

# THE PATH TO RECONCILIATION ACT

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## ANNUAL PROGRESS REPORT

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## **Executive Summary: The Path to Reconciliation in Manitoba**

Manitoba Indigenous and Northern Relations is pleased to present the third Path to Reconciliation Annual Progress Report. This year's report focuses on the themes of the Truth and Reconciliation Commission of Canada's (TRC) 94 Calls to Action, which seek to redress the legacy of residential schools and advance the process of Canadian reconciliation. The Manitoba government reports on its actions following the two broad categories of 'Legacies' and 'Reconciliation,' presented by the TRC in its final report, *Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada*.

The section on Legacies outlines the Manitoba government's efforts to address the disparities existing between Indigenous and non-Indigenous peoples in Manitoba's social, political and economic systems and institutions. We have collaborated with many different service providers and organizations to address gaps in the areas of child welfare, education, language and culture, and health and justice.

The section on Reconciliation highlights our ongoing work to establish and maintain mutually respectful relationships between Indigenous and non-Indigenous peoples, and to create a more equitable and inclusive society. The Manitoba government, in partnership with many other organizations, have taken action towards reconciliation under many of the themes outlined in the TRC's calls to action.

Looking forward, the progress that the Manitoba government has made towards reconciliation will help shape the priorities and framework of reconciliation in Manitoba. Our government remains committed to engaging with Indigenous nations and peoples on this framework to guide the development of a reconciliation strategy in our province.

## 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. The TRC released a final report on December 15, 2015.

In March 2016, the Manitoba government passed The Path to Reconciliation Act, with unanimous support in the Manitoba 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).

Our understanding of reconciliation refers to the ongoing process of establishing and maintaining mutually respectful relationships between Indigenous and non-Indigenous peoples, to build trust, affirm historical agreements, address healing, and create a more equitable and inclusive society. Guiding our government's efforts towards reconciliation are the principles of respect, engagement, understanding and action that are outlined as follows:

**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.

Manitoba's commitment to reconciliation has a 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. Since

reconciliation has a long history in Manitoba, 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 Manitoba government to advance reconciliation, including the measures taken to engage Indigenous nations and Indigenous peoples in the reconciliation process. As mandated by this legislation, Manitoba Indigenous and Northern Relations publishes an annual report to monitor the government's progress towards reconciliation. Throughout this report, a collective responsibility is demonstrated through the many partnerships between the Manitoba government, Indigenous communities and organizations, and the private and not-for-profit service providers that work together to promote reconciliation in Manitoba. As the TRC emphasizes, establishing a collective responsibility is essential for reconciliation to right past wrongs, to heal, and to progress towards reconciled nations.

### 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.



## Introduction

This year's third Path to Reconciliation Act Annual Progress Report follows the themes presented in the Truth and Reconciliation Commission of Canada's final report, *Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada*. We present our progress towards reconciliation according to the TRC's 94 calls to action that seek to redress the legacy of residential schools and advance the process of reconciliation in Canada. This report includes a summary of action by the Manitoba government and our partners between April 1, 2017 and March 31, 2018 and is composed of three sections:

- 1) Legacies
- 2) Reconciliation
- 3) Looking Forward.

Each section in this report summarizes the actions undertaken to address the various calls to action outlined by the TRC. Engagement with Indigenous nations and Indigenous peoples is key to our efforts towards reconciliation and it is reflected in the actions outlined under each theme.

## Legacies

The first section in this report focuses on the addressing the legacy of impacts of residential schools on Indigenous peoples and the resulting disparities that exist between Indigenous and non-Indigenous peoples in Manitoba's social, political and economic systems and institutions. We will discuss how we are addressing disparities in the areas of child welfare, education, language and culture, and health and justice.

### Child Welfare

#### ***TRC Calls to Action:*** 1-5

In Manitoba, a disproportionate number of children in the care of Child and Family Services (CFS) 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. These calls to action require governments to:

- reduce the number of Indigenous children in care
- report on the number of Indigenous children in care and total spending on preventative services
- implement Jordan's Principle

- provide culturally relevant care and enact legislation affirming the right of Indigenous governments to maintain their own child welfare agencies

## **Progress to Date**

### Actions to reduce the number of Indigenous children in care include:

- Initiating Manitoba's Child Welfare Transformation Plan to achieve better outcomes for children. Manitoba's plan focuses on:
  - reducing the number of children in care
  - reducing the number of days spent in care
  - fostering more lifelong connections
  - enabling greater coordination of services and public accountability.
- Recognizing the unique nature of Manitoba's devolved system of child welfare and the dramatic overrepresentation of First Nation, Inuit and Métis children in care, Manitoba has engaged broadly with Indigenous leaders, communities and service providers. This engagement approach has ensured that reforms to reduce the number of Indigenous children in care are responsive to Indigenous priorities and capture their ideas and solutions. Engagements included First Nation and Métis leadership summits on CFS reform, feedback from over 1,500 Manitobans through the provincially appointed CFS Legislative Review Committee, and participation in national engagements on federal Indigenous child welfare reform.
- Beginning in 2017/18, Manitoba was signatory to a tripartite funding and partnership with the Government of Canada and the Winnipeg Foundation to provide Ma Mawi Wi Chi Itata Centre \$1 million over three years to expand the Family Group Conferencing program, which is a proven successful, Indigenous-led approach to working with families.
- Continuing and expanding staff training through CFS authorities and agencies on the intergenerational effects of the residential school system, colonization and reconciliation.

