



**Our Kids Network
Indigenous Reconciliation Initiative
Strategic Plan 2020 to 2024**

Connecting

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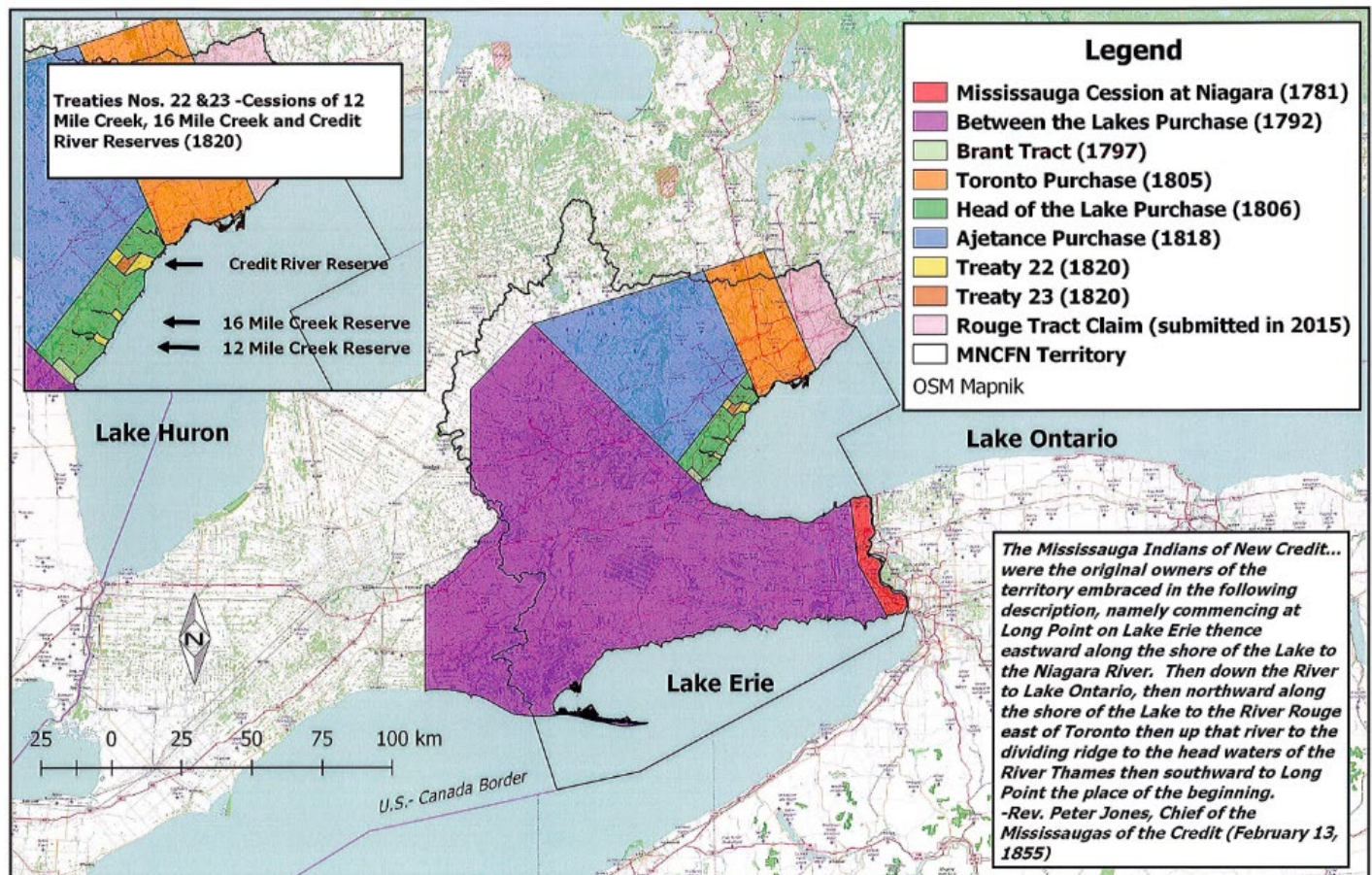
Connecting to Place



The area now known as Halton is situated on lands and water systems teeming with life since time immemorial. The abundance of Lake Ontario, the fertile growing lands, and the flora and fauna of the Niagara Escarpment have made Halton an ideal place for peoples of all Nations to gather, trade, hunt and grow, and settle. Let us remember that we are stewards of this land and it is incumbent upon us to treat it with respect, to live in balance and harmony, and to remember that we are all connected by this land on which we live and work. What we do today will affect those that come next.

