



**Partner
Information Guide**

Winnipeg Indigenous Accord

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What is the Winnipeg Indigenous Accord?

The Winnipeg Indigenous Accord was unanimously adopted by City Council on March 22, 2017, marking an important step forward in the City's journey of reconciliation.

After the 2015 release of the Final Report of the Truth and Reconciliation Commission of Canada and the 94 Calls to Action, the City of Winnipeg marked 2016 as the Year of Reconciliation becoming an important year for us as a city and a community. It marked moments of significant self-realization, the beginning of new conversations about the future, and a resolution to work together to make our community more inclusive – as it was always meant to be.

Our hope is that the Year of Reconciliation will one day be seen as a milestone on our journey to a better Winnipeg. But it will only prove to be a milestone if we continue our journey, and continue the work we've begun with partnership and leadership from Indigenous and non-Indigenous citizens alike.

As a City, we can convene individuals and organizations in a mutual process of goal setting and sharing progress, establishing what role we can each play in, as the Truth and Reconciliation Commission (TRC) recommends:

“Inspiring Indigenous and non-Indigenous peoples to transform Canadian society so that our children and grandchildren can live together in dignity, peace, and prosperity on these lands we now share.”

The Winnipeg Indigenous Accord is a living document to guide our shared commitment to the journey of reconciliation in Winnipeg. Our shared commitment is rooted in the **TRC Calls to Action** and the **MMIWG2S+ Calls for Justice**, and is guided by the commitments and principles stated in the Accord.

What is expected to be achieved?

Through our work individually and together, we hope to effect a positive change in Winnipeg through our knowledge and perceptions of Indigenous history, culture, and peoples, through understanding the state of the current relationship between non-Indigenous and Indigenous peoples, and creating and maintaining relationships and partnerships that recognize and respect the rights of Indigenous peoples. *(6 Commitments + 10 Principles, Winnipeg Indigenous Accord)*

What does reconciliation mean?

It is a question of basic human dignity. It's the right of every person from every background to be treated with kindness, decency, and respect, and this benefits all of us. It also means renewing that story of partnership and peace that the Treaties began to tell. We are all working towards the same goal – to build happy, resilient, strong, and prosperous families. When we recover the true Canadian story of peace, partnership and inclusion, the highest ideals we cherish, we will improve our chances of success. *(Winnipeg Indigenous Accord)*

Your Role in Reconciliation

Indigenous Leadership

Signatories to the Winnipeg Indigenous Accord

Excerpts from their letters to Accord Partners and the City of Winnipeg (April 2024)

“We all have a part to play in the health and wellbeing of Winnipeg. First Nations people have long felt the repercussions of our shared colonial history through residential schools and day schools, the Sixties Scoop and child welfare system, and the emergency of Missing and Murdered Indigenous Women, Girls, Two-Spirit and Gender Diverse People. By signing on to the Accord, you have committed to work in partnership to address these impacts, whether you represent governments, the business sector, labour, faith communities, social services, healthcare, philanthropy, the arts community, education, or beyond. It is our hope that you renew your commitment, because the time for change is now. The Southern Chiefs’ Organization signed on to the Winnipeg Indigenous Accord to participate in transformation. To accomplish this change, we must be courageous, forward thinking, and action oriented.”

- **Grand Chief Jerry Daniels, Southern Chiefs’ Organization (April 2024)**

“Reconciliation involves acknowledging and addressing the historical injustices inflicted upon Inuit, both in traditional homelands and urban environments. It requires a concerted effort to foster understanding, respect, and collaboration between Indigenous and non-Indigenous communities. By actively engaging with Inuit culture, customs, and traditions, urban centers can create inclusive spaces that honor Indigenous identities and empower Inuit individuals to thrive while preserving their heritage. Furthermore, reconciliation initiatives must prioritize addressing systemic barriers perpetuating harmful policies, including the ongoing crisis of Missing and Murdered Indigenous Women, Girls, and Gender Diverse individuals, as well as the inequalities and disparities faced by urban Inuit populations in the City of Winnipeg. This entails advocating for equitable access to essential services, fostering cultural competency within institutions, and supporting initiatives that amplify Inuit voices and perspectives.”

- **Nikki Komaksiutiksak, CEO, Tunngasugit Inc. (April 2024)**

“As a parent and as an Indigenous physician leader when I pay attention to some of the political movements, news stories and backlash against anti-racism, human rights or social justice movements I’m really concerned that things are becoming less safe. This is why I think it’s really important that we all share the understanding that our commitments to reconciliation means a commitment to all of the fullness of who Indigenous Peoples are and can be. We need our partners to really show up for us too, when trans rights or rights to gender affirming care are threatened. As a family, we enjoy traveling to connect with our Indigenous kin around the Pacific Region, and participating in ceremonies in a variety of places. Please understand how important this is to our learning, our cultural identities, and our wellbeing, and support us when we need time away from our school or workplaces to take part in these activities. We promise you that the connections, relationships and strengthened identity we experience through these activities are part of what adds value to our presence in your schools, organizations and work places.”

- **Dr. Marcia Anderson, Myla and Max (April 2024)**

“Now is the time for business leaders, partners and allies to take action on reconciliation and healing. There is an immediate and increasing need for additional training programs, more healing opportunities for youth and families, accessible and safe community gathering places which are centred around ceremony and Indigenous ways of being. With the support of allies and increased access to Indigenous-designed and -led programs and services, Indigenous people will succeed and be included in building a better community for all. Ka Ni Kanichihk plays a key role in Indigenous leadership in Manitoba and collaborates with other organizations to find innovative solutions that ensure Indigenous people can fully participate in and contribute to our shared community and economy. Reconciliation through action, offers real hope for meaningful change in how Indigenous people are supported and empowered to participate fully in Winnipeg's life and progress. Ka Ni Kanichihk has been at the forefront of developing and delivering programs based in Indigenous knowledge that help people succeed and become leaders in their communities. We must all work together to ensure every Manitoban is healthy and has opportunities to succeed and participate. Do your part on this important journey of ensuring a healthy Winnipeg and a healthy Manitoba.”