### Reporting on the number of children in care and preventative services

- Funding for results through the implementation of six block-funding contracts, which provide CFS agencies greater flexibility to meet the needs of children and families.

### Jordan's Principle

- Participating and playing a supportive role with the Government of Canada to implement Jordan's Principle and support the availability of appropriate disability supports for Indigenous families living on and off reserve.

#### Child welfare legislation and culturally relevant care

- Appointing representatives from the Southern Chiefs Organization (SCO), Manitoba Keewatinowi Okimakanak (MKO), the Manitoba Metis Federation (MMF), along with community representatives, to the CFS Legislative Review Committee. The SCO, MKO and MMF share child and family services responsibility in Manitoba's devolved system, and this committee was tasked with reviewing and recommending transformational changes to The Child and Family Services Act and The Child and Family Services Authorities Act.
- Engaging and working with Indigenous leadership, communities, Child and Family Service agencies and authorities across Manitoba, to strengthen child welfare legislation in support of customary care. In March 2018, Manitoba proposed the bill, The Child and Family Services Amendment Act (Taking Care of Our Children). This title is a translation of a traditional Indigenous concept suggested by Elder William Osborne of Pimicikamak. This new bill strengthens the legislative role of Indigenous communities in leading the development of their own unique models of care, supporting better outcomes for children.
- Offering culturally relevant services and programming through the following CFS authorities and agencies:
  - Metis Child and Family Services Authority
  - Southern First Nations Network of Care
  - First Nations of Northern Manitoba Child and Family Services Authority
  - General Child and Family Services Authority
- Continuing to provide a series of four parenting booklets for First Nations and Métis families. The booklets were developed with the advice of an Indigenous advisory group, including Indigenous community service providers and representatives, and include photos, stories and teachings contributed by First Nations and Métis people in Manitoba.
- Increasing grant funding through the Manitoba Parent Child Coalitions, to support Indigenous programs and services that offer culturally appropriate parenting programming.

## **Education**

### ***Calls to Action: 6-12***

Manitoba is seeking to address the legacy of colonialism on the educational success of Indigenous peoples through the delivery of training and employment supports for youth and adults across Manitoba. 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 legacy of impacts also affects the educational achievement and employment success of adults, including survivors and subsequent generations.

Although these calls to action are directed at the federal government, the Manitoba government has addressed many of the calls to action relating to:

- eliminating educational and employment gaps between Indigenous and non-Indigenous Canadians
- eliminating and reporting on the discrepancy in funding between First Nations children educated on and off reserve
- developing culturally appropriate curricula, protecting languages and creating culturally appropriate early education programs

**Progress to Date:**

Eliminating education and employment gaps between Indigenous and non-Indigenous Canadians

- Continuing to collaborate with educational stakeholders to draft the *First Nations, Métis and Inuit Education Policy Framework*, which focuses on improving education and training outcomes for Indigenous students.
- Supporting school division programming through the Aboriginal Academic Achievement Grant to improve the academic success of Indigenous students.
- Funding the Building Student Success with Aboriginal Parents Program to enhance parental and community involvement in the education of their children.
- Providing education and training supports to Indigenous youth previously in contact with the Child and Family Services system through a number of programs, including:
  - Advancing Futures Bursary
  - Building Futures
  - Youth in Care Tuition Waiver Post Secondary Initiative

- Work2It
- Delivering grant funding to connect Indigenous youth with education, training, mentorship and business opportunities:
  - Youth Build
  - North End Trades Discovery Initiative
  - Natural Science and Engineering Research Council
  - Bright Futures
  - Young Entrepreneurs Business Grant
- Providing grant funding for the Urban Development Initiative (UDI). This supports Indigenous families relocating to Winnipeg with resources such as employment assistance and programs for Indigenous youth to connect with cultural, social, personal and economic supports.
- 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.
- Supporting partners such as the North End Community Renewal Corporation and the Urban Circle Training Centre through grant funding. This provides counselling, training and resources to help reduce barriers to employment and promote economic independence.
- Providing grant funding to Ndinawe to support their partnership with Red River College to deliver the Child and Youth Care Certificate Program. This program trains graduates to intervene, assess and formulate strategies to enhance the quality of life for children, youth and families.
- Delivering funding through the Aboriginal Development Program, Aboriginal Economic and Resource Development Program and the First Peoples Economic Growth Fund. These funds support capacity development, employment outcomes and business proposals.
- The Look North Economic Task Force presented the *Look North Strategy and Action Plan*. This plan includes six priority areas of action, based on what was heard through engagements with northern First Nation communities, Indigenous organizations, businesses and industry, economic development agencies and other northern stakeholders. In early 2018, a northern steering committee was established to help coordinate and oversee the next steps and implementation, and help unlock the tremendous economic potential that exists in this region.

### Eliminating and reporting on the discrepancy in funding between First Nations children educated on and off reserve

- Supporting several community schools, programming and professional development for on-reserve educators, through educational partnership agreements between First Nation communities and school divisions.
- Collaborating with Indigenous Services Canada and the Manitoba First Nation Education Resource Centre (MFNERC) to deliver programming under the Education Partnership Program. Manitoba provides in-kind support for MFNERC-led education initiatives in First Nation communities.
- On-reserve schools may opt to participate in Grades 3, 7, 8 and 12 provincial assessments. The assessment results are published and the school and school division level results are provided to school administrators to guide future planning. If students self-declare as Indigenous, these results will break down outcomes of Indigenous and non-Indigenous students.
- Supporting 29 schools in urban, rural and northern communities through the Community School Program. Almost half of the program funding is directed towards Indigenous students and their families.

