimous support in the Legislature. The Act sets out the government's commitment to advancing reconciliation, guided by the TRC's Calls to Action and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Manitoba's commitment to reconciliation has particular focus on addressing the persistent and long-standing negative impacts of residential schools and reconciling relationships between Indigenous and non-Indigenous peoples in Manitoba. The work of the TRC and the courage of survivors who shared their experiences serve as an important catalyst for change, but reconciliation has a long history in Manitoba and our efforts are also guided by best practices within the government, partnerships with First Nations, the Métis Nation and other Indigenous communities and by work within Indigenous organizations and governments.

The Path to Reconciliation Act establishes a transparent mechanism to monitor and evaluate the measures taken by the government of Manitoba to advance reconciliation, including the measures taken to engage Indigenous nations and Indigenous peoples in the reconciliation process. This report includes a summary of action by the government of Manitoba and our partners between April 1, 2016 and March 31, 2017 and is composed of three sections: 1) Addressing Legacies, 2) Reconciling for the Future and 3) Looking Forward. Engagement with Indigenous nations and Indigenous peoples is integrated into our efforts towards reconciliation and especially highlighted in the section, "Reconciling for our Future – Reconciling Relationships." Supplementary materials that reference specific programs and services that support reconciliatory action will be made available in fall 2017.

A Note on Terminology

In the context of this report, 'Indigenous nations and Indigenous peoples' are inclusive terms for the original nations and peoples of North America and their descendants which include: First Nations, Métis, Inuit, and those of Indigenous descent who do not identify as one of these three distinct peoples. The term, 'Indigenous' has come to replace 'Aboriginal' in recent years, but some pre-existing programs still use the term 'Aboriginal' in their naming conventions. The reference to 'Indigenous nations and Indigenous peoples' is an inclusive term, but we recognize and acknowledge the unique histories, languages, cultural practices and spiritual beliefs of the distinct nations and peoples.

The term, 'Aboriginal' is still used in legal contexts, referring to people with specific legal rights under the *Constitution Act, 1982*. The Canadian Constitution recognizes three groups of Aboriginal peoples: Indians (more commonly referred to as First Nations), Métis and Inuit. These are three distinct peoples with unique histories, languages, cultural practices and spiritual beliefs.

First Nation: Status and non-Status Indigenous peoples in Canada who are neither Métis nor Inuit. This term came into common usage in the 1970's to replace the term "Indian" which many find offensive due to its incorrect origin and connections to discriminatory and colonial policies under *The Indian Act*.

Métis: For purposes of section 35 rights, the term Métis refers to distinctive peoples who, in addition to their mixed First Nation and European ancestry, developed their own customs, and recognizable group identity separate from their First Nation and European forebears. A Métis community is a group of Métis with a distinctive collective identity, living together in the same geographical area and sharing a common way of life.

Inuit: Indigenous peoples in Northern Canada, who come from Nunavut, Northwest Territories, Northern Quebec and Northern Labrador. The word means "people" in the Inuit language, Inuktitut. The singular of Inuit is Inuk.

Addressing Legacies

Caring for Children and Families

In Manitoba, a disproportionate number of children in care are Indigenous. These numbers correspond with the circumstances in which many Indigenous families are living and are associated with the legacy of colonization, residential schools and loss of cultural identity. Manitoba is working to support Indigenous children and families in an effort to reduce the over-representation of Indigenous children in care.

The efforts to support children in care and their families include:

- Child and Family Services (CFS) Authorities and the Agencies including the: Metis Child and Family Services Authority, Southern First Nations Network of Care, First Nations of Northern Manitoba Child and Family Services Authority and the General Child and Family Services Authority.
- Funding community based agencies through Manitoba Families CFS Division to provide a range of services for Indigenous children in care and their families.
- Developing and supporting delivery of First Nation, Métis and other Indigenous parenting programs and resources.
- Annually reporting on the number of Indigenous children in care.