Our Kids Network (OKN) and its community partners work in the area encompassed by the Upper Canada treaties, adjacent to the Haldimand tract treaties, and within the lands protected by the by the [Dish with One Spoon Wampum Agreement](#). The *Dish with One Spoon* Wampum Treaty speaks to the important role we all have in stewarding the resources of this land, as well as the importance of collaboration to live in peace. Through recognition of distinct identities and mutual respect, the *Dish with One Spoon* Wampum Treaty reflects how Our Kids Network works in contemporary time. By working together, we can have positive influence on the lives in Halton, especially children and youth, for generations to come.

Our Kids Network would like to acknowledge the land it is situated on is the traditional territory of the Mississaugas of the Credit First Nation, the Haudenosaunee, the Anishnaabeg, the Attiwonderonk (Neutral), the Huron-Wendat, and the Métis. We are respectful of the Dish with One Spoon Wampum Treaty and endeavor to be honourable stewards of the land on which we work and live.



Mississaugas of the New Credit First Nation Land Cessions 1781-1820 and Rouge Tract Claim, 2015

Source: [Mississaugas of the Credit First Nation](#)

Message from the Executive Director

Our Kids Network is honored to begin the journey of Indigenous Truth and Reconciliation in Halton Region and Canada. As an organization comprised of over 80 member organizations, the opportunity to intentionally redress the impact of Indian Residential Schools and rebalance the relationship with Indigenous people is extraordinary. OKN has a successful history of identifying and responding to the needs of children and youth, and is ideally positioned to lead one of the most important initiatives in Halton.

All our work is informed by the [Calls to Action](#) that are the result of the work of Canada's Truth and Reconciliation Commission. As Canadian citizens committed to a better Canada, the Calls to Action obligate each and every one of us to examine our knowledge of Indigenous people in Canada and take steps that include Indigenous people prospering and thriving on their homeland of Canada.

"Getting to the truth was hard, but getting to reconciliation will be harder. It requires that the paternalistic and racist foundations of the residential school system be rejected as the basis for an ongoing relationship. Reconciliation requires that a new vision, based on a commitment to mutual respect, be developed. It also requires an understanding that the most harmful impacts of residential schools have been the loss of pride and self-respect of Aboriginal people, and the lack of respect that non-Aboriginal people have been raised to have for their Aboriginal neighbours."

[Truth and Reconciliation Commission](#)

Learning the truth about Indigenous people in Canada lays the foundation for Reconciliation. Our Kids Network's expertise as knowledge brokers aligns itself well to developing Indigenous education programs and resources to build capacity within our organizations. Improving and increasing the Indigenous Literacy of professionals in our network and across Halton will enhance our work with children and youth to be inclusive of Indigenous people.

OKN's work in Indigenous Reconciliation will continue to be based on a foundation of Indigenous epistemology. Interconnectedness and collaboration, balance and harmony, kindness, and accountability are indeed values that have always guided our work and will continue to do so as we move forward together on our journey of Indigenous Truth and Reconciliation. We look forward to the continued participation of our community partners to work together on this journey.

This past year has been one of considerable learning, relationship-building, and for setting a solid foundation from which to move forward. OKN recognizes that this work is significant to the well-being of all children and youth in Halton. We hope it will become a model for reconciliation at the national level.

In the spirit of Truth and Reconciliation,

Elena DiBattista
Executive Director

Connecting to Indigenous Perspectives

“Reconciliation must inspire Aboriginal and non-Aboriginal 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.”