### Developing culturally appropriate curricula, protecting languages and creating culturally appropriate early education programs

- Continuing to review outcomes from the Kindergarten to Grade 12 social studies curricula to strengthen study areas relating to:
  - the historical and cultural contributions of First Nations, Métis and Inuit peoples
  - the history of Treaties and the Treaty Relationship
  - responding to the legacy of Residential Schools and the Sixties Scoop

A curriculum committee is forming to strengthen the curricula. The committee is comprised of Manitoba representatives, the Treaty Relations Commission of Manitoba, the Manitoba First Nations Education Resource Centre, and Elders.

- Working with Indigenous Languages Manitoba, the Manitoba First Nations Education Resource Centre and the University College of the North to develop and offer special language credit options for Indigenous languages.

- Supporting the Treaty Relations Commission of Manitoba to implement the Treaty Education Initiative (TEI) and the related professional development for educators. The TEI delivers high quality, locally developed educational resources to deepen student understanding of the importance of treaties and the treaty relationship.
- Offering the Parent Child Program in Community Schools, which enhances student success and parent involvement through culturally appropriate activities for First Nation, Métis and Inuit families.
- Working in partnership with Indigenous Services Canada, Manitoba First Nations Education Resource Centre and the Assembly of First Nations Education Secretariat to support the development and implementation of the First Nations Education Toolkit. A draft of *It's Our Time: First Nations Education Tool Kit*, complements both First Nations and provincial curricula, and offers a teacher-friendly resource that can be used in creative and flexible ways.
- Supporting the achievement of Indigenous students in numeracy and literacy, by continuing to deliver the professional development series, Mamatowisiwin, to educators.
- Participating on the Manitoba First Nations Education Resource Centre Early Childhood Learning Working Group. This group develops resources that support early childhood development for children in First Nations communities and provides ongoing advice for improving outcomes of First Nations students in Manitoba and in First Nations-operated schools.
- Participating on the Child Care Qualifications and Training Committee with Indigenous educators and community representatives, such as the Louis Riel Institute, the Manitoba First Nation Education Resource Centre and the Inuit Association of Manitoba, to “Indigenize” the Early Childhood Education Program standards. Indigenizing the program standards will influence the diploma training for early childhood educators.
- Developing and implementing evidence-based, early childhood development programs and family supports through the Healthy Child Manitoba Office. Programs include the Abecedarian Program, SEEDS of Empathy, Families First, Communities that Care, the Positive Parenting Program and various parent child coalitions across the province.

## **Language and Culture**

***Calls to Action: 13-17***

Colonization and the residential school system have affected the sense of identity for many survivors and subsequent generations of First Nation, Métis and Inuit peoples. We recognize that connections to language, culture and heritage are essential, especially to youth, to reclaim identity and connection to community and society. These foundational first steps in reclaiming First Nation, Métis and Inuit identity and promoting an understanding of their languages, cultures and heritage, support the journey of reconciliation.

These calls to action are directed primarily at the federal government, but Manitoba has taken steps in the spirit of the calls to action to support Indigenous languages and culture. Actions within this theme emphasize the preservation and reclamation of Indigenous languages and supporting culture and heritage.

### **Progress to Date:**

#### Preserving and reclaiming Indigenous languages

- Manitoba passed the Aboriginal Languages Recognition Act in 2010 to recognize Cree, Dakota, Dene, Inuktitut, Michif, Ojibway and Ojibway Cree as the Indigenous languages spoken and used in Manitoba.
- Continuing to lead work on the Manitoba Aboriginal Languages Strategy. This includes supporting Indigenous language programming across several post-secondary institutions in Manitoba (e.g., University of Winnipeg, University of Brandon and University College of the North) and developing Indigenous language curricula in high schools.
- The Path to Reconciliation Act directs the Manitoba government to translate annual progress reports required under the act into the seven Indigenous languages identified in The Aboriginal Languages Recognition Act.

#### Supporting culture and heritage

- Collaborating with the Arts and Cultural Industries Association and the Manitoba Music Industries Association to deliver various training opportunities to Indigenous artists. Training includes:
  - The Art of Managing Your Career - Indigenous Perspectives is an arts business course for Indigenous entrepreneurs who work in both Indigenous and non-Indigenous communities.



- Ozhitoon-Jii-Miigiweng (“to create and share”) is an art and educational gathering to learn about the Indigenous historical legacy of Canada, using land-based experiential learning for educators and artists in the schools.
- The Indigenous Music Development Program works with First Nation, Métis and Inuit people to develop sustainable careers in Manitoba’s music industry.
- Operating grants and program funding to cultural institutions and organizations supporting public access to artistic and cultural events and programming, such as:
  - Funding for the annual Manito Ahbee Festival, which celebrates Indigenous cultures.
  - Supporting traditional dance and arts education programs through Aboriginal Cultural Initiatives. During 2017/18, 38 clients received funding through this program.
  - Delivering funding under the Urban Arts Centres Program, which supports not-for-profit and cultural organizations to deliver arts-based programming to underserved or underrepresented urban communities. Organizations such as Ndinawe and Red Road Lodge receive Urban Arts Centre Program funding.
- Improving accessibility to archive holdings through the Hudson’s Bay Company Archives Names and Knowledge Initiative. Archive staff work with Northern communities to identify community members in photographs and ensure digital and paper photographs are accessible to Northern communities.
- Assistance to cultural industry sectors such as the Indigenous music and film making industries.
- The protection of archaeological sites and ancestral burial locations important to Indigenous heritage, through The Heritage Resources Act.