Improving Health Outcomes

The legacy of colonialism and residential schools led to disruptions in Indigenous child rearing practices and parenting skills among Indigenous families. Manitoba is working to address this by supporting the health of families, mothers and babies through family health and healthy lifestyle programs. Manitoba supports children and adults living with Fetal Alcohol Spectrum Disorder (FASD), addresses jurisdictional disputes to ensure that services for First Nation children and families are not delayed and provides supports for Indigenous children with disabilities.

The efforts to support families and children include:

- Manitoba Health participates on a working group with First Nation and federal partners to support the implementation of *Jordan's Principle* and ensure there are no gaps in government services delivered to children both on and off-reserve.

- Supports and services through Children’s disABILITY Services for families raising children with developmental or lifelong physical disabilities living off-reserve in Manitoba.
- Healthy Child Manitoba Office (HCMO) delivers programs and provides support for parents and caregivers of children, youth and adults with FASD, as well as supports for educators who teach students with FASD.
- Healthy Baby provides supports for vulnerable women during their pregnancies, such as prenatal care, adequate nutrition, and transportation.
- Providing support to women who are pregnant or have young children and use substances.
- Delivering community support to mothers, families, and their children living on and off-reserve.
- Support for Manitoba Aboriginal Sport and Recreation Council to coordinate and deliver Indigenous sport and recreation programming.

Supporting Restorative Justice; Offenders, Victims and Families

The high incarceration rates of First Nation, Métis, and Inuit peoples can be linked to colonization, the harmful actions experienced by children in residential schools, and intergenerational trauma. Manitoba is working to help heal the generations impacted by the legacy of residential school including offenders, victims of crime, and their families. We are working with communities to bring resources and services to offenders, victims, families, and local communities to meet their specific needs. Our legislation and program data collection and analysis also supports victims of crime and their families.

The efforts to support offenders, victims and their families include:

- Manitoba’s *Limitation of Actions Act* was amended to remove limitation periods for claims for sexual assault and assault within intimate relationships or relationships of dependency.
- Manitoba Justice partners with Justice Canada to provide grants to First Nation, Métis and other Indigenous organizations to deliver restorative justice services across the province.
- Delivering a client and family centred approaches under the FASD Youth Justice Program to address youth with FASD in custody, allowing the client to identify custody and community service options.
- Enhancing probation resources and programs in remote communities.

- Recording and evaluating data collected from staff who support the families of victims of crime and developing surveys to gain feedback from families receiving support services.
- Consulting with First Nation, Métis and other Indigenous organizations to determine the scope of community based support for families, such as the Family Information Liaison Unit.

Supporting First Nation, Métis and Inuit Students and their Families in Education

Manitoba is seeking to address the legacy that colonialism had on the educational success of Indigenous peoples. Poor educational achievement among First Nation, Métis, and Inuit youth can be linked to circumstances like poverty, poor housing and health, and family violence.

The efforts to support First Nation, Métis, and Inuit students and their families include:

- Education and Training is developing a framework to support early childhood learning and development for First Nation, Métis, and Inuit children.
- Providing financial supports to youth in care, youth on extension of care, and youth leaving care.
- Providing programming, support systems, and mentorship that encourage Indigenous youth to remain in school and achieve success in secondary school, post-secondary education, vocational training, in the workplace, and in everyday life. These programs support school attendance rates, school readiness and essential skills such as literacy, numeracy, communication skills, and social development.
- Providing funding under the Aboriginal Academic Achievement Grant to school divisions that focus efforts on the academic success of Indigenous students.
- Funding support to the Louis Riel Institute to preserve and enhance Métis culture in Winnipeg schools and communities and assisting First Nation, Métis, and Inuit parents to transition into training and/or employment.
- Delivering initiatives that encourage participation of parents and families in schools and in the education of their children.
- Assessing both on and off-reserve students throughout Kindergarten and Grades 3, 7, 8, and 12 to help guide planning in schools and school divisions.
- Promoting education through the delivery of post-secondary education and vocational training specifically for First Nation, Métis, and Inuit students.
- Introducing Indigenous youth to the trades and links to education at early ages.