[Honouring the Truth Reconciling for the Future](#)

Our Kids Network acknowledges, respects, values, and celebrates the diversity of the people who make up our community and neighborhoods it serves. OKN's Indigenous Reconciliation initiative enriches these values by being inclusive of Indigenous perspectives and ways of knowing.

The OKN Indigenous Reconciliation initiative recognizes that all beings on Mother Earth are interconnected and is respectful of all beings. We will work in a manner that builds collaborative relationships. . We will work in peace and harmony, striving for balance in all that we do. We will work in a “good way” by sharing our gifts so all Halton residents, for generations to come, will live in dignity and prosper together.

Interconnectedness Peace and Harmony Balance Respect Sharing

A note on Indigenous worldviews:

Worldviews are lenses or maps for how people understand their world. These views are formed over time and are based on experiences, social interactions, and teachings. Worldviews are complex and diverse, making them difficult to describe. Moreover, no one person assumes all aspects of a particular worldview. Indigenous worldviews are as diverse as the individuals making up the collective we refer to as Indigenous peoples. However, Indigenous people living in Canada share some unique commonalities, such as the fact that all have been impacted by colonialism which shapes their identity.

Additionally, Indigenous people share interconnectedness, peace and harmony, and respect more than the Europeans who settled in Canada. For example, Indigenous people generally believe that land is sacred and not a commodity for sale. This is markedly different from the European settlers' views of land which are based on ownership and title.

Generalizing that all Indigenous people share the same worldview is too simplistic and assumes that worldviews exist in a vacuum. Indigenous perspectives are as varied and multiple just as the Indigenous people who hold those views.



Connecting to Name

Our Kids Network recognizes that using the correct name, definition, and term is essential in building respectful relationships. Unfortunately in Canada, defining and classifying who is an Indian has been a tool of colonization and assimilation. Moreover, the context plays a role in determining which term may be most suitable to use.

Glossary of Terms

Indigenous: The term Indigenous refers to original inhabitants of a land, country, and territory. It is a term used internationally and came into frequent use after the adoption of the United Nations Declaration on the Rights of Indigenous Peoples. This term is used most often to refer to all original inhabitants of Canada.

Aboriginal: Canada's constitution recognizes three distinct groups of people that fall under the general term Aboriginal. These are First Nation, Inuit, and Métis people. When speaking from a government relations or constitutional perspective, the term Aboriginal is used and refers to the three groups defined under the term Aboriginal.

First Nation is the preferred term rather than the word **Indian**. Indians are those people that are defined and classified in Canada's Indian Act. The term First Nation asserts that these people are the first peoples of Canada and that the treaty-making process was between sovereign nations. **Status Indians** are those people that the Government of Canada deems fit their definition of Indian. Status Indians are also called **Registered Indians** because they are given a registration number that identifies them as an Indian.

Most people who identify as First Nation are members of a First Nation often referred to as a band or reserve. First Nation bands have their own political structures, administration, and economic development initiatives. However, they typically fall under government legislation (Indian Act) which limits their powers and authority. Most bands determine who is eligible to become a member.

Many First Nations' band members are people who have further identified as First Nation by their traditional tribal grouping, such as Cree, Anishnaabeg, or Wendat-Huron.

Indigenous people who can trace their ancestry to treaty signing will often indicate the treaty territory they belong to. If they belong to a territory where they have not ceded their land, they will indicate this as well.

The **Inuit** people identify with the northernmost regions of Canada. They have a unique history with the Canadian government as well as distinct cultures and traditions.

The **Métis** people of Canada typically trace their descent from those residing and dispersing from the Red River area of Canada. Most Canadians are unaware that Métis people have a distinct language, culture, and history. It is incorrect to believe that all people of mixed race are Métis.

Native: This is a term still sometimes used to refer to Indigenous people and was common decades ago. It does not provide clarity about or the distinct cultural and political history of a group or person. It is not widely used today. However, some organizations that were established at the time this term was common, still use the term Native such as The Native Canadian Center of Toronto.

Settler is a term that has come into recent use. It typically refers to non-Indigenous people in Canada.