## **Health**

### ***Calls to Action: 18-24***

This section calls on all levels of government to acknowledge how the legacy of colonialism and residential schools have led to the poor health outcomes of Indigenous people. The calls to actions address:

- closing the gap in health outcomes between Indigenous and non-Indigenous populations
- recognizing and using Indigenous healing practices
- improving cultural competencies
- increasing the number of Indigenous professionals in the health care system

## **Progress to Date:**

### Closing the gap in health outcomes

- Commissioning the report, *Improving Access and Coordination of Mental Health and Addiction Services: A Provincial Strategy for all Manitobans*. Manitoba will continue to work with Indigenous communities and stakeholders throughout the implementation of strategy recommendations related to Indigenous mental health, substance use and addictions, with the intent to increase trust and engagement, and improve coordination and capacity.
- Participating as a funding partner on Nanaandawewigamig/First Nation Health and Social Secretariat of Manitoba (FNHSSM), which pursues a collaboration between federal, provincial and First Nation governments to deliver a unified health system in Manitoba. Progression towards a unified health system includes health data sharing agreements and the creation of First Nation Community Health Profiles.
- Delivering funding to organizations such as Ma-Mow-We Tak Friendship Centre and Ma Mawi Chi Itata for early intervention programs for youth. Programs include:
  - Northern Youth Councils Project and Positive Adolescent Sexuality Support to promote healthy adolescent development and reduce adolescent pregnancy.
  - Solvent Abuse Prevention Program, an early intervention and prevention program that promotes healthy lifestyles through leadership, role modelling, and family and community supports
- Providing inpatient health services through the Selkirk Mental Health Centre. The centre provides services to Indigenous patients residing in Manitoba and Nunavut, including First Nations patients from both on and off reserve.

### Culturally appropriate health care services

- Working with federal health partners and the Giigewigamig First Nation Health Authority (Sagkeeng, Black River, Bloodvein and Hollow Water First Nations) to open the new Giigewigamig Traditional Healing Centre in Powerview-Pine Falls. The centre is managed by the four First Nations through the Giigewigamig First Nation Health Authority, and offers Indigenous spiritual and traditional care.
- Continuing to offer services through the Selkirk Mental Health Centre's Indigenous Service Program. Programming includes:

- weekly pipe ceremonies
  - smudging
  - emotional and spiritual support provided by Elders
  - year-round sweat lodge ceremonies
  - various outings and centre activities that support cultural (re-)connections.
- Continuing to offer services through the Winnipeg Regional Health Authority’s Indigenous Health Services. Cultural supports include spiritual and cultural care providers; facilities that accommodate smudging and ceremonial practices; and the Traditional Wellness Clinic at the Health Sciences Centre, which offers traditional approaches to healing.

Improving cultural competencies and increasing the number of Indigenous professionals in the health care system

- Providing funding to First Peoples Development Inc. to deliver the Licensed Practical Nursing Program, a 32-month enhanced nursing diploma program for approximately thirty Indigenous students each session.
- Piloting the new online Manitoba Indigenous Cultural Safety Training, within the Winnipeg Regional Health Authority.
- The Southern Health – Santé Sud Regional Health Authority developed a Cultural Resources Kit that supports an ongoing relational process of inclusion, and building and maintaining trust, while providing patients, clients and residents with access to traditional healing practices and ceremonies.

**Justice**

***Calls to Action: 25-42***

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. The largest proportion of the calls to action fall under the justice theme. The calls to action directed at provincial governments include:

- eliminating the overrepresentation of Indigenous adults and youth in custody
- providing culturally relevant services to offenders
- finding alternatives to imprisonment and recognizing Indigenous justice systems
- addressing the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD)
- adequately funding Indigenous-specific victim services programs

## **Progress to Date:**

### Eliminating the overrepresentation of Indigenous adults and youth in custody

- Releasing the *Criminal Justice Modernization Strategy*. The four key objectives of the strategy that will support future action, are to:
  - Reduce crime, improve community safety and reduce the number of individuals coming into conflict with the law and the criminal justice system.
  - Deal with each case in a manner appropriate to the seriousness of the offence and the circumstances of the offender.
  - Use restorative justice options more effectively to improve public safety, reduce delay in the court system and ultimately reduce reliance on incarceration, especially in the case of Indigenous offenders.
  - Reintegrate offenders from custody to the community with essential supports to prevent further offences and re-contact with the criminal justice system.