- **Dodie Jordaan, Executive Director, Ka Ni Kanichihk (April 2024)**

“Our vision is one of true reconciliation, where Indigenous and non-Indigenous peoples walk together in mutual respect, understanding, and collaboration. We envision a future where the inherent rights, cultures, and traditional knowledge of First Nations, Inuit, and Métis peoples are fully recognized and celebrated as an integral part of our community. We are committed to working with our Accord partners and the City to ensure the timely and effective implementation of the Calls to Action from the Truth and Reconciliation Commission (TRC), and the Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls. This includes advocating for policy and practice changes, resource allocation, and actions that address systemic inequities and injustices faced by Indigenous peoples. We believe true reconciliation can only be achieved through genuine partnerships and shared decision-making that center Indigenous voices and perspectives. We call upon our Accord partners and the City to center Indigenous voices by involving us in meaningful collaboration in ongoing mutually beneficial ways and relationships, actively engage with us, seek our guidance, and incorporate our priorities into their goals, plans, procurement strategies and initiatives. The TRC has given us so much insight into Indigenous histories, we encourage the education and learning about the many histories, and work to build this education into a structured, more resourced way that is accessible. Recognizing the intricacies of Indigenous histories, we are committed to deliberate on about how it impacts our economic landscape, and how Indigenous histories continue to shape the City. By working together in mutual understanding and respect, we believe we can create a future where Indigenous and non-Indigenous peoples in Winnipeg can thrive and prosper side by side. We look forward to continued dialogue and meaningful action towards this shared vision.”

- **Diane Roussin, Project Director, The Winnipeg Boldness Project (April 2024)**

“Tribal Councils Investment Group (TCIG) sincerely thanks you for joining the Indigenous Accord and for demonstrating your commitment to reconciliation. At TCIG, our vision is to represent Manitoba First Nations in the promise of Economic Reconciliation and building of better Canadian businesses. In the past year we have made some amazing strides towards that goal, and some of our highlights have included launching a Legacy Space in the Toronto Office of our partners at ESC, creating an Indigenous Work Stream Committee, and donating 200+ laptops to Indigenous organizations that help women seeking employment. As an Indigenous owned company, it is so fulfilling to see organizations recognizing the importance of reconciliation. By joining Winnipeg's Indigenous Accord, you have demonstrated that you are aware of the impacts business can have on Indigenous livelihood and that you are willing to take action to make positive changes in the lives of Indigenous peoples.”

- **Tribal Councils Investment Group (April 2024)**



“Reconciliation will never succeed so long as one side sees it as a question of rights, and the other side sees it as an act of benevolence”

- **Murray Sinclair, Truth and Reconciliation Commission of Canada**

Tracking Progress on Reconciliation

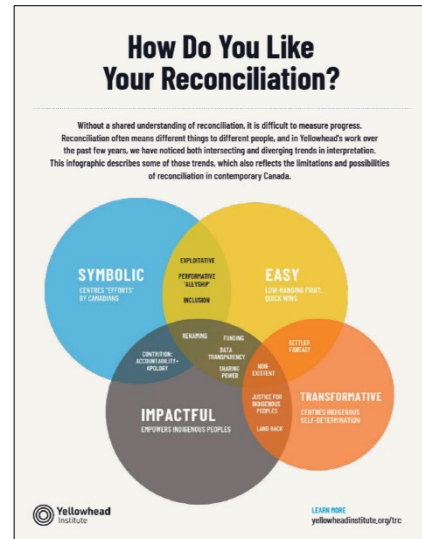


Yellowhead Institute

Yellowhead Institute generates critical Indigenous policy perspectives

<https://yellowheadinstitute.org/trc/>

“2023 marks eight years since the release of the Truth and Reconciliation Commission’s 94 Calls to Action. This year also marks the fifth year of authors Eva Jewell and Ian Mosby tracking Canada’s progress on completing the Truth and Reconciliation Commission’s 94 Calls to Action. In this edition of their annual Calls to Action Accountability analysis, Jewell and Mosby reflect on the past five years of reconciliatory movements in Canada. What barriers to reconciliation have been witnessed? What has compelled Canada to act? Who has pushed progress on these Calls to Action forward? By framing reconciliation in 2023 against the backdrop of trends seen in the last several years, Jewell and Mosby identify the ongoing issue of inaction on reconciliation and what it means for the future of accountability work.”



Indigenous Watchdog

Raising awareness of and educating Canadians on the current state of reconciliation in Canada

<https://www.indigenouwatchdog.org/>

“Eight+ years after the release of the Truth and Reconciliation Summary Report in June 2015, “Reconciliation” has stalled. There is limited visibility from an Indigenous lens into what is happening that will keep the numerous issues current, visible and that will hold governments, associations and institutional stakeholders accountable.” The mission of Indigenous Watchdog is to deliver relevant quality information on Indigenous issues to educate, inform and ultimately transform the dialogue between Indigenous and non – Indigenous Canadians into ACTION. The main focus is primarily on the Truth and Reconciliation Commission’s 94 Calls to Action. Ultimately, the main question asked is: “Is Reconciliation advancing or not, and if not – why?”

Accord partner commitment and accountability

Roles and Responsibilities

The role and responsibilities of an Accord Partner involves setting goals and reporting on progress annually on the commitments we each made to contribute to advancing the Truth and Reconciliation Commission's (TRC) 94 Calls to Action and/or the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG2S+) Calls for Justice.

Goal setting and sharing progress annually

- Each Partner defines a self-identified goal statement and formulates their plan of action based on individual and organizational reflection and self-assessment where you determine growth in knowledge and understanding is needed and identifying the levels of change you can influence within your structures, organizations, and sectors that are aligned to the interests and priorities of First Nations, Inuit, and Métis peoples (Calls to Action; Calls for Justice)
- Your goal statement is:
 - guided by the vision, commitments, and principles of the Winnipeg Indigenous Accord;
 - authentically aligned to the Calls to Action from the Truth and Reconciliation Commission and/or the Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls.



Find information on setting SMART goals [here](#).