Words are not neutral. Our Kids Network calls on each of us to make the effort to understand these terms and use the appropriate word depending on the context. OKN honors the terms Indigenous people use to define themselves and will use these terms in all communication. These distinctions are significant ways that Indigenous people identify their connection to land, their history with Canada's government, and how they view themselves in relation to the world.



Connecting to Truth and Reconciliation

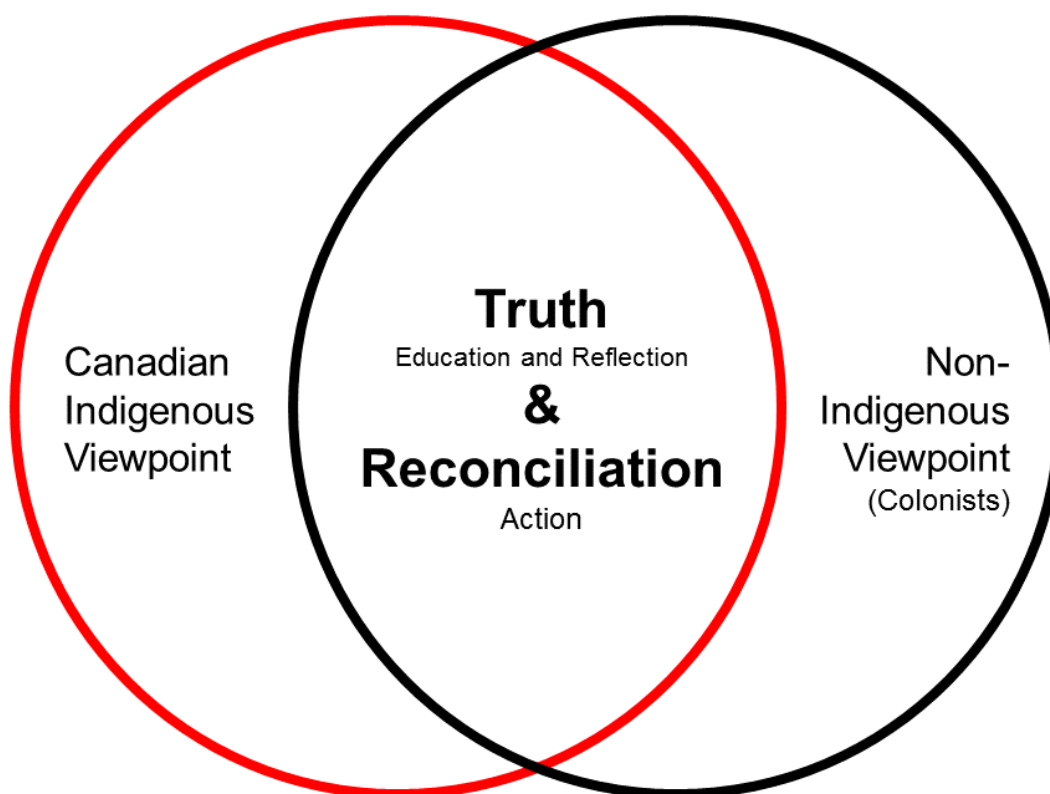
“The truth is hard. Reconciliation is harder.”

[Murray Sinclair, Chair NTRC](#)

Our Kids Network has taken a bold step towards building a better Halton and Canada for all our country's citizens. OKN's collective impact model uniquely positions it as an organization in Halton Region to utilize its considerable networks, relationships, and cadre of internal experts to begin the work that each and every one of us are called to do. The importance of redressing the legacy of Canada's residential school system and rebalancing the relationship between Indigenous and non-Indigenous people cannot be overstated. The intergenerational trauma resulting from residential schools continues to impact the lives of Indigenous people and has a direct effect on the work we do to support children, youth and families. Our Kids Network's Indigenous Reconciliation initiative is informed by the *Calls to Action* as determined through the work of Canada's Truth and Reconciliation Commission. These 94 *Calls to Action* indicate specific actions on which OKN can begin its work. However, there are additional documents that must be considered that lay the groundwork for reconciliation.