Delivering Training and Employment Opportunities

Manitoba is focusing efforts on addressing the legacy of impacts to education in adults. The impacts have affected the employment and earning potential for survivors and subsequent generations. We are partnering with many organizations to deliver training and provide employment supports for youth and adults across Manitoba.

Training and employment supports for First Nation, Métis, and Inuit peoples include:

- Supporting adult education, literacy and skill development through the delivery of 33 Adult Literacy Programs and the establishment of 42 Adult Learning Centres across Manitoba.
- Partnering with organizations to help youth develop skills to transition into the workforce.
- Providing a directory of business supports through the Aboriginal Youth Mean Business! website for young First Nation, Métis, and Inuit entrepreneurs.
- Providing counselling services and skill assessments to improve employment outcomes.
- Developing a Look North Strategy and working collectively with regional partners, northern stakeholders and communities to identify and implement a sustainable plan for economic growth in Manitoba's northern communities.
- Aligning northern residents with skill development and employment opportunities in the North.
- Providing northern residents with the opportunity to become involved in the skilled trades sector.

Reconciling for the Future

Reconciling for Children and their Families

The Residential School System removed Indigenous children from their homes in a deliberate attempt to eliminate Indigenous languages, cultures, laws and rights. Many children were physically, emotionally, and sexually abused. In some cases, children died at the schools leaving families distraught over the loss of their loved ones. In Manitoba, we are working to support healing within families by providing a sense of closure in knowing what happened to lost children.

The efforts to support healing families include:

- Working with partners to cross reference, develop registries, provide mapping assistance, and search archival information and burial records to locate missing children.
- Collaborating with the National Centre for Truth and Reconciliation (NCTR) to support the archiving of Residential Schools historical records and training Indigenous archivists to encourage ownership over archival work.

Manitoba recognizes that Indigenous women and children should be fully protected and guaranteed safety against all forms of violence and discrimination. We are committed to addressing violence against Indigenous women and girls, especially the incidences of missing and murdered Indigenous women and girls (MMIWG) in Manitoba.

Efforts to protect Indigenous women and children and support MMIWG families include:

- Sponsoring events such as the Wiping Away the Tears MMIWG family gathering to support healing.
- Manitoba Justice Victims Services provides direct support services for families.
- Formally participating in the National Inquiry on MMIWG including work with the commission to ensure that the process will provide meaningful outcomes for families.

Reclamation of Indigenous Identity Through Language, Culture, and Heritage

Manitoba is supporting efforts for Indigenous peoples and Indigenous nations to revitalize and reclaim their languages, cultures, and heritage. Colonization and the residential school system impacted a sense of identity for many survivors and subsequent generations of First Nation, Métis, and Inuit peoples. We recognize that language, culture, and heritage are essential to

reclaiming identity, especially for youth to develop their own identity and belonging in this world. The journey of reconciliation cannot begin without these foundational first steps in reclaiming First Nation, Métis, and Inuit identity and promoting an understanding of Indigenous languages, cultures, and heritage.

Efforts to encourage and promote Indigenous language revitalization include:

- *The Aboriginal Languages Recognition Act* which recognizes Cree, Dakota, Dene, Inuktitut, Michif, Ojibway, and Oji-Cree as the Indigenous languages spoken and used in Manitoba.
- *The Path to Reconciliation Act* which directs the Government of Manitoba to translate all Annual Reports into the seven Indigenous languages identified in the *Aboriginal Languages Recognition Act*.
- The Manitoba Indigenous Inclusion Directorate is leading work on the Manitoba Aboriginal Languages Strategy that includes supporting Indigenous language programming across several post secondary institutions in Manitoba and developing Indigenous language curricula in high schools.