Accountability

During the annual period, Accord partners will monitor, manage, and track implementation of their action plans relating to their goals. At the end of each annual cycle Accord partners will complete and submit an annual report to the Indigenous Relations Division (City of Winnipeg) to be compiled and submitted for publishing in a public report each June. The success and impact of our actions will ultimately will be measured by the perspectives and experiences of First Nations, Inuit, and Métis peoples in Winnipeg.

An online web portal has been created for Accord partners to complete and submit their annual reports, including the option to download partially or fully completed reports for saving and/or emailing to your team members and senior leadership for reviewing, gathering input, and finalizing.



See the contents of the **reporting template**:



Getting ready to become an Accord Partner

Self-assessing, questioning, and reflection

Prepared by Nicki Ferland, Anny Chen, and Gerardo Villagrán Becerra of Community Engaged Learning at the University of Manitoba, the questions below guide us towards a process of self-assessment “the work before the work” providing purpose and time for reflecting upon our intentions. Their ***Working in Good Ways Practitioner Workbook*** and companion resource ***Relational Assessment Guide*** offer a collection of learning exercises that will support reflection, including Relational Introductions; Settler Colonial Privilege Inventory; Gifts, Impacts, and Roles; and Circle of Control.



[Working in Good Ways Practitioner Workbook](#)

Reflection exercises, worksheets, and how-to guides



[Relational Assessment Guide](#)

A companion resource for the *Working in Good Ways Practitioner Workbook*



[Community Engaged Learning](#)

Landing page for the Working in Good Ways Framework and Resources University of Manitoba.

“The Work before the Work”

- Who are you and where are you from?
- What is your motivation for working with Indigenous people and communities? How will you benefit from this work?
- What are your gifts and how might you be able to contribute to a community’s work?
- What is your relationship to the Indigenous land where you currently live and work and to the people whose land you are occupying?
- How might people perceive you in the community? How can you earn trust?
- What will you do if there are community protocols that conflict with your personal values and beliefs?
- How will you introduce yourself to the community? What will you share about yourself?
- How are you developing your literacy in Indigenous content and learning about community engagement?
- What has been the community’s experience working with your organization, your sector, or industry?
- What do you know about Indigenous histories, cultures, and experiences in Canada? What do you know about the community with whom you want to work? What do you still need to learn?
- Are you engaging in Indigenous ways of learning? Are you decentering yourself and prioritizing Indigenous participation as you learn?
- How do you benefit from settler colonialism and how do your beliefs, values, and practices align with this ideology? How are you challenging these beliefs, values and practices?
- What biases and prejudices do you have about Indigenous peoples and how are you challenging anti-Indigenous racism in yourself and others?
- How will you debrief and reflect on what you have experienced, felt, and learned?
- How can you ensure that the community leads this period of relationship-building? How can you be honest and transparent about your intentions?
- Are you using this framework in a good way—with a genuine desire to develop meaningful relationships, listen and support community visions, and work in humble ways?

Truth and Reconciliation Commission Calls to Action

We are all Treaty People: Communities, alliances, and hope

The Commission believes that reconciliation cannot be left up to governments, the courts, and churches alone. There must also be dialogue and action in communities across the country. Reconciliation must happen across all sectors of Canadian society. Canadians still have much to learn from each other. (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 306.)

“In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the Truth and Reconciliation Commission makes the following Calls to Action.”



“Legacy Calls to Action”

“Residential schools are a tragic part of Canada’s history. But they cannot simply be consigned to history. **The legacy from the schools** and the political and legal policies and mechanisms surrounding their history continue to this day. This is reflected in the significant educational, income, health, and social disparities between Aboriginal peoples and other Canadians. It is reflected in the intense racism some people harbor against Aboriginal peoples and in the systemic and other forms of discrimination Aboriginal peoples regularly experience in this country. It is reflected too in the critically endangered status of most Aboriginal languages.” (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 135.)

Calls to Action 1 to 42 are organized under these significant categories of action:

- Child Welfare (Calls to Action 1 through 5)
- Education (Calls to Action 6 through 12)
- Language and culture (Calls to Action 13 through 17)
- Health (Calls to Action 18 through 24)
- Justice (Calls to Action 25 through 42)



“Reconciliation Calls to Action”

A reconciliation framework is one in which Canada’s political and legal systems, educational and religious institutions, corporate sector and civic society function in ways that are consistent with the principles set out in the **United Nations Declaration on the Rights of Indigenous Peoples**. Together, Canadians must do more than just talk about reconciliation; we must learn how to practice reconciliation in our everyday lives – within ourselves and our families, and in our communities, governments, places of worship, schools, and workplaces. To do constructively, Canadians must remain committed to the ongoing work of establishing and maintaining respectful relationships. (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 21.)

Calls to Action 43 to 94 are organized under these significant categories of action:

- UN Declaration on the Rights of Indigenous Peoples (UNDRIP) (Calls to Action 43 and 44)
- Royal Proclamation and Covenant of Reconciliation (Calls to Action 45 through 47)
- Settlement Agreement Parties and UNDRIP (Calls to Action 48 and 49)
- Equity for Indigenous People in the Legal System (Calls to Action 50 through 52)
- National Council for Reconciliation (Calls to Action 53 through 56)
- Professional Development and Training for Public Servants (Call to Action 57)
- Church Apologies and Reconciliation (Calls to Action 58 through 61)
- Education for Reconciliation (Calls to Action 62 through 65)
- Youth Programs (Call to Action 66)
- Museums and Archives (Calls to Action 67 through 70)
- Missing Children and Burial Information (Calls to Action 71 through 76)
- National Centre for Truth and Reconciliation (Calls to Action 77 and 78)
- Commemoration (Calls to Action 79 through 83)
- Media and Reconciliation (Calls to Action 84 through 86)
- Sports and Reconciliation (Calls to Action 87 through 91)
- Business and Reconciliation (Call to Action 92)
- Newcomers to Canada (Calls to Action 93 and 94)



Call to Action 43 United Nations Declaration on the Rights of Indigenous Peoples

Standards and Principles

The United Nations Declaration on the Rights of Indigenous Peoples contains 46 Articles describing the minimum standards for the survival, dignity, and well-being of Indigenous peoples. These standards are essential for authentic changes that impact the **quality of life** experiences of First Nations, Inuit, and Métis peoples in Winnipeg and across Canada. They are the standards that should direct our plans and actions branded as “reconciliation” and that we uphold along the pathways to a prosperous and shared future together.

