

Five Good Ideas

*for being inclusive of
Indigenous Peoples*



Nbisiing



Naanin
mno
naaġadawenim



wiiji kina Anishinaabeg



Boozhoo

(formal greeting)



Traditional Protocol Introduction

Mzhaakwat n'dizhnikaaaz (My name is **Clearing Sky**)

Migizi n'dodem (I'm from the **Bald Eagle** clan)

Ktiganiing n'doonjibaa (I'm from **Garden Village**)

Nbisiing Anishinaabe n'dow (I am **Nbisiing Anishinaabe**)





Miigwetch

(thank you)



About Me

- Anishinaabe from Nipissing First Nation
- Traditional teacher of the Midewiwin Society
- Worked at the highest levels of First Nations politics
- Provincial public servant
- Provided cultural competency training to over 8,000 people over 20+ years

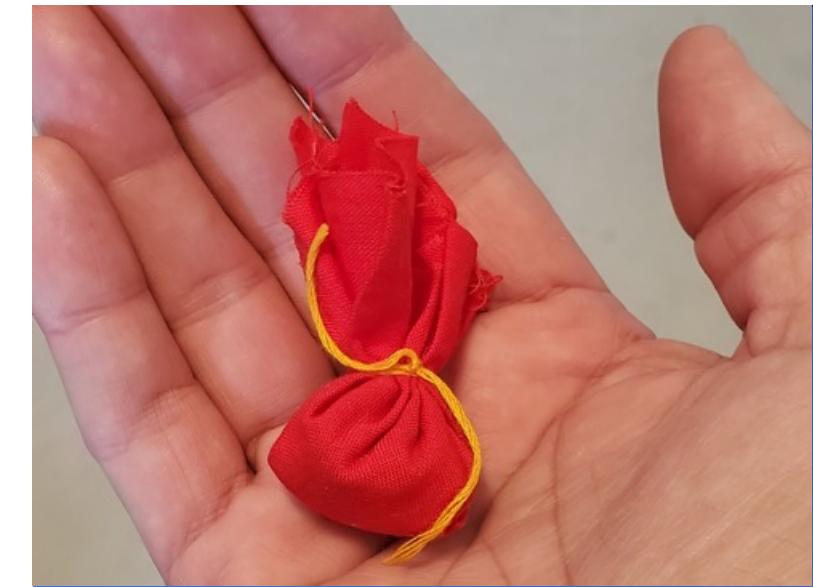


Bezhig: Idea 1

Be **values-based** in everything you do, especially in your interactions with First Nations, Métis and Inuit.

- Respectful, Meaningful, Collaborative.
- Considering integrating Indigenous values and ways of being.







Niizh: Idea 2

Involve First Nations, Métis and Inuit.
Consider **co-development, collaboration, and partnerships whenever possible.**

- Be relationship-focused rather than project-focused.
- Consider MOUs, agreements, co-developed workplans.



A Pathway to Transformation

Decolonization:

Process of critiquing colonial elements.

Ask: What am I doing that may be colonial in nature?

Indigenization:

To rethink, retool, and remake these elements through co-development.

Ask: How do we involve and collaborate and partner with Indigenous peoples?

Reconciliation:

The process of restoring balance and righting historical wrongs.

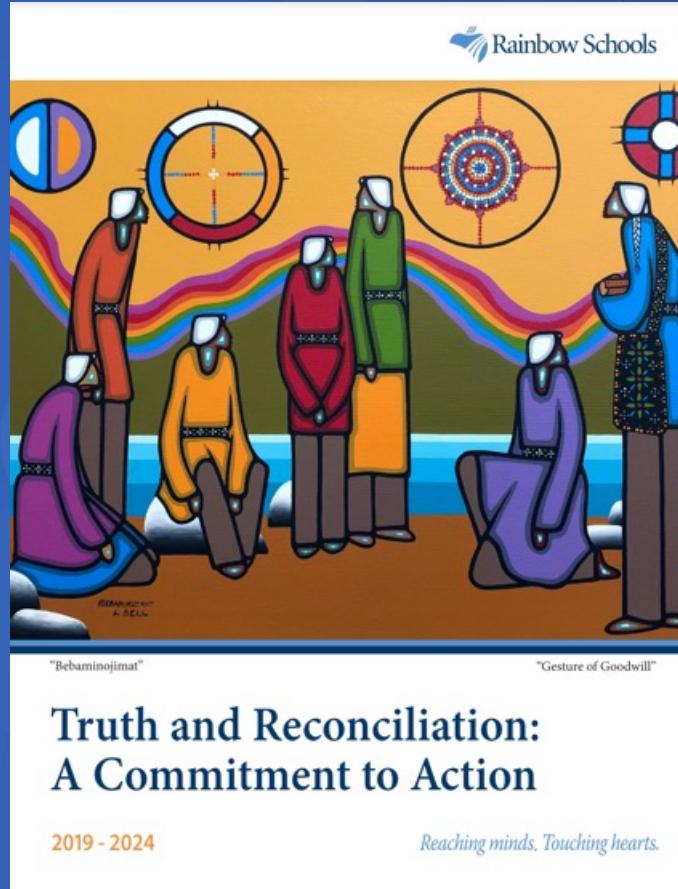
Ask: How do we advance Reconciliation together?