### Providing culturally relevant services to offenders

- Continuing to offer cultural supports in both youth and adult correctional centers and in the community correction offices. Cultural supports include:
  - Aboriginal Spiritual Caregivers, Elders and Kokums in adult and youth custody centers
  - ventilation for smudging in a number of correctional centers and community offices
  - sweat lodges
  - programming that promotes awareness, personal development and healing for Indigenous people
- Working with First Nation's community leadership to enhance probation resources and programming in remote communities through the Centralized First Nations Unit.
- Continuing to seek advice from the Corrections' Aboriginal Staff Advisory Group, which provides a balanced Indigenous perspective on issues and initiatives brought forward by managers, staff, offenders and external Indigenous organizations. The advisory group is comprised of Indigenous corrections staff from both correctional centers and in the community correction offices and includes Aboriginal spiritual caregivers. This group serves an advisory role on recruitment, selection and retention of Indigenous employees, and assists with the development and implementation of policies, standards and service delivery to Indigenous offenders.

- Delivering mandatory Aboriginal Awareness Training to corrections and probation officers.

#### Finding alternatives to imprisonment and recognizing Indigenous justice systems

- Continuing to work with Justice Canada to provide Indigenous organization with Indigenous Justice Program grants and providing funding for a number of community-based, restorative justice programs, such as:
  - Cross Lake Mino-Menostamatowin Program
  - Fisher River Ochekwivanowesowin
  - Hollow Water Community Holistic Healing Program
  - Manitoba Metis Federation Metis Community Justice Program
  - Manitoba Metis Federation Thompson Community Justice Program
  - Norway House Restorative Justice Program
  - Onashowewin Justice Circle Program
  - Onashowewin Bloodvein Fire Inside Program
  - Southern Chiefs Organization Restorative Justice Program
  - John Howard Society of Brandon Westman Mediation Services
  - John Howard Society of Brandon Westman Parkland Hub
- Providing funding to support:
  - Manitoba Keewatinowi Okimakanak's First Nations Justice Strategy
  - Mediation Services Restorative Action Centre
  - Mediation Services Morden Restorative Justice Programming and Mediation/Conflict Resolution Services
  - Salvation Army Correctional and Justice Services

#### Addressing the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD)

- Leading the provincial FASD Strategy by funding and delivering prevention and support services, programs and events for individuals and families affected by FASD. Services and programs. This includes the:
  - FASD Youth Justice Program
  - Manito Ikwe Kagiikwe - The Mothering Project
  - InSight Mentoring Program
  - MB FASD Coalition
  - FASD Family Get-Together
  - Positive Adolescent Sexuality and Support Program

- Bringing FASD program service providers and Indigenous leaders from across Manitoba together to share knowledge and exchange ideas on how to prevent FASD, and increase support to children and families affected by FASD, in a more culturally relevant manner.

#### Adequately funding Indigenous-specific victim services programs

- Employing ten Indigenous staff members in Victim Services, who are trained to deliver culturally appropriate care for victims of crime throughout Manitoba. Services provided include cedar baths, smudging and the support of Elders.
- Supporting several Indigenous organizations that deliver culturally appropriate support to victims of crime through the Victims' Assistance Fund.
- Providing direct support to families of Missing and Murdered Indigenous Women and Girls through family liaison contacts (FLC), who:
  - Assist families with access to services and information.
  - Attend community and healing events with family members.
  - Connect families with culturally safe programs and counselling services.
  - Serve as a direct link to the police and community agencies.
  - Establish connections with FLCs in other provinces and territories to address requests for information.
- Broadening the Family Information Liaison Unit to include community-based supports for victims of crime and their families. Based on feedback from Indigenous organizations, Manitoba contracts with Ka Ni Kanichihk and Manitoba Keewatinowi Okimakanak to deliver these supports.
- Partnering with Ka Ni Kanichihk and Klinik to deliver culturally safe workshops addressing sexual assault throughout the province.
- Continuing to participate and support the National Inquiry into Missing and Murdered Indigenous Women and Girls and continuing to raise awareness of the injustices by establishing October 4 as Missing and Murdered Indigenous Women and Girls Honouring and Awareness Day.

## **Reconciliation**

The following section focuses on our government's efforts towards reconciliation. The Path to Reconciliation Act recognizes that Manitoba is situated on the traditional lands and territories of

Indigenous peoples. The act also recognizes that the Manitoba government benefited and continues to benefit from the historical relationships and treaties with Indigenous peoples and Indigenous nations. The Manitoba government further recognizes that Indigenous people in 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 long term and continually evolving. 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 action towards reconciliation under many of the TRC's calls to action themes that include:

- Canadian Governments and United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- Royal Proclamation and Covenant of Reconciliation
- Settlement Agreement Parties and UNDRIP
- Equity for Indigenous people in the legal system
- National Council for Reconciliation
- Professional development and training for public servants
- Church apologies and reconciliation
- Education for reconciliation
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- Newcomers to Canada

## **Canadian Governments and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)**

### ***Calls to Action: #43-44***

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. 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.

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) refers to a broad spectrum of rights, many of which fall under previous themes, such as Child Welfare, Education and Health. In an attempt to avoid duplication in reporting, the following actions are in response to the UNDRIP articles referring to Aboriginal and treaty rights, land and resource rights, and self-determination.