The 10 principles below identified by the Truth and Reconciliation Commission of Canada were adopted by the Winnipeg Indigenous Accord as an essential element of the Accord’s framework. The principles establish a lens for us to examine our understanding of First Nations, Inuit, and Métis colonial experiences, and presently our understanding of their self-determining interests and priorities. This examination is essential to identifying where status-quo methods and policies in systems and colonial structures persist today as barriers to fostering and maintaining mutually-beneficial relationships and partnerships with First Nations, Inuit, and Métis peoples going forward. **Accord Principle #1 identifies UNDRIP as the framework for reconciliation.**

“The Truth and Reconciliation Commission (TRC) of Canada believes that in order for Canada to flourish in the twenty first century, reconciliation between Indigenous and non-Indigenous Canada must be based on the following principles:”

1. **The United Nations Declaration on the Rights of Indigenous Peoples is the framework for reconciliation at all levels and across all sectors of Canadian society.**
2. First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.
3. Reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.
4. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Indigenous peoples' education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.
5. Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Indigenous and non-Indigenous Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Indigenous Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long-term reconciliation.
8. Supporting Indigenous peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.
9. Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources.
10. Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and Indigenous rights, as well as the historical and contemporary contributions of Indigenous peoples to Canadian society



Learn more about the United Nations Declaration on the Rights of Indigenous People (UNDRIP):

- **UNDRIP**
September 2007
United Nations General Assembly
https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf
- **UNDRIP Act**
2021
Government of Canada
<https://laws-lois.justice.gc.ca/eng/acts/U-2.2/>
- **UNDRIP Action Plan 2023-2028**
2023
Government of Canada
<https://www.justice.gc.ca/eng/declaration/ap-pa/ah/pdf/unda-action-plan-digital-eng.pdf>

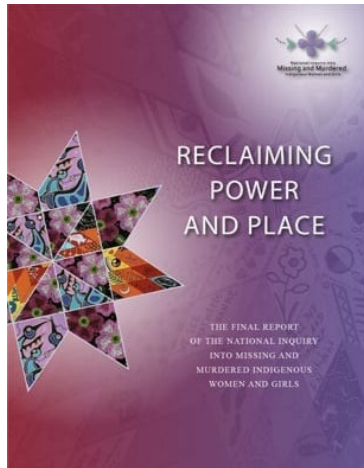
The Action Plan includes 181 important measures that:

- reflect priorities and proposals identified by First Nations, Inuit and Métis
- contribute to achieving the objectives of the UN Declaration
- align with specific topics covered by the UN Declaration Act

The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls



Read the final report: [RECLAIMING POWER AND PLACE](#)



The Final Report was released, on June 3, 2019, and it reveals that the persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada’s staggering rates of violence against Indigenous women, girls, and 2SLGBTQQIA people. The report calls for transformative legal and social changes to resolve the crisis that has devastated Indigenous communities across Canada.

“Despite their different circumstances and backgrounds, all of the missing and murdered are connected by economic, social and political marginalization, racism, and misogyny woven into the fabric of Canadian society. The hard truth is that we live in a country whose laws and institutions perpetuate violations of fundamental rights, amounting to a genocide against Indigenous women, girls and 2SLGBTQQIA people.”

- *Marion Buller, Chief Commissioner,
National Inquiry into Missing and
Murdered Indigenous Women and Girls.*

This crisis has been public for the past four decades and was documented in the [Manitoba Aboriginal Justice Inquiry](#) (1988 and tabled in 1999) following the 1971 murder of Helen Betty Osborne in The Pas, Manitoba.

Winnipeg has become known by advocates, survivors and families as ground zero to the issue of Missing and Murdered Indigenous Women, Girls, Two-Spirit, Gender-Diverse peoples, and men and boys, and marked by the death of young Tina Fontaine in 2014.

In 2022, Winnipeg garnered further international attention by the untimely and tragic deaths of; Rebecca Contois, Mercedes Myran, Morgan Harris and Mashkode Bizhiki’ikwe, or Buffalo woman. The families of these women continue to fight for justice and dignity only to highlight devastating impacts of colonization and systemic issues that perpetuate violence against Indigenous women, and people.

It is imperative that the crisis in Winnipeg, Manitoba and Canada is addressed by everyone. The approach to addressing this national crisis requires a multi-faceted approach, that recognizes and acknowledges these issues and further empowers reclamation and self-determination.

The MMIWG2S+ Calls for Justice outline transformative actions in the areas of culture, health, security, and justice.

Calls for Justice for all governments

- Human and Indigenous Rights and Governmental Obligations (Calls for Justice 1.1 through 1.11)
- Culture (Calls for Justice 2.1 through 2.7)
- Health and Wellness (Calls for Justice 3.1 through 3.7)
- Human Security (Calls for Justice 4.1 through 4.8)
- Justice (Calls for Justice 5.1 through 5.25)

Calls for Justice for industries, institutions, services, and partnerships

- Media and Social Influencers (Call for Justice 6.1)
- Health and Wellness Service Providers (Calls for Justice 7.1 through 7.9)
- Transportation Service Providers and the Hospitality Industry (Call for Justice 8.1)
- Police Services (Calls for Justice 9.1 through 9.11)
- Attorneys and Law Societies (Call for Justice 10.1)
- Educators (Call for Justice 11.1, 11.2)
- Social Workers and Those Implicated in Child Welfare (Calls for Justice 12.1 through 12.15)
- Extractive and Development Industries (Calls for Justice 13.1 through 13.5)
- Correctional Service Canada (Calls for Justice 14.1 through 14.13)
- Inuit-Specific Calls for Justice (Calls for Justice 16.1 through 16.46)
- Métis-Specific Calls for Justice (Calls for Justice 17.1 through 17.29)
- 2SLGBTQQIA-Specific Calls for Justice (Calls for Justice 18.1 through 18.32)

“As this report has shown, and within every encounter, each person has a role to play in order to combat violence against Indigenous women, girls, and 2SLGBTQQIA people. Beyond those Calls aimed at governments or at specific industries or service providers, we encourage every Canadian to consider how they can give life to these Calls for Justice.”