The [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#) and the [Principles of Reconciliation \(Appendix A\)](#) are in repairing and rebuilding the relationship between Indigenous and non-Indigenous peoples in Canada. *UNDRIP* sets out the minimum standards for dignity and well-being of Indigenous peoples. It affirms their inherent rights. *The 10 Principles of Reconciliation* describe what reconciliation is and what must be included in order for a new relationship to take shape. The Principles complement the Calls to Action and are imperative to designing a relevant and strong Reconciliation Action Plan.

Building and nurturing relationships is a key component in reconciliation. The OKN Indigenous Reconciliation initiative aligns with OKN's collaborative model. For too long, Indigenous and non-Indigenous people have existed alongside each other but not always in a manner that is mutually beneficial. OKN now has the opportunity to make a significant impact on redefining the relationship between Indigenous and non-Indigenous people through its Truth and Reconciliation efforts.



Our Kids Network's Truth and Reconciliation Philosophy

As illustrated in the graphic above, OKN's Indigenous Reconciliation initiative considers Truth and Reconciliation as two distinct entities. Truth refers to exposing the history of Indigenous peoples in Canada. The goal of Truth is to have a shared understanding of the injustices and assimilation policies of the Canadian government. Through our expertise as knowledge brokers, OKN will develop educational opportunities, platforms, and resources that speak to the realities of Canada's cultural genocidal policies both in the past and present and the resulting effects. OKN refers to this knowledge uptake as Indigenous Literacy.

Personally reflecting on what the truth means to us in our work, family, as a human being and Canadian citizen catalyzes action. Reconciliation without Truth may result in history repeating itself and injustices and human rights violations for Indigenous peoples will continue for generations.

Reconciliation is the hard work that comes with a common understanding of the realities of Indigenous peoples in Canada. Reconciliation must be directed at righting past injustices and seeing all our work through a new lens, an Indigenous lens. The 94 *Calls to Action* inform our actions. OKN will continue to build mutually beneficial relationships to identify opportunities for meaningful Reconciliation strategies. This is work for the long term, for us and for generations to come.

Connecting to the Past and the Future

Highlights of 2019 and 2020 and Recommendations for 2020 to 2024

Our Kids Network's Indigenous Reconciliation Initiative is organic and will pivot to the context and circumstances we live in. Indeed, the accomplishments of the past year are numerous despite the challenges presented with the onset of a pandemic, and the initiation of a change in OKN's overall organizational structure. OKN's backbone structure has allowed us to be nimble and continue our work in a new and exciting manner.

OKN calls on our partner organizations to adopt Truth and Reconciliation by ensuring that the OKN Indigenous Reconciliation Plan is embedded in their organization's strategic plans, employee objectives, budgets, and communications. The possibilities are endless in making a positive impact on Indigenous community relations in Halton and Canada. Together we will support all children and youth to thrive.



Connecting to the Past Year

Our Kids Network is proud of the reconciliation journey initiated late fall of 2019. At the outset, the intent of the OKN Indigenous Lead's work was to:

- build solid community relationships,
- seek opportunities for collaborative Truth and Reconciliation work,
- identify a community consultation process, and to
- develop a strategy to move forward with Truth and Reconciliation in Halton.

The OKN Indigenous Lead spent considerable time meeting with community stakeholders and influencers to share the intent of OKN's work and to start building relationships. A landscape review was undertaken to identify Truth and Reconciliation best practices in Halton and across Canada. A synopsis of the Halton Truth and Reconciliation landscape is provided in Appendix B.

Highlights

Relationship Building and Collaboration

- Initiated introductory meetings with OKN protocol partners, committees, and member agencies (~300 people) to introduce Indigenous Lead and identify needs and opportunities.
- Identified and began introductory meetings with organizations working in Indigenous Reconciliation (Example. Canadian Roots Exchange, Sheridan College, First Nations Caring Society). Attended the HCDSB Learning Lodge Open House. Provided monetary support for *Weaving the Braids of Unity* event for National Indigenous Peoples Day, June 2020.
- Indigenous Employee Network: Initial meeting of Indigenous employees in OKN agencies occurred in March. Purpose of meeting is to support Indigenous employees and to gain support and insight for Indigenous Reconciliation strategy.
- Initially collaborated with Halton Youth Initiative to plan Youth Mash-Up with Indigenous Truth and Reconciliation theme. Event cancelled due to COVID-19. Indigenous Lead now supporting Halton Youth Initiative's activities via on-line activities. Territorial announcements occur at meetings and all groups have undertaken Truth and Reconciliation activities.
- Engaged in consultations on specific Indigenous cases or matters with HCAS, The Lighthouse, Crawford Lake Conservation Park, Oakville Public Library and MCRC.
- Assisted with recruitment of OKN's Indigenous summer student. Developed resource list of Indigenous specific job boards, employment agencies, and Indigenous students centers for OKN partner agencies Human Resources department's to access when posting all jobs.

