



CITY OF LETHBRIDGE

**NATIONAL INQUIRY INTO MISSING
AND MURDERED INDIGENOUS
WOMEN AND GIRLS:**

Recommendations and Work Plan

Approved by City Council
January 12, 2021

BACKGROUND & SUMMARY

The National Inquiry was launched in December 2015 to investigate and report on “systemic causes of all forms of violence against Indigenous women and girls, including sexual violence.”¹ In so doing, it examined related causes or sources of that violence, including social, economic, cultural, institutional, and historical factors. This includes legislation and other government projects such as the *Indian Act*, the Residential School System (itself the focus of the Truth and Reconciliation Commission of Canada, TRC, which released its final report in 2014), the “Sixties Scoop,” and other breaches of Indigenous and human rights recognized in Canadian and International law or other instruments.

To complete its work, the National Inquiry completed a series of hearings in all regions of Canada, involving the participation of more than 2,300 individuals and organizations, representing survivors, families, advocates, and subject matter experts.

The National Inquiry released its Final Report and “Calls for Justice” in May 2019. One of the most significant findings of the National Inquiry is that the violence experienced (and which continues to be experienced) by First Nations, Inuit and Métis women, girls, and 2SLGBTQQIA peoples is an act of genocide committed by Canada. As expressed by the Commissioners:

The truths shared in these National Inquiry hearings tell the story... of acts of genocide against First Nations, Inuit and Métis women, girls, and 2SLGBTQQIA people.

This genocide has been empowered by colonial structures, evidenced notably by the Indian Act, the Sixties Scoop, residential schools, and breaches of human and Inuit, Métis, and First Nations rights, leading directly to the current increased rates of violence, death, and suicide in Indigenous populations².

This followed similar findings of the TRC Commissioners who found that the residential school system was an act of Cultural Genocide committed by Canada to Indigenous Peoples.

On June 24, 2019, Lethbridge City Council was provided with a briefing memo regarding the National Inquiry into Missing and Murdered Indigenous Women and Girls. City Council subsequently passed a resolution to seeking the advice of the Reconciliation Lethbridge

¹ <https://www.mmiwg-ffada.ca/mandate/>

² https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Executive_Summary.pdf

Advisory Committee with a desire to be presented with a series of recommendations for Council's consideration.

In 2019 and 2020 members of Reconciliation Lethbridge Advisory Committee as well as members of the public with relevant experience and expertise – including members of the Sisters in Spirit Committee – met several times with City Indigenous Relations staff to review the Calls for Justice and identify relevant recommendations for Council's consideration.

On October 5, 2020 a list of 25 recommendations and a series of guiding principles / considerations were presented to City Council³. Council referred these recommendations to a subsequent meeting at which point they would be considered along with a work plan and budget request. Between October 5 and December 10 2020, City Indigenous Relations staff met with members of the Reconciliation Lethbridge Advisory Committee and the Sisters in Spirit organizing committee to discuss the work plan.

The work plan identifies activities to take place in 2021, 2022 and 2023, and those which may be presented to Council in the future Operating or Capital Budgets for consideration.

The following table (pg. 5) describes the main actions that will take place over the next three years to implement the 25 recommendations, including the **outcomes, actions, budget, opportunities for future capital and operating budget initiatives** and **potential community partners**.

³ The 8 guiding principles / considerations and 25 Recommendations can be found in Appendix A

Year 1 – 2021 HIGHLIGHTS

3 Indigenous Women's Emergency Shelter Research and Advocacy	11 MMIWG Community Tool Kit	12 Indigenous Women and Girls Anti-Racism Campaign
13 Indigenous Awareness Training Engagement and Curriculum Development	15 Pilot Indigenous Co-op Program	22 Pilot Transit Fee Assistance Program

Budget Request: \$107,500

Year 2 – 2022 HIGHLIGHTS

1 Present Council Opportunities to Adopt UNDRIP	2 Review and Update of Reconciliation Implementation Plan	9 Indigenous Recreation and Culture Fee Assistance Program Expansion
13 Indigenous Awareness Training Pilot	14 Improve Racism/ Discrimination Incidence Reporting	20 Incorporate Gender Based Analysis into Council Submission Process

Budget Request: \$158,500

Year 3 – 2023 HIGHLIGHTS

13 Indigenous Awareness Training Community Roll Out	18 Bylaw Review	4 Urban Indigenous Engagement Charter
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Budget Request: \$169,000