- *Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.*

Calls for Justice 15.1 through 15.8, for all Canadians

15.1 – Denounce and speak out against violence against Indigenous women, girls, and 2SLGBTQQIA people.

15.2 – Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples’ history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.

15.3 – Develop knowledge and read the Final Report. Listen to the truths shared, and acknowledge the burden of these human and Indigenous rights violations, and how they impact Indigenous women, girls, and 2SLGBTQQIA people today.

15.4 – Using what you have learned and some of the resources suggested, become a strong ally. Being a strong ally involves more than just tolerance; it means actively working to break down barriers and to support others in every relationship and encounter in which you participate.

15.5 – Confront and speak out against racism, sexism, ignorance, homophobia, and transphobia, and teach or encourage others to do the same, wherever it occurs: in your home, in your workplace, or in social settings.

15.6 – Protect, support, and promote the safety of women, girls, and 2SLGBTQQIA people by acknowledging and respecting the value of every person and every community, as well as the right of Indigenous women, girls, and 2SLGBTQQIA people to generate their own, self-determined solutions.

15.7 – Create time and space for relationships based on respect as human beings, supporting and embracing differences with kindness, love, and respect. Learn about Indigenous principles of relationship specific to those Nations or communities in your local area and work, and put them into practice in all of your relationships with Indigenous Peoples.

15.8 – Help hold all governments accountable to act on the Calls for Justice, and to implement them according to the important principles we set out.



Creating awareness and important dates for supporting local and national action

February 14

Women’s Memorial March

The Women’s Memorial March is held every year on Feb. 14, Valentine’s Day, in cities across Canada and the United States.

February 22

National Human Trafficking Awareness Day

<https://joysmithfoundation.com/human-trafficking/>

May 5

Red Dress Day / National Day of Awareness of Missing and Murdered Indigenous Women and Girls and Two-Spirited Peoples

<https://amnesty.ca/activism-guide/red-dress-day-2024-take-action-on-may-5/>

The Red Dress Project, Métis Artist Jamie Black:

<https://www.jaimeblackartist.com/exhibitions/?msclkid=d21168a1c5a011ec9c6f822b89398>

June 3

Anniversary of the National Inquiry into Missing and Murdered Indigenous Women and Girls presentation of their Final Report (June 3, 2019).

<https://www.mmiwg-ffada.ca/closing-ceremony-multimedia/>

October 4

Missing and Murdered Indigenous Women and Girls Awareness Day

<https://web2.gov.mb.ca/laws/statutes/2017/pdf/c03017.pdf>

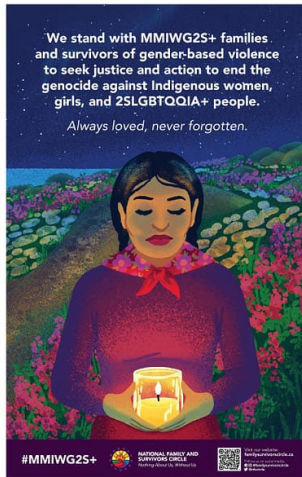
November 13

Commemoration of Helen Betty Osborne

- Aboriginal Justice Inquiry: <http://www.ajic.mb.ca/volumell/chapter1.html>
- Helen Betty Osborne Memorial Awards: <https://nctr.ca/education/scholarships/helen-betty-osborne-memorial-awards/>



National Family and Survivors Circle (NFSC)



Spread awareness of the work that the National Family and Survivors Circle is doing to end the MMIWG2S+ crisis and provide pathways for the safety and security for Indigenous women, girls, and 2SLGBTQQIA people.

Download and share the poster series:

<https://familysurvivorscircle.ca/resource-downloads/>

“The Path Forward – Reclaiming Power and Place” highlights our advocacy and guidance to the National Action Plan development partners:

<https://familysurvivorscircle.ca/national-action-plan/nfsc-contribution-to-the-national-action-plan/>

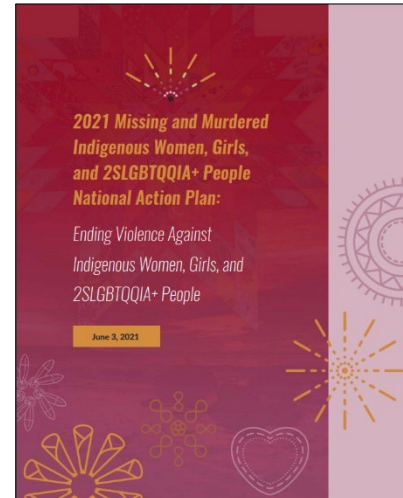


MMIWG2S+ National Action Plan:

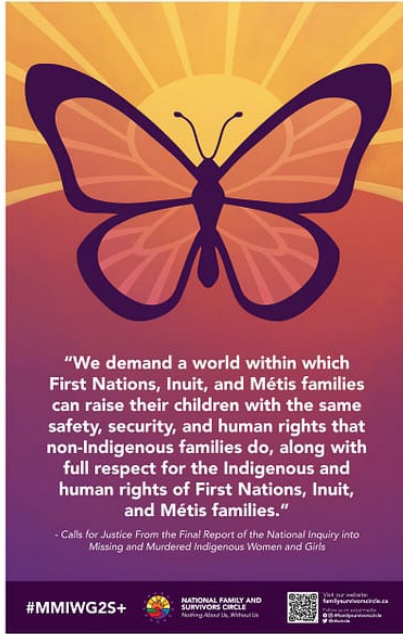
The [National Action Plan](#) lays out guiding principles, goals, short term priorities, immediate next steps, and a strategy/action plan from the National Family and Survivors Circle, Contributing Partners, and provinces/territories.