### **Progress to Date:**

#### Aboriginal and Treaty Rights

- Establishing a renewed and strengthened duty-to-consult framework for respectful and productive consultations with Indigenous communities. Engagement with Indigenous communities to inform the renewed framework is ongoing.
- Engaging and working in partnership with First Nation communities to develop a new mineral development protocol. The protocol will establish a clear pathway forward on mineral development to ensure Manitoba is informed of, and addresses, potential adverse effects to the exercise of Aboriginal and treaty rights.
- Working cooperatively with 29 entitlement First Nations, Canada and the Treaty Land Entitlement Committee to fulfill the outstanding treaty land entitlement obligations by transferring Crown lands into reserve lands.
- Continuing to negotiate and implement provincial settlement agreements relating to the adverse effects of hydroelectric development and other natural resource-related issues.

#### Land and resource rights and self-determination



- Committing to reconciliation through Manitoba's Path to Reconciliation Act. The development of a reconciliation strategy will be guided by engagement with Indigenous nations and people, the TRC's calls to action and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples.
- Entering into a bilateral provincial Relocation Claim Lands Agreement with the Sayisi Dene First Nation to redress the forced relocation of the community from their traditional territory.
- Manitoba is a signatory to the Sioux Valley Dakota Nation Governance Agreement, which recognizes the jurisdiction of First Nations to pass laws and to enforce those laws through local courts and by traditional means.
- Engaging and working with Indigenous peoples, communities and organizations to address self-determination through social and economic freedoms, both in the provincial housing consultations and the development of a new poverty reduction strategy.
- Supporting northern communities through connections to the land and increased access to healthy and traditional foods. Partners under the Northern Healthy Food Initiative continue to fund and implement local food security projects.
- Protecting heritage resources through the repatriation of 19 individual human remains to Nisichawayasihk (Nelson House) Cree Nation, recovered from lakeshore erosion and previous hydroelectric development.
- Working with representatives from various Indigenous communities on resource management boards and committees to sustain long-term furbearer, moose, caribou, polar bear and fisheries populations.
- Collaborating with Bloodvein, Little Grand Rapids, Pauingassi and Little Grand Rapids First Nations to co-manage the natural resources through their individual land use plans.
- Partnering with the Ontario government and Bloodvein, Pauingassi and Little Grand Rapids First Nations to lead the bid for the Pimachiowin Aki World Heritage Site.
- Manitoba works with various Indigenous communities in the planning, development and implementation of community-specific integrated watershed management plans.

- Connecting and working with students from various Indigenous communities through GIS training, fisheries management discussions and tree planting initiatives.
- Seeking Indigenous perspectives and input from the Aboriginal Council of Winnipeg, the Northern Association of Community Councils and the Manitoba Metis Federation on the Made-in-Manitoba Climate and Green Plan.

## **Royal Proclamation and Covenant of Reconciliation**

### ***Calls to Action: #45-47***

These calls to action are directed towards Canada and the parties involved in the residential school system, to recommend a Royal Proclamation and Covenant of Reconciliation that would identify the principles for advancing reconciliation. In response to the Truth and Reconciliation Commission of Canada's Final Report, *Honouring the Truth, Reconciling for the Future*, Manitoba proclaimed The Path to Reconciliation Act to guide provincial action towards reconciliation.

### **Progress to Date:**

#### Principles for Advancing Reconciliation

- Proclaiming The Path to Reconciliation Act and committing to a public engagement process in collaboration with Indigenous communities and all Manitobans. This will develop a comprehensive reconciliation framework and action plan for advancing Indigenous priorities.

## **Settlement Agreement Parties and the United Nations Declaration on the Rights of Indigenous Peoples**

### ***Calls to Action: #48-49***

These calls to action are directed to church parties, to the settlement agreement, and to religious denominations, asking them to comply with the United Nations Declaration on the Rights of Indigenous Peoples. These actions are not applicable to the Manitoba government.

## **Equity for Aboriginal People in the Legal System**

### ***Calls to Action: #50-52***

These calls to action are directed primarily to the federal government. They refer to the establishment of funding to support Indigenous law institutes and the publishing of legal opinions concerning the scope and extent of Aboriginal and treaty rights. The federal and

provincial governments are also called upon to adopt legal principles pertaining to Aboriginal title claims. The Manitoba government notes that the legal principles that apply to the determination of Aboriginal title have been set by the Supreme Court of Canada through several cases including *Delgamuukw*, *Marshall*, *Bernard* and *Tsilhqot'in*.

## **National Council for Reconciliation**

### ***Calls to Action: 53-56***

The calls to action are directed primarily to the federal government and Parliament to establish and fund a National Council for Reconciliation to monitor, evaluate and annually report to Parliament on the progress of reconciliation and develop a multi-year national reconciliation plan. Call to action 55 calls upon all levels of government to report on progress towards reconciliation.

### **Progress to Date:**

#### National Council for Reconciliation

- In December 2017, the federal government appointed six members to the Interim Board of Directors for the National Council for Reconciliation to help advance their commitment to implementing the calls to action. Over the course of the next six months, the board members will engage with various stakeholders to recommend options for the establishment of the National Council for Reconciliation and the endowment of a National Reconciliation Trust. Although the Manitoba government is yet to be involved in this call to action geared towards the federal government, there is potential for participation in the future.

#### Reporting on progress towards reconciliation

- Reporting on progress through The Path to Reconciliation Act Annual Progress Report. Collaboration and engagement with Indigenous communities will inform our priorities and methods of evaluating and reporting on progress towards reconciliation.
- Collaborating with the Nanaandawewigamig/First Nation Health and Social Secretariat of Manitoba (FNHSSM) and the Manitoba Centre for Health Policy on the First Nations Atlas Update research project. The atlas will examine the health status, health care uses and socioeconomic determinants of health and service use by First Nations people in Manitoba. The data will be used to inform policies and planning in governments and First Nations communities.