Efforts to support First Nation, Métis and Inuit culture and heritage include:

- Partnerships with Poplar River First Nation to record and document 108 geographic locations important to the community and recognize them according to their Anishinabek names.
- The protection of archaeological sites and ancestral burial locations important to Indigenous heritage through *The Heritage Resources Act*.
- Support for First Nations communities to establish libraries with collections reflecting community interests.
- Funding support for traditional dance and arts education programming and arts and cultural organizations, such as Ndinawe and Red Road Lodge, which service urban communities.
- Operating grants to cultural institutions and organizations supporting public access to artistic and cultural innovations like the annual Manito Ahbee Festival which celebrates Indigenous cultures.
- Assistance to cultural industry sectors such as the Indigenous music and film making industries.
- Supporting heritage projects that accurately reflect First Nation, Métis, and Inuit history and contributions to Manitoba, Canada, and the world.

Education and Training for Reconciliation

Non-Indigenous people must have an understanding of First Nation, Métis, and Inuit histories, cultures, and heritage to foster reconciliation. Manitoba recognizes the importance of building this understanding by supporting educational and training initiatives - which incorporate Indigenous perspectives, knowledge, history, culture, and traditions - and establishing educational resources and institutions.

Efforts to support education and training for reconciliation include:

- In 2015, Manitoba enacted *The National Centre for Truth and Reconciliation Act* which established the NRTC at the University of Manitoba.
- Developing Indigenous land-based curriculum and knowledge resources.
- Actively developing textbooks and mandatory curricula for Grades 5, 6, and 11 Social Studies classes. The curricula include topics on First Nation, Métis, and Inuit histories, residential schools, reconciliation, the 'Sixties Scoop,' and treaties.
- Indigenous cultures and histories are taught throughout Social Studies curricula from Kindergarten to Grade 12.
- Working with school boards, teachers and parent councils on an Anti-Racism Joint Action Plan to promote respect for cultural diversity.
- Participating on the Council of Ministers of Education Canada (CMEC) to encourage the development of resources addressing the legacy of Residential Schools for Kindergarten to Grade 12.
- The Manitoba Civil Service Commission's government-wide efforts to develop and deliver specific courses for all public servants on the topics of: Indigenous peoples, Aboriginal and treaty rights, facilitation for Indigenous audiences, building positive relationships, and reconciliation.
- A one-year Certificate of Indigenous Relations Program (CIRP) for Sustainable Development staff to learn about First Nation, Métis, and Inuit histories and laws, Crown-Aboriginal consultations, engagement and reconciliation, and current issues.
- Requiring licensed professionals – early childhood educators, teachers, nurses and social workers, corrections officers –to attend training or courses that foster an understanding of Indigenous people and cultures.
- Integrating programming to address Indigenous issues in planning and how to design outcomes that address these issues in the Manitoba Planning Conference for municipal and provincial planners.

Reconciling Relationships

Reconciling relationships with First Nations, Métis, and Inuit peoples, nations, and communities requires a decolonizing lens that includes Indigenous knowledge, legal traditions, perspectives, and philosophies as guiding frameworks. Manitoba's approach for reconciliation involves decolonizing programs and services, not only for those specific to First Nation, Métis, and Inuit peoples, but for all Manitobans. Designing program and service delivery with a decolonizing lens is important to ensure that policies and processes are inclusive, respectful, and mindful of practices that marginalize and oppress diversity.

Efforts to create and use a decolonizing lens include:

- *The Path to Reconciliation Act* as the primary guiding framework for reconciliation. Under the act, Manitoba is guided by the TRC's Calls to Action and the principles set out in UNDRIP.
- Manitoba reports annually on the measures taken to further reconciliation and engagement with Indigenous nations and people.

Applying a decolonizing lens involves the inclusion of Indigenous perspectives in planning process, employing Indigenous peoples in the Manitoba government, and developing culturally responsive systems that involve First Nation, Métis, and other Indigenous laws, and cultural and spiritual practices in program and service delivery. We are working with Indigenous organizations, communities, and people to decolonize programs and services in education, health, justice, economic development, employment, agriculture, the arts, and child welfare.

Efforts to include Indigenous perspectives in the planning process include:

Core Operating Support

- Providing operating grants to First Nation and Métis, and other Indigenous organizations to address their identified priorities.