The 7 Goals of the MMIWG2S+ National Action Plan:

“To achieve the vision for the National Action Plan, the Core Working Group identified the following goals which are meant to prevent and end violence against Indigenous women, girls, and 2SLGBTQQIA+ people and ensure equitable access to basic rights”:



1. *Achieve transformative changes in attitudes, behaviours, and knowledge within the broader society to prevent and end the root causes of systemic racism, inequality, injustice, and violence against Indigenous women, girls, and 2SLGBTQQIA+ people in Canada.*
2. *Keep families and survivors at the centre of the process and provide concrete support to survivors and families of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people.*
3. *Support the delivery of programs and services by Indigenous organizations, including at the grassroots level, to address all forms of gender- and race-based violence.*
4. *Address the broader root causes of violence against Indigenous women, girls, and 2SLGBTQQIA+ people.*
5. *Develop a national Indigenous human rights accountability mechanism focused on Indigenous human rights that include inherent, Treaty, and Constitutional rights. This mechanism will create shared accountability for upholding those rights regarding gender- and race-based violence.*
6. *Support transformational change in laws, policies, and systems across Canada in justice, health and wellness, human security, culture, and Indigenous human rights that include inherent, Treaty, and Constitutional rights.*
7. *Establish a culturally appropriate Indigenous data infrastructure reflective of Indigenous and 2SLGBTQQIA+ people, based on Indigenous data sovereignty and distinctions-based indicators.*



“Political and social will is imperative for the success of the National Action Plan in response to the Calls for Justice. We are all part of the solution.”

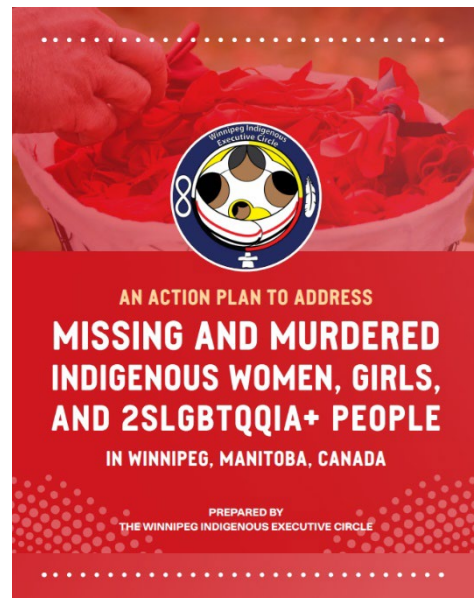
“We envision a transformed Canada where Indigenous women, girls, and 2SLGBTQIA+ people, wherever they are, live free from violence, and are celebrated, honoured, respected, valued, treated equitably, safe, and secure.”

- The National Family and Survivors’ Circle

An Action Plan to Address MMIWG2S+ in Winnipeg:

“The Winnipeg Indigenous Executive Circle ([WIEC](#)) has devised a strategy to ignite meaningful actions to address the urban realities of MMIWG2S+. **SEVEN PILLARS** have been identified by WIEC members and key stakeholders as essential to this work in Winnipeg. These seven pillars must ground all work throughout the priority areas and specific actions for advancing the Calls for Justice discussed in [WIEC’s Action Plan](#). WIEC calls on Manitoba and all stakeholders to commit to action moving forward.”

1. RECOGNIZE AND CENTER THE VOICES OF MMIWG2S+ FAMILIES
2. FORM A PROVINCIAL CABINET COMMITTEE ON MMIWG2S+
3. ADDRESS SYSTEMIC RACISM TOWARDS INDIGENOUS PEOPLES
4. ADOPT A RIGHTS-BASED FRAMEWORK
5. SHIFT RESOURCES TO INDIGENOUS-LED ORGANIZATIONS
6. PROVIDE LONG-TERM INVESTMENTS INTO INDIGENOUS-LED ORGANIZATIONS
7. ESTABLISH A CENTRE FOR OVERSIGHT AND RESEARCH



GIGANAWENIMAANAANIG (MMIWG2S+ Implementation Committee MB)

Giganawenimaanaanig, (a collective of advocates, matriarchs, survivors, and families of Missing and Murdered Indigenous Women, Girls, Gender Diverse and Two-Spirit Peoples (MMIWG2S+), works closely with the City of Winnipeg Indigenous Relations Division



to create a co-development process of community-led solutions grounded in the City's response to the Calls for Justice called the civic implementation plan. Key areas identified include Safe Transportation, Safe Spaces, and initiatives such as Rainbow Butterfly, with specific actions informed by Calls for Justice 4.8, 8.1, and 17.9.



Giganawenimaanaanig provides ongoing guidance to Indigenous Relations Division, and the City of Winnipeg MMIWG2S+ working group of various city departments, ensuring that education, awareness, and systemic change are prioritized in addressing MMIWG2S+ issues. Their collaboration continues to shape policies to enhance the safety and wellbeing of Indigenous women and gender-diverse peoples in Winnipeg.

YOUR ACTION PLAN – THEMES AND RECOMMENDATIONS

Advancing the TRC Calls to Action and MMIWG2S+ Calls for Justice

On November 27, 2023, the City of Winnipeg held a significant gathering of Accord partners at the Canadian Museum for Human Rights – **Empowering Change Through Accountability and Impact** – aimed at fostering collaboration, understanding, and accountability between the City of Winnipeg, Accord partners, and First Nations, Inuit and Métis peoples. The event aimed to underscore the importance of acknowledging and combating anti-Indigenous racism while actively committing to change and driving measurable impact. A number of themes and recommendations emerged from the data and content compiled from the keynote, panel, and roundtable discussions during the full-day event.

A thorough and thoughtful approach to transforming contributions into strategic directives, the following **6 THEMES** provide guidance and focus for setting goals and defining actions towards advancing the TRC Calls to Action and MMIWG2S+ Calls for Justice.



Each theme has corresponding **recommendations** and a series of **actionable directives** for the Accord framework and the individual and collective work of Accord partners.

Theme 1 Dismantling Barriers: a commitment to systemic change

Removing systemic barriers and creating culturally safe environments for Indigenous peoples.

Theme 2 Honouring Autonomy: advancing Indigenous self-determination and leadership

"This isn't merely about creating space; it's about integrating Indigenous culture, knowledge, and perspectives into the very fabric of organizational operations."