N'swe: Idea 3

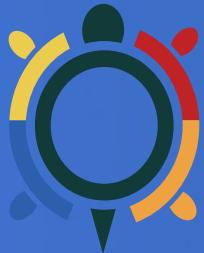
Consider developing a
Reconciliation Action Plan.







**2022-2032
Reconciliation
Action Plan**





Conduct City-wide Reconciliation Audits

The City needs to explore its practices in order to eliminate systemic barriers that contribute to the ongoing oppression of Indigenous Peoples. The reconciliation audit will identify changes to existing policies, programs, and processes of the City that could be implemented to eliminate barriers. Identified changes would promote modifications to City existing policies, programs, and processes to further: the valuing of Indigenous perspectives and ways of knowing; creating space for self-determination; respecting Indigenous rights; and, supporting the peaceable co-existence between Indigenous communities and settler institutions such as the City of Toronto.

The Indigenous Affairs Office will:

- A.** Collaborate with Indigenous Elders, community members, organizations and academics with respect to the creation of a reconciliation audit tool kit in 2022.
- B.** Work with Indigenous communities to determine divisions to be prioritized for conducting reconciliation audits in each year.

All City divisions will:

- A.** Conduct a reconciliation audit using the approved reconciliation audit tool kit:
 - Identify policies, programs and processes that create systemic barriers for Indigenous Peoples
 - Revise and co-develop new policies, programs and processes to replace existing policies based on the reconciliation audit findings
 - The following divisions will begin the audits in 2023:
 - City Planning
 - Housing Secretariat
 - Municipal Licensing & Standards
 - Parks, Forestry and Recreation
 - Purchasing and Materials Management
 - Shelter Support and Housing Administration
 - Social Development, Finance & Administration
 - Implement audits for at least 8-10 divisions per year; completing audits for all divisions by 2028

Reconciliation Action Plans

State your **Commitment**.

Have a **Vision**.

Be grounded in **Truth, values and cultural competency**.

Consider a framework grounded in the **UN Declaration of the Rights of Indigenous People**,

The **10 Principles of Truth & Reconciliation**, and the TRC's **94 Calls to Action**.



Reconciliation Action Plans

Consider a framework grounded in the **UN Declaration of the Rights of Indigenous People**,

The **10 Principles of Truth & Reconciliation**, and the TRC's **94 Calls to Action**.

Have **measurable and achievable goals and actions**.

Ensure your plan is **co-developed** with First Nations, Métis and Inuit.



Niiwin: Idea 4

Take cultural competency or cultural safety **training**,
and commit to **lifelong learning** about
First Nations, Métis and Inuit.



There is so much to learn

- Traditional Protocols
- Using tobacco
- Smudging
- Sharing Circle
- Land Acknowledgements
- Time Immemorial
- Nationhood and Confederacies
- Early Colonial History
- Treaties and Treaty Making