Indigenous Literacy

- Collaborated with OKN Communications Manager to develop an Indigenous Reconciliation communications plan, website presence and dedicated resources for professionals and organizations on OKN website.
- *Reconciliation: What does it mean to you?* Workshop held Feb 9, 2020. Key outcomes: desire for more information on Indigenous people, reconciliation and implementation of calls to action.
- Significant undertaking for National Indigenous History Month including blogs, OKN Community Messages, and promotion of national events.
- Initiated vetting of Indigenous literacy programs.

Key Findings

The onset of the COVID-19 pandemic created a pause in the completion of the Indigenous Reconciliation work plan resulting in a shift of priorities. Therefore, the findings below are not comprehensive and are based on informal information gathering and workshop feedback conducted over a narrow time frame of approximately six months. Clearly, a continuation of the Indigenous Reconciliation work plan is necessary to provide more robust information and determine additional findings.

- Through consultations, it is evident that there is a strong desire to enhance and increase Indigenous Literacy. This is not limited to the historical context of Indigenous people. Additional opportunities to increase understanding of the foundational work of the Truth and Reconciliation Commission of Canada, the associated Calls to Action, and to hear from Residential School Survivors will build a solid foundation. in Halton.
- There is no overarching agency coordinating Truth and Reconciliation efforts in Halton. Multiple organizations conduct activities often with the overlap of the same Indigenous resource people who attend meetings or provide consultation services. Indigenous-specific organizations and agencies are few in number so consequently there are few Indigenous knowledge keepers, elders, and other resource people. Moreover, OKN partner organizations are relatively new to their reconciliation journey and require support. Only a few of these have dedicated Indigenous resource people to assist with reconciliation work in the community or within their organization.
- It is difficult to identify Indigenous employees of OKN partner agencies. Self-identification privacy issues, coupled with limited opportunities to network and support each other, provide significant challenges in engaging Indigenous employees in Truth and Reconciliation work.
- Youth play a key role in Truth and Reconciliation. The four Halton Youth Initiative tables have made significant strides in enhancing their Indigenous Literacy and promoting Truth and Reconciliation in the community. They have initiated contact with Indigenous resource people, written blogs, conducted research, and developed podcasts with an Indigenous Reconciliation theme.

Connecting to the Future

Our Kids Network Indigenous Reconciliation Strategic Plan 2020 to 2024



Our Kids Network's Truth and Reconciliation work has just begun. The Calls to Action have been in place for 5 years and achieving reconciliation may only be realized by the next generation of Canadians. However, this work must continue if OKN is committed to an environment where all children and youth thrive.

The following Strategic Plan outlines the priorities that OKN must set to continue its reconciliation journey. Each Strategic Action encompasses a variety of steps and processes that will be developed and implemented in collaboration with the OKN network, community partners and staff. Given this work is occurring during a pandemic, time frames must be considered flexible. The onset of the COVID-19 pandemic significantly affected the progress towards building relationships and assessing organizational opportunities for Reconciliation activities. Moreover, the achievements of each strategic area is dependent upon resources committed to undertake this work.

Strategic Priorities for 2020-2024

2020-2022

In the coming year, the OKN Indigenous Reconciliation initiative will continue to focus on relationship-building and collaboration. A community consultation plan will be considered to ensure that OKN's strategy is reflective of its community partners. This includes continued development of an Indigenous Employee Network and the possibility of forming a Reconciliation Action Coalition/Table.