Theme 3 Accountability in Action: progressing the Accord's reconciliation journey

"It's not just checking boxes, we want to have an impact."

Theme 4 Embracing Indigenous Leadership, knowledge, and methodologies

Integration of Indigenous epistemologies and storytelling into data strategies for the Winnipeg Indigenous Accord is not merely a recommendation for methodological enhancement but a necessary shift towards more meaningful, respectful, and comprehensive impact assessment.

Theme 5 Together We Thrive: co-creation and authenticity

The essence of building authentic relationships with Indigenous peoples lies at the core of this theme, and of reconciliation, which is essential for honouring the 10 principles within the Winnipeg Indigenous Accord.

Theme 6 Cultivating Understanding and Fostering Educational Growth

Signatories to the Accord shared poignant learning experiences, emphasizing that education about Indigenous histories and cultures is both an intellectual and emotional journey. The needed learning revolves around the transformation from superficial engagement in reconciliation to deep, systemic change, requiring personal, organizational, and educational shifts towards true understanding, respect, and partnership with Indigenous communities.



See the 50 recommendations and over 200 actionable directives under each of the 6 Themes to guide the development of your goals and action plans.



INFORMATION and RESOURCES



CRITICAL AND AUTHORATIVE SOURCES OF INFORMATION:

- **Truth and Reconciliation Commission of Canada Final Reports:** <https://nctr.ca/records/reports/#trc-reports>
- **National Inquiry into Missing and Murdered Indigenous Women and Girls:** [*Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Women and Girls.*](#)
- **National Inquiry into Missing and Murdered Indigenous Women and Girls:** [*Their Voices Will Guide Us: Student and Youth Engagement Guide.*](#)
- **United Nations Declaration on the Rights of Indigenous Peoples:** https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf **National Centre for Truth and Reconciliation:** <https://nctr.ca/>
- **Royal Commission on Aboriginal Peoples (1996):** <https://www.bac-lac.gc.ca/eng/discover/aboriginal-heritage/royal-commission-aboriginal-peoples/Pages/introduction.aspx>
- **Report of the Aboriginal Justice Inquiry of Manitoba (1999):** <http://www.ajic.mb.ca/volume.html>



GROWING KNOWLEDGE AND UNDERSTANDING ESSENTIALS:

- **Indigenous Awareness Training – Canadian Version. Indigenous Leadership Development Institute:** <https://culture.learnworlds.com/course/canadian-indigenous-awareness-training>
This course educates participants about the history, traditions, values and beliefs of Canada's Indigenous Peoples. In accordance with the Truth & Reconciliation Commission of Canada's Calls to Action. Including the history and legacy of residential schools; United Nations Declaration on the Rights of Indigenous Peoples; Treaties and Indigenous rights; Indigenous law; and Indigenous-Crown relations.
- **4 Seasons of Reconciliation:** <https://www.reconciliationeducation.ca/en-ca/>
In honour of the Residential School Survivors and on the heels of the Truth and Reconciliation Commission's 94 Calls to Action, Reconciliation Education is the foremost educational tool for corporate, community, and classroom anti-racist training in providing the basic foundational 101 on reconciliation with authentic Indigenous voices. Designed to educate all Canadians. Courses are currently in use in 10 provinces in the education, Indigenous Nations, government, banking, charitable, religion, justice, policing and community sectors.

- **Indigenous Canada, University of Alberta:** <https://www.ualberta.ca/admissions-programs/online-courses/indigenous-canada/index.html>

Indigenous Canada is a 12-lesson Massive Open Online Course (MOOC) from the Faculty of Native Studies that explores the different histories and contemporary perspectives of Indigenous peoples living in Canada. From an Indigenous perspective, this course explores complex experiences Indigenous peoples face today from a historical and critical perspective highlighting national and local Indigenous-settler relations. Topics for the 12 lessons include Worldview, the fur trade and other exchange relationships, land claims and environmental impacts, legal systems and rights, political conflicts and alliances, Indigenous political activism, and contemporary Indigenous life, art and its expressions.

- **W̓nipêk: Visions of Canada from an Indigenous Centre, Niigaan Sinclair:** <https://www.penguinrandomhouse.ca/books/673193/winipek-by-niigaan-sinclair/9780771099205> (Hardcopy, Ebook, Audiobook)

From ground zero of this country's most important project: reconciliation. Niigaan Sinclair has been called provocative, revolutionary, and one of this country's most influential thinkers on the issues impacting Indigenous cultures, communities, and reconciliation in Canada. In his debut collection of stories, observations, and thoughts about Winnipeg, the place he calls "ground zero" of Canada's future, read about the complex history and contributions of this place alongside the radical solutions to injustice and violence found here, presenting solutions for a country that has forgotten principles of treaty and inclusivity. It is here, in the place where Canada began—where the land, water, people, and animals meet— that a path "from the centre" is happening for all to see.



ESTABLISHING AND MAINTAINING LOCAL RELATIONSHIPS AND PARTNERSHIPS:

- **Treaty One, First Nations Governments** <https://treaty1.ca/>

Treaty One is composed of the seven First Nations who are signatories to the first of the numbered Treaties, originally signed on August 3, 1871 at Lower Fort Garry. The leadership of the seven First Nations form the governing council of the Treaty One. The Treaty One Nations are committed to ensuring their Treaty rights are protected and observed in all matters impacting their communities and Nations, and their citizens wherever they may reside.

- Treaty One Nations Leadership:
 - Chief Gordon Bluesky, Brokenhead Ojibway Nation
 - Chief Stan Bird, Peguis First Nation
 - Chief Gary Roberts, Roseau River Anishinabe First Nation
 - Chief E.J. Fontaine, Sagkeeng First Nation
 - Chief Trevor Prince, Sandy Bay Ojibway First Nation
 - Chief Jason Daniels, Swan Lake First Nation
 - Chief David Meeches, Long Plain First Nation

- **Manitoba Métis Federation, Red River Métis Government** <https://www.mmf.mb.ca/>

Represents the claims, rights, and interests of the Red River Métis. The MMF also delivers programs and services including in the sectors of child and family services; justice; housing; youth; education; human resources; economic development and natural resources.