There is so much to learn

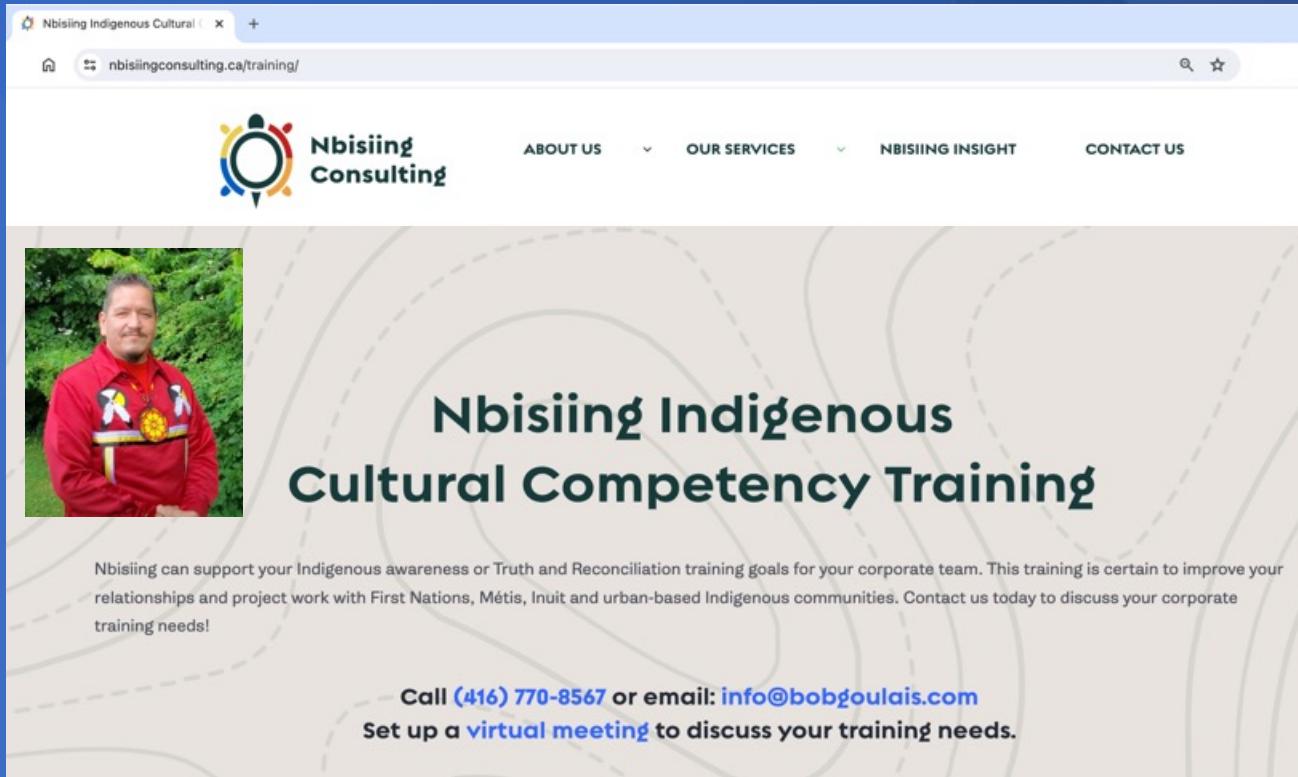
- Time Immemorial
- Nationhood and Confederacies
- Early Colonial History
- Treaties and Treaty Making
- The Indian Act
- Residential Schools
- Sixties Scoop
- Missing and Murdered Indigenous Women & Girls
- Being Trauma Informed



There is so much to learn

- Truth and Reconciliation
- 94 Calls to Action
- UN Declaration on the Rights of Indigenous Peoples
- Working with Indigenous Peoples
- Community Engagement
- Rights-Holders and the local Indigenous Community
- Relationship Building