As OKN's new organizational structure evolves, opportunities to extend the reach of the Indigenous Lead's work will become more apparent. Collaborating with existing people and committees that have a diversity, equity and inclusion, or Indigenous Reconciliation lens will be key in leveraging limited resources. Indigenous Literacy, or the *Truth* in Truth and Reconciliation, is the key component of the Strategic Plan. The OKN team will work collaboratively to develop an Indigenous Literacy plan that aligns with all of OKN's knowledge brokering programs. This includes designing measurement and feedback instruments to ensure we are setting appropriate goals.

All of the Indigenous Reconciliation Initiative's work is underpinned with a communications planning and implementation. A dedicated website section and resources, social media strategies and virtual tools will support OKN's Indigenous Reconciliation knowledge translation and messaging.

Strategic Priority Area	Strategic Action	Relevant Principle of Reconciliation and/or Call to Action
Community Consultation & Relationship Building	<p>Establish relationships with Indigenous resource people, agencies, and political bodies.</p> <p>Continue to develop community partnerships and identify opportunities for collaboration.</p> <p>Continue to assess opportunities for implementation of Calls to Action within OKN partner agencies.</p> <p>Build on inaugural Indigenous employee network.</p> <p>Determine community consultation process for OKN Indigenous Reconciliation Strategy.</p>	<p>Principles 2, 3, 6, 9</p> <p>Calls to Action 7, 66</p>

	Continue Indigenous adult ally consultation work with Halton Youth Initiative groups.	
Indigenous Literacy	<p>Work collaboratively with OKN partners and staff to develop 5 year Indigenous Literacy plan. Activities: vetting current offerings, identifying resources, partner needs assessments</p> <p>Revise Indigenous Communications Plan to reflect communications platforms in light of global pandemic.</p>	<p>Principles 3, 4, 7, 9, 10</p> <p>Calls to Action 45, 57, 80, 92, 93</p>
Knowledge Translation	<p>Work in collaboration with OKN Knowledge Broker to develop knowledge translation plan.</p> <p>Implement Knowledge translation plan.</p>	Call to Action 19
Reconciliation	<p>Continue to identify opportunities to implement Calls to Action within OKN Partner Organizations.</p> <p>Develop and implement reconciliation actions that can be operationalized immediately. Example: National Indigenous History Month & Territorial Announcements</p>	

Strategic Priorities for 2020-2024 con't

2022-2024

The longer term plan will shift its focus from Truth to *Reconciliation*. Truth through Indigenous literacy will continue to be a priority. However, it is thought that by this time a critical mass of OKN professionals will have a strong foundation of Indigenous knowledge. These professionals will assist in increasing the reach of the Indigenous Reconciliation initiative by beginning to identify wider opportunities. Truth programming will begin to align with Reconciliation opportunities identified in 2020-2021 and may be centered on policy analysis with an Indigenous lens, Indigenous business procurement guide, and traditional Indigenous approaches to family and child rearing.

Assuming current levels of resources, Reconciliation plans will be developed working with strategic allies within OKN partners. Diversity and equity managers, existing Reconciliation committees, and the establishment of new Reconciliation structures will increase the reach of Truth and Reconciliation. OKN's role will be to lead and consult with organizations, and support the work of existing and any newly established Truth and Reconciliation committees, much like the OKN Asset-Building model. We will work to develop and implement evaluation strategy to measure knowledge transfer activities, engagement and impact.

Strategic Priority Area	Action Item	Description
Community Consultation & Relationship Building	Continue to develop community partnerships and identify opportunities for collaboration.	Building a strong cadre of Indigenous elders, knowledge keepers, resource people, and allies will strengthen OKN's Indigenous Reconciliation strategy.
	Continue to assess opportunities for implementation of Calls to Action within OKN partner agencies.	Encourage the development of a community of allies dedicated to supporting Indigenous Reconciliation.
	Develop sustainability plan for Indigenous employee network.	
Indigenous Literacy	Revise and implement Indigenous Communications Plan.	Begin to determine what revisions need to be made to baseline offerings, develop plan for enrichment to baseline Indigenous Literacy programs.
	Implement Indigenous Literacy plan.	