Education

- Working with Manitoba First Nations Education Resource Centre (MFNERC) on the Early Childhood Working group to develop resources for early childhood development in First Nation Communities such as *The Manitoba First Nations Guide to Support Early Learning*.
- Developing *The First Nation, Métis and Inuit (FNMI) Education Policy Framework* and associated legislation with First Nation, Métis, Inuit and other Indigenous organizations,

educational service providers and stakeholders to improve education and training outcomes for Indigenous students.

- Working with federal partners and MFNERC to develop a Manitoba First Nations School System.
- Providing operating grants to the Louis Riel Institute and the Manitoba Metis Federation to provide Métis specific learning opportunities and planning and policy capacity.
- Collaborating with the Union nationale métisse Saint-Joseph du Manitoba on ways to involve Elders and other community members in French and French Immersion schools to support inclusion of Indigenous perspectives in education.

Health and Social Services

- Supporting the Intergovernmental Committee on First Nations Health with Nanaanddawewigamig / The First Nations Health and Social Secretariat of Manitoba (FNHSSM) and federal partners.
- Supporting the Manitoba Metis Federation and other Indigenous organizations to inform health and socio-economic policies, programs and services.
- Creating a First Nations Atlas Update with the Manitoba Centre for Health Policy (MCHP) and FNHSSM to better understand health care use and socioeconomic determinants of First Nations health for policy development in Manitoba.

Child and Family Well-Being

- Developing a Manitoba Customary Care model to reduce the number of children in care of the traditional foster care system with First Nation, Métis, and general Child and Family Services (CFS) authorities, agencies, provincial and territorial organizations, and communities.
- Supporting a network of regional parent-child coalitions across the province that includes First Nation, Métis, and other Indigenous representation to share knowledge and best practices among parent and child centred coalitions.

Economic Development

- Developing the Look North Strategy with northern and Indigenous communities and Indigenous and non-Indigenous businesses focused on long-term economic growth and job creation in the north.
- Creating Urban Economic Development Zones with Entitlement First Nations and federal partners.
- Providing support for First Nation and Métis lending institutions that support First Nation and Métis businesses.

- Supporting economic opportunities for Indigenous livestock producers and communities with a particular focus on bison production with the hiring of an Industry Development Specialist in Aboriginal Livestock.

Efforts to increase the number of Indigenous employees include:

- Increasing the number of Indigenous teachers within the Aboriginal Education Action Plan, as well as improving pre-service and professional learning opportunities for all educators.
- Improving employment hiring practices through ongoing consultations and expansion of Indigenous networks that include partners such as Urban Circle Training Centre, Louis Riel Institute, Red River College's Aboriginal Student Support and Community Relations, and the Centre for Aboriginal Human Resource Development.
- Increasing the representation of Indigenous staff in community corrections and custody positions with Manitoba Justice.
- Creating an Indigenous Staff Advisory Group comprised of First Nations, Métis, and Inuit corrections staff and Indigenous Spiritual Caregivers. The Staff Advisory Group provides advice on hiring and Indigenous perspectives on issues and initiatives related to corrections.
- Employing Indigenous workers through Manitoba Victims Services branch who provide support to victims of crime.
- Supporting Indigenous Cultural Initiatives involving arts education or traditional dance that foster First Nation, Métis and Inuit cultural knowledge, especially among youth through the Indigenous Arts Consultant position with Manitoba Sport, Culture and Heritage.

Efforts to support the development of culturally responsive systems include:

- Recognizing Indigenous laws enacted by Sioux Valley Dakota Nation through local courts and traditional means.
- Addressing the overrepresentation of First Nation, Métis, and Inuit offenders in the criminal justice system by adopting policies consistent with *The Restorative Justice Act* that support Indigenous communities in developing alternative approaches to sentencing and incarceration.
- Offering Indigenous youth safe and supportive environments as an alternative to involvement with gangs, crime, violence, and sexual exploitation.