## **Professional Development and Training for Public Servants**

### ***Call to Action: #57***

This calls upon all levels of government to provide education to public servants on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, treaty and Aboriginal rights, Indigenous law and Indigenous-Crown relations.

Manitoba offers many corporate education and training opportunities, but individual department and branches have also undertaken initiatives to train their staff to increase cultural awareness and understanding. The decolonization of service and program delivery is also taking place through the promotion of inclusive, respectful and mindful policies and processes.

### **Progress to Date:**

#### Education and training for public servants

- Creating and delivering the Aboriginal Peoples: Building Stronger Relationships workshop across government.
- Developing the Truth and Reconciliation Commission of Canada Training Framework and offering training opportunities through eLearning modules.
- Supporting the annual National Indigenous Day learning event for all government staff.
- Offering department-specific educational and training opportunities to improve understanding and knowledge of the call to action #57 topic. Initiatives include the:
  - Reconciling Indigenous History with Modern Agriculture course
  - Manitoba Families Relational Training Program
  - integrating Indigenous topics into the annual Manitoba Planning Conference
  - Manitoba Sustainable Development's Certificate of Indigenous Relations Program

## **Church Apologies and Reconciliation**

### ***Calls to Action: #58-61***

These calls to action request apologies and education strategies for church congregations, clergy, religious organizations and other parties to the Indian Residential School Settlement Agreement. This theme is not applicable to the Manitoba government.

## **Education for Reconciliation**

### ***Calls to Action: #62-65***

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 incorporating Indigenous perspectives, knowledge, history, culture and traditions, and establishing educational programs and resources. These calls to action strive to increase every student's knowledge and awareness of the legacy of residential schools, treaties and Indigenous history through inclusion in Kindergarten to Grade 12 and post-secondary curricula.

#### Kindergarten to Grade 12 Curricula

- Implementing mandatory learning outcomes relating the history of Indigenous peoples in Canada, residential schools and the treaty relationship in Grades 5, 6 and 11 social studies curricula.

#### Post-Secondary Curricula

- Continuing to instruct post-secondary institutions in Manitoba to offer a mandatory course in all faculties on Indigenous education.
- Funding training for teachers on how to integrate Indigenous knowledge and teaching methods through the:
  - Community-based Aboriginal Teach Education Program (University of Winnipeg)
  - Winnipeg Education Centre (University of Winnipeg)
  - Faculty of Education (University College of the North)
- Funding the Louis Riel Institute's Standing Tall Project, a community-based program that works to improve the self-esteem of Métis students, while increasing participation of the Métis community in the public school system. This program was initiated by the Métis, yet it supports all students, especially Indigenous students.
- Participating on the Six Seasons Project. The project is a seven-year undertaking, initiated in 2016, to develop Indigenous land-based curriculum and knowledge resources.

- Involving Elders and other community members in French and French Immersion schools to support authentic integration of Indigenous perspectives in Union nationale métisse Saint-Joseph du Manitoba.
- Integrating Indigenous ways of knowing and learning into curricula, specifically for Français and French Immersion schools. L'intégration des perspectives autochtones dans le milieu scolaire de langue française supports this work.

## **Youth Programs**

### ***Call to Action: #66***

This call to action is directed at the federal government for multi-year funding for community-based youth organizations to deliver programs on reconciliation and share information and best practices for youth programming. Manitoba has not undertaken activities under these calls to action.

## **Museums and Archives**

### ***Calls to Action: #67-70***

These calls to action are directed at the federal government and call for a national review of museum policies and best practices, a dedicated national funding program for commemoration projects on the theme of reconciliation, and policy compliance with the United Nations Declaration on the Rights of Indigenous Peoples. These actions are not applicable to the Manitoba government.

## **Missing Children and Burial Information**

### ***Calls to Action: #71-76***

These calls to action are mainly directed at the federal government and relate to identifying and documenting deaths and burial sites related to residential schools.

### **Progress to Date:**

Identifying and collecting records relevant to the history and legacy of the residential school system

- Collaborating with the National Centre for Truth and Reconciliation to offer the Archival Studies Entrance Scholarship. The two-year scholarship provides an Indigenous candidate the opportunity to complete the graduate program in Archival Studies at the University of Manitoba. This initiative develops a trained Indigenous archival workforce that will offer Indigenous people ownership of the archival work that supports reconciliation.

## **National Centre for Truth and Reconciliation**

### ***Calls to Action: #77-78***

These calls to action require all levels of government to work collaboratively with the National Centre for Truth and Reconciliation to maintain records and support research relevant to the history of residential schools. Manitoba has not undertaken activities under these calls to action.

## **Commemoration**

### ***Calls to Action: #79-83***

These calls to action are directed primarily towards the federal government to:

- commemorate residential schools and the children who were lost to their families and communities
- honour survivors, their families and communities
- recognize the contributions of Aboriginal peoples to Canada's history.

Manitoba has not undertaken activities under these calls to action.

## **Media and Reconciliation**

### ***Calls to Action: #84-86***

These actions relate to funding for the Aboriginal Peoples Television Network, educating journalists on the history of Aboriginal peoples, including the:

- history and legacy of residential schools
- United Nations Declaration on the Rights of Indigenous Peoples
- treaty and Aboriginal rights
- Indigenous law
- Aboriginal-Crown relations.