Knowledge Translation	Determine and develop knowledge translation plan reflective of the Indigenous Reconciliation initiative's needs.	Measure implementation of Indigenous Literacy plan and Calls to Action of an immediate nature.
Reconciliation	Develop comprehensive action plan for OKN partners.	Many of OKN's partner organizations are called to implement very specific Calls to Action that do not apply to all partners. This additional level of complexity must be taken in consideration.

Conclusion

Our Kids Network is operating in an unprecedented and dynamic environment. Truth and Reconciliation work must continue in a collaborative fashion to leverage resources and to extend the reach of its Truth and Reconciliation actions. OKN must focus its next two years on the Truth. Indigenous Literacy efforts build a solid foundation to base meaningful implementation of Reconciliation efforts.

OKN calls on its partner organizations to commit to Truth and Reconciliation by ensuring that it is embedded in their organization’s strategic plans, employee objectives, budgets, and communications.

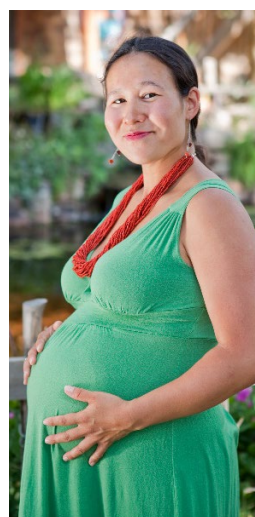
Until Indigenous children, youth and families are thriving, OKN cannot realize its vision of “All children and youth thrive!”



Photo credit: Raven Sutherland



Photo credit: cbc.ca



Appendix A

Principles of Reconciliation

The Truth and Reconciliation Commission of Canada believes that in order for Canada to flourish in the twenty-first century, reconciliation between Aboriginal and non-Aboriginal 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 Aboriginal 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 Aboriginal and non-Aboriginal Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Aboriginal Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long-term reconciliation.
8. Supporting Aboriginal 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 Aboriginal rights, as well as the historical and contemporary contributions of Aboriginal peoples to Canadian society.

Appendix B

Connection to Truth and Reconciliation in the Halton Community: A Synopsis of the Landscape

A particularly striking feature of Halton Region is that it is the traditional territory of many Indigenous peoples yet there are no First Nation reserves, First Nations tribal councils, or Indigenous operated community agencies situated within its boundaries. The Mississaugas of the Credit First Nation, and the Six Nations First Nation are situated west of Halton closer to the cities of Brantford and Hamilton. Elders, knowledge keepers, political leaders, and First Nation members of both First Nations are frequently consulted and participate in Indigenous events in Halton.

Reconciliation activities in Halton Region are typically organized by individual organizations specific to the locale and the members they are designed to serve. For example, Sheridan College has an Indigenous student services center. Milton Community Resource Center has an elder in residence whom works with staff and families. The town of Oakville flies the Mississauga of the Credit First Nation's flag. A number of OKN's community partners have internal committees dedicated to advancing the process of Truth and Reconciliation and welcome the support provided by OKN on this matter.

Exceptions to this include Oakville Community Foundation which has an Indigenous Reconciliation committee comprised of Indigenous and non-Indigenous people representing Oakville community agencies. Both School Boards within Halton have dedicated Indigenous Leads. Considerable Reconciliation work in the community has been undertaken by the Indigenous Lead of the Halton Catholic School Board including the establishment of the Halton Learning Lodge.

On a broader scope, Canada has numerous municipalities and professional associations with Truth and Reconciliation strategies, frameworks and action plans in place. They are typically built on a foundation of formal consultations with key stakeholders and influencers over at least a year. OKN has taken many of these action plans into consideration and will continue to do so as their strategies evolve.

Indigenous literacy offerings are more numerous than in the recent past with social media and the internet playing a significant role in the dissemination of Indigenous knowledge. A host of Canadian academic institutes offer online introduction to Indigenous history courses that would be suitable for many of OKN's professionals. Moreover, there are a host of trained Kairos Blanket Exercise facilitators in the Halton region.