- Delivering a Culturally Appropriate Program (CAP) that promotes awareness, personal development and healing for First Nation, Métis, and Inuit people in correctional centres and community corrections.
- Supporting First Nation, Métis, and other Indigenous community organizations delivering culturally appropriate support to victims of crime.
- Offering traditional healing and spiritual and cultural care provided through Winnipeg Regional Health Authority facilities, two northern nursing stations, correctional centres, community probation series, and through services provide to victims of crime and their families. These services and care include accommodation for smudging and ceremonies and support from Indigenous spiritual and cultural caregivers, Elders and Kookums (Grandmothers).
- Enhancing probation resources and programming in remote communities through the Centralized First Nations unit in collaboration with First Nations community leadership.
- Providing Indigenous Spiritual Care in adult and youth custody centres and accommodation for smudging in correctional centres and community offices.
- Offering culturally appropriate activities for First Nations and Métis children and families to improve attendance and success in school.
- Ensuring that Child and Family Service Authorities develop culturally appropriate standards for services, practices, and procedures related to child welfare under *The Child and Family Service Authorities Act*.
- Providing Indigenous parents and their children with support under the Community Schools Partnership Initiative's (CSPI) – Parent Child Programs in community schools to enhance student success through culturally appropriate activities.
- Offering appropriate cultural supports to Indigenous learners through adult learning centres.
- Supporting Indigenous peoples involved in apprenticeships in northern Manitoba through an Indigenous Training Coordinator.

Recognition and Reconciliation of Aboriginal and Treaty Rights

Manitoba has a duty to consult in a meaningful way with First Nation, Métis, and other Indigenous communities when a government decision could affect their ability to exercise their Aboriginal or treaty rights.

Efforts to support the reconciliation of Aboriginal and treaty rights include:

- Consulting with First Nations, Métis, and Indigenous communities on hydro electric, mining and infrastructure development projects.
- Working with Indigenous communities and organizations on a *Duty to Consult Framework* for respectful and productive consultations.
- Working jointly and cooperatively with First Nations, Canada and the Treaty Land Entitlement Committee to transfer provincial Crown land to Reserve land.

Land Based Initiatives

In addition to constitutional obligations, Manitoba recognizes the importance of Indigenous peoples' relationships to land and provides support for co-operative natural resources management.

Efforts to respect and support Indigenous nations and peoples' land interests include:

- Co-managing land and natural resources through resource management boards and land use plans.
- A Land Use Planning Gathering to build capacity, relationships, and networks within and among resource management boards, governments, and businesses.
- Partnering with four Manitoba First Nations and Ontario on a UNESCO proposal for the Pimachiowin Aki World Heritage site.
- Working with seven Indigenous communities on Integrated Watershed Management Plans.
- Implementing of self-governance and settlement agreements related to adverse effects of hydroelectric developments, treaty land entitlements and other natural resource related issues.
- Supporting communities through the Northern Healthy Food Initiative to access healthy and traditional foods and reconnecting to the land.

Looking Forward

The Path to Reconciliation Act establishes a transparent mechanism to monitor and evaluate the measures taken by the Manitoba government to advance reconciliation, including the measures taken to engage Indigenous nations and Indigenous peoples in the reconciliation process. The 2017 Annual Progress Report will serve as a starting point for monitoring and evaluating our progress towards reconciliation.

Reconciliation is rooted in respectful relationships between Indigenous and non-Indigenous peoples. Determining what specific actions should be taken can only be done in a collaborative fashion and in full partnership with First Nations, Métis, and Indigenous peoples. Manitoba will begin build upon meaningful engagement with Indigenous nations and Indigenous peoples to shape the priorities and framework of reconciliation and to guide the development of a reconciliation strategy in Manitoba. The strategy will also be guided by the TRC's Calls to Action and the principle of UNDRIP, and involve all sectors of society.

Reconciliation in Manitoba will be a collaborative effort - involving both Indigenous and non-Indigenous peoples in Manitoba and all sectors of society - as we journey together down the path to reconciliation.