The calls to action also request the reflection of diverse Aboriginal cultures and perspectives in media programming. These actions are not applicable to the Manitoba government.

## **Sports and Reconciliation**

### ***Calls to Action: #87-91***

Sport and recreation are fundamental elements to health and well-being. These calls to action address inclusive sports policies, programs, initiatives and Indigenous athlete development.

### **Progress to Date**

#### Inclusive sport policies, programs and initiatives

- Providing funding for team preparation and travel to the North American Indigenous Games (NAIG). During the last NAIG, Team Manitoba consisted of 505 participants, including athletes, coaches, managers and chaperones. Participants were represented in 13 sports and tryouts were hosted in over nine communities throughout Manitoba.
  
- Funding Active Start, FUNdamentals and the Learn to Train programs. These programs train leaders and coaches and provide disadvantaged children and youth access to community-based sport. Supported sport and recreational activities target under-served and socio-economically disadvantaged places in Manitoba's remote, isolated and inner urban communities.
  
- Delivering funding to the Manitoba Aboriginal Sports and Recreation Council Inc. to deliver the X-Plore Sports program and Sports Forums. This funding increases the development of new sport opportunities in Indigenous communities and provide education to rural communities on the values and benefits of sport.
  
- Funding the Manitoba Aboriginal Sports and Recreation Council Inc. to deliver coaching programs, such as the:
  - Aboriginal Coach Module Delivery
  - Canada Games Internship Apprentice Coaching
  - Coach Academies.

These programs deliver culturally relevant sport training and promote the certification, professional development and leadership skills of Indigenous coaches.



- Funding the Winnipeg Aboriginal Sport and Recreation Association and the Winnipeg Aboriginal Sport Achievement Centre, which deliver sport and recreation programs, leadership development and positive role models to Indigenous youth and adults in the highest need community areas.
- Funding Fit Kids Healthy Kids, which delivers training, programming and workshops based on the fundamentals of movement. These services are offered to children, parents, program facilitators and recreation leaders throughout Manitoba.

## **Business and Reconciliation**

### ***Call to Action: #92***

This call to action recommends that the corporate sector adopt the United Nations Declaration on the Rights of Indigenous Peoples and commit to consultation and relationship building with Indigenous peoples. Following these recommendations may potentially result in economic opportunities and benefits, as well as the pursuit of consent before development of natural resources.

### **Progress to Date:**

#### Relationship building, economic opportunities and benefits in the corporate sector

- Working with the Aboriginal Tourism Association of Canada to advance the growth of the Aboriginal tourism sector in Manitoba.
- Working with Manitoba Aerospace Inc. to deliver training to Indigenous people to increase their participation in the aerospace industry.
- Collaborating with the Manitoba Construction Sector Council to offer the RB Russell After School Welding Program for at-risk Indigenous youth and the Egg Lake Youth Camp, which provides Indigenous youth with education on careers in the resource sector.
- Continuing to deliver the Training to Employment Pathways program and working with industry to train northerners for jobs in the north.
- Collaborating with Manitoba Hydro and Keeyask Cree Nation partners to offer the Keeyask Engagement Project. This initiative identifies barriers to employment faced by job seekers and apprentices from the four Keeyask Cree Nation communities, and refers the candidates for employment and training opportunities at the Keeyask Hydro project.

- Collaborating with the First Nations Mining and Economic Development Inc., the University College of the North and the Northern Manitoba Mining Academy to deliver wilderness safety training. This program delivers training to God’s Lake Narrows First Nation, Mosakahiken Cree Nation and Opaskwayak Cree Nation community members, to develop the preliminary skills they need to move onto prospector training.
- Collaborating with the University College of the North, the Northern Manitoba Sector Council, the Kelsey Adult Learning Centre and Canadian Craft Paper to offer Power Engineering Class 4 and 5: Industry Driven Training to address the critical shortage of power engineers in Northern Manitoba.
- Collaborating with the Northern Manitoba Sector Council to offer the Northern Construction Trades Training Program. This program provides northern residents with the opportunity to become involved in the skilled trades and provides supports such as life-skills training, cultural teachings, and a pathway to complete an apprenticeship and gain certification.

## **Newcomers to Canada**

### ***Call to Action: #93-94***

These calls to action include:

- revising the citizenship test to reflect an inclusive history of the Indigenous peoples in Canada
- revising the information kits provided to immigrants
- amending the Oath of Citizenship

These actions are not applicable to the Manitoba government.

## **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. One of the tools implemented by our government to monitor our progress is The Path to Reconciliation Act Annual Progress Report, outlining our actions that contribute towards reconciliation in our province.

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 is committed to engaging with Indigenous nations and Indigenous peoples to shape the priorities and framework of reconciliation and guide the development of a reconciliation strategy in Manitoba. The strategy will also be guided by the Truth and Reconciliation Commission of Canada's Calls to Action and the principles of the United Nations Declaration on the Rights of Indigenous Peoples, and it will involve all sectors of society.

Reconciliation in Manitoba is a collaborative effort that involves both Indigenous and non-Indigenous peoples in Manitoba and all sectors of society. As Manitobans learn about each other and the diverse cultures and histories in our province, we can all journey together along the path towards reconciliation.