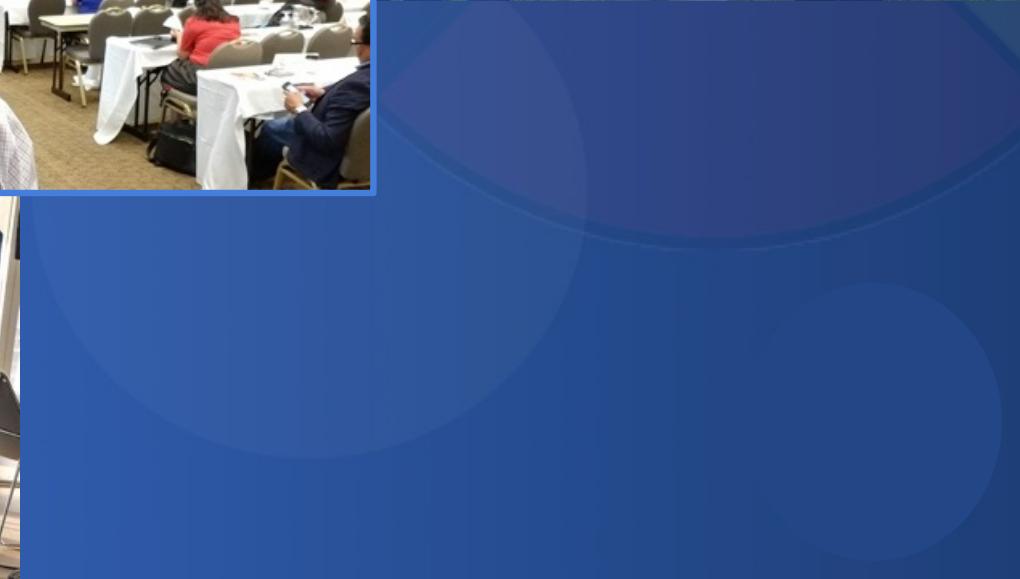


The screenshot shows a web browser window with the address bar displaying "nbisiingconsulting.ca/training/". The page header features the Nbisiing Consulting logo, which consists of a circular graphic with three stylized human figures in yellow, orange, and blue, and the text "Nbisiing Consulting". The navigation menu includes "ABOUT US", "OUR SERVICES", "NBISIING INSIGHT", and "CONTACT US". The main content area features a photograph of a man in a red traditional Indigenous garment with a beaded collar. To the right of the photo is the title "Nbisiing Indigenous Cultural Competency Training" in a large, bold, dark font. Below the title is a descriptive paragraph: "Nbisiing can support your Indigenous awareness or Truth and Reconciliation training goals for your corporate team. This training is certain to improve your relationships and project work with First Nations, Métis, Inuit and urban-based Indigenous communities. Contact us today to discuss your corporate training needs!" At the bottom of the main content area, there is a call to action: "Call (416) 770-8567 or email: info@bobgoulais.com Set up a [virtual meeting](#) to discuss your training needs."



<https://www.nbisiingconsulting.ca/training>





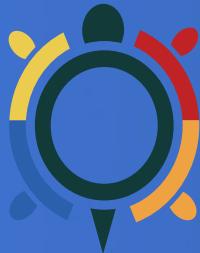
About Cultural Competency Training

Ensure your training fulfills the intent of the TRC's Calls to Action.



About Cultural Competency Training

Ensure your training is provided by
an experienced First Nation, Métis or Inuk trainer
with lived experience.



About Cultural Competency Training

Ensure your training includes
Indigenous cultural training, protocols,
values and Indigenous
ways of knowing and being.



About Cultural Competency Training

Ensure your training is
safe and non-judgmental
for all learners.



Naanin: Idea 5

Consider personal, sustained action as an ally to First Nations, Métis and Inuit.



Personal, Sustained Action

Personal = You!

Sustained = Ongoing, consistent and continuing for a long time

Action = Doing something, typically to achieve an aim.



Allyship

Disrupt oppressive spaces.

Help educate.

Break down barriers.

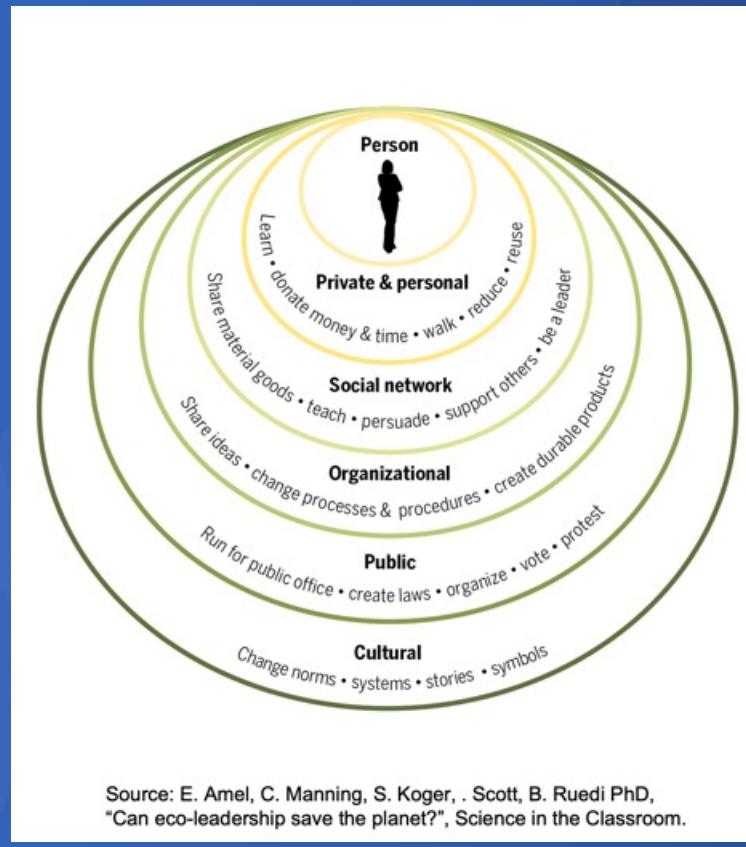
Act!

Speak up.

Be anti-racist.



Use your Spheres of Influence



Resources

- My personal **Reconciliation Resource List**
- Truth and Reconciliation Commission of Canada, **94 Calls to Action**
- **UN Declaration on the Rights of Indigenous Peoples**
- **Indigenous Ally Tool Kit** by the Montreal Urban Aboriginal Strategy Network
- City of Toronto's **Reconciliation Action Plan**



Miigwetch (thank you)

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