- Government Leader / Spokesperson: President David Chartrand
- Engagement and Consultation: All engagement and consultation activity with the MMF is done following the MMF's Resolution No. 8 Framework through the Engagement and Consultation Department. <https://www.mmf.mb.ca/engagement-consultation>

- **Winnipeg Indigenous Executive Circle (WIEC)**, Urban Indigenous Expertise and Solutions: <https://www.wiec.ca/>
The Winnipeg Indigenous Executive Circle (WIEC) was established in 2014 by Indigenous Executive Directors from Indigenous-led organizations focused on restoring Indigenous systems of governance to work as a collaborative to advance the well-being of Indigenous Peoples in Winnipeg.
Chief Executive Officer: Dawn Olivence
- **Tunngasugit, Urban Inuit in Winnipeg** <https://www.tunngasugit.ca/>
Tunngasugit is committed to promoting and enhancing the quality of life for Inuit in the Winnipeg area through the provision of culturally sensitive programs and services, in English and Inuktitut, and to orient Inuit to southern culture and environment. Chief Executive Officer: Nikki Komaksiutiksak
- **Southern Chiefs' Organization, Advocacy Organization** <https://scoinc.mb.ca/>
Represents 34 Anishinaabe and Dakota First Nations in what is now called southern Manitoba, advocating on common matters and policies impacting southern First Nations. Authority: Chiefs in Summit; Spokesperson: Grand Chief
- **Manitoba Keewatinowi Okimakanak, Advocacy Organization** <https://mkonation.com/>
Represents 26 Nehetho/Inineew (Cree), Anisinineew (Ojibwe-Cree), and Denesuline (Dene) First Nations in what is now called northern Manitoba, advocating on common matters and policies impacting northern First Nations. Authority: Chiefs in General Assembly; Spokesperson: Grand Chief.
- **Assembly of Manitoba Chiefs, Advocacy Organization** <https://manitobachiefs.com/>
Represents 62 Anishinaabe, Nehetho/Inineew (Cree), Anisinineew (Ojibwe-Cree), Denesuline (Dene), and Dakota First Nations in Manitoba, advocating on common matters and policies impacting First Nations across Manitoba. Authority: Chiefs-in-Assembly; Spokesperson: Grand Chief.



PROFESSIONAL COLLABORATION and INDIGENOUS EXPERTISE:

- **Indigenous Strategy:** <https://www.indigenousstrategy.com/>
An Indigenous-led and Indigenous owned company here to serve you as a bridge-builders, leaders, and innovators. President, CAO Rebecca Chartrand is an Anishinaabe First Nations woman from Treaty 4 territory in Manitoba. She has worked to advance Indigenous achievement by bridging between diverse communities using Reconciliation, Anti-racism, Diversity, Equity, and Inclusion (DEI), and Indigenous and Multicultural Education Frameworks.
- **2Spirit Consultants:** <https://2spiritconsultants.ca/>
Lead consultant Albert McLeod specializes in educating people about Indigenous LGBTQ+ people, decolonization, and reconciliation. He has over thirty years of experience as a human rights activist and community facilitator.



STANDARDS FOR ALLYSHIP:

- **Amnesty International:** [“10 Ways to Be a Genuine Ally to Indigenous Communities.”](#)
“Amnesty International’s Indigenous Rights Advisor Rodney Dillon explains that these groups are

leading the fight against the injustices they face and as allies we are there to follow their lead. “We’ve been flat out campaigning for the last 200 years. We’ve done well in some places but not well in other places. We need supporters like you campaigning on these things, talking to polities. It’s important for us as an organisation to be that bridge between two groups. I think that non-Indigenous peoples’ support and influence can be really, really important to make change. The people who put the wall up, I can understand why it’s there, but the people who pull it down – they’re the ones we need.”



AUTHENTIC INDIGENOUS BUSINESS RELATIONS and PARTNERSHIPS:

- **Canadian Council for Indigenous Business (CCIB) Progressive Aboriginal Relations (PAR):** <https://www.ccab.com/programs/progressive-aboriginal-relations-par/>
PAR is a certification program that confirms corporate performance in Indigenous relations at the Bronze, Silver or Gold level. Certified companies promote their level with a PAR logo signaling to communities that they are: good business partners, great places to work, committed to prosperity in Indigenous communities. PAR’s certification program provides a high level of assurance to communities because the designation is supported by independent and third-party verification of company reports. The final company level is determined by a jury comprised of Indigenous business people. Since the program’s introduction in 2001, PAR remains the premier corporate social responsibility program with an emphasis on Indigenous relations.
- **Indigenous Chamber of Commerce:** <https://www.indigenouschambermb.ca/>
Manitoba businesses recognize the value of working as a collective on key issues concerning Indigenous business initiatives. Our membership is open to both Indigenous and Non-Indigenous businesses and organizations. Over the years, we have grown to understand that our Chamber can create the partnerships and synergies important to the growth and development of all businesses in this province. Our vision realizes thriving Indigenous businesses in a growing Indigenous economy by strengthening member success through networking, education, leadership, and advocacy.
- **Red River Métis Business Development Corporation (BDC):** <https://www.rmbdc.ca/>
The Red River Métis BDC is a start-up economic development corporation created to support Red River Métis businesses and entrepreneurs. The BDC also launched the Red River Métis Business Association to support Métis entrepreneurs through networking and connectivity, business programs, and events. See the [2024 winners](#) of the Red River Métis Business Excellence Awards, and make your connections!
- **Tipi Group of Companies:** <https://www.tipionline.ca/>
The TIPI Group of Companies is an Indigenous-owned and led economic development engine. We believe economic wellbeing is key to Mino Pimatisiwin or the Good Life. We strive to add value in everything we offer - it’s what sets us apart. Human Resources Consulting Services, Truth and Reconciliation for Business Initiative; Learning & Development Services, Talent Acquisition Services.



Prepared by:

**Indigenous Relations
Relations avec les Autochtones**

Contact indigenousrelations@winnipeg.ca to suggest other resources to include in this guide.