RECOMMENDATION	OUTCOME	WORK PLAN			BUDGET REQUEST						POSSIBLE FUTURE CAPITAL / OP. BUDGET ASK	POSSIBLE EXTERNAL PARTNERS
		2021 ACTIONS	2022 ACTIONS	2023 ACTIONS	2021 BUDGET	2021 DETAIL	2022 BUDGET	2022 DETAIL	2023 BUDGET	2023 DETAIL		
1: United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)	<ol style="list-style-type: none"> Provide education to Council and Administration Present opportunity for Council to adopt / endorse UNDRIP as its framework for reconciliation and relationship-building with Indigenous partners 	<ol style="list-style-type: none"> Engage Indigenous community partners, Blackfoot Confederacy Nations and Métis Local Council Educate Administration and Council on UNDRIP 	<ol style="list-style-type: none"> RLAC recommend Council adoption/endorsement Present Council with opportunity to endorse / adopt 	-	\$5,000	\$5,000 training	-		-			RLAC, Kainai Nation, Piikani Nation, Siksika Nation, Métis Local Council
2: Update Reconciliation Implementation Plan	<ol style="list-style-type: none"> Update the Reconciliation Implementation Plan to include consideration of MMIWG recommendations and possible UNDIRP adoption / endorsement 	<ol style="list-style-type: none"> RLAC preliminary review of Reconciliation Implementation Plan 	<ol style="list-style-type: none"> Complete comprehensive review of Reconciliation Implementation Plan to include MMIWG recommendations and UNDRIP (if endorsed/adopted by Council) and present to Council for adoption 	-	-		\$10,000	\$10,000 consultant fees Additional funding through RLAC Budget	-			RLAC
3: Indigenous Women's Shelter Advocacy	<ol style="list-style-type: none"> Create a strong business case grounded in community experience and research to empower Council to advocate for an Indigenous Women's Emergency Shelter 	<ol style="list-style-type: none"> Approach qualified researcher Engage partners Conduct research Present findings to RLAC and Council Council Advocacy 	-	-	\$15,000*	\$10,000 research \$5,000 honoraria / community participation	-		-			Research partner, RLAC, Sisters in Spirit, LISN/urban Indigenous community serving organizations
4: Engaging Urban Indigenous Peoples	<ol style="list-style-type: none"> Present Council with options to demonstrate commitment to engaging Urban Indigenous Peoples (grounded in principles of UNDRIP) 	-	-	<ol style="list-style-type: none"> Engage consultant to identify principles / values for urban Indigenous community engagement Present Council with options to demonstrate more formal 	-		-		\$17,500	\$15,000 consultant fees \$2,500 honoraria		RLAC, LISN/urban Indigenous community serving organizations

				commitment to Urban Indigenous community engagement (such as an Charter, MOU and/or updates to Public Participation Policy)								
5: Formalize Indigenous Community Relationships	<ol style="list-style-type: none"> 1. Complete MOU (or similar) with Kainai Nation 2. Seek opportunities to formalize relations with other Indigenous Communities 	<ol style="list-style-type: none"> 1. Finalize MOU with Kainai 	<ol style="list-style-type: none"> 1. Approach other Indigenous Community partners, including the Métis Local Council, about interest in formalizing relations 	-	-		-		-			Kainai Nation, Piikani Nation, Métis Local Council
6: Place-making	<p>If CIP project funded,</p> <ol style="list-style-type: none"> 1. Develop and implement plan to better reflect Blackfoot and other Indigenous languages and cultures on our physical landscape 	<p>A CIP Indigenous Place-making project has been submitted for Council's consideration in 2021</p>	<p>Work to begin pending decision on CIP project</p>	<p>Work to continue pending decision on CIP project</p>	-		-	Potential funding through CIP	-			RLAC, Kainai Nation, Métis Local Council, Post-secondary Institutions
7: Lethbridge Police Commission Advocacy (LPC)	<ol style="list-style-type: none"> 1. Write letter of advocacy to LPC encouraging them to conduct their own review of the MMIWG Calls for Justice 	<ol style="list-style-type: none"> 1. RLAC draft letter and refer to Council 2. Council refer to LPC 	<ol style="list-style-type: none"> 1. LPC participates in City IAT training 	<ol style="list-style-type: none"> 1. LPC participates in City IAT training 	-		-		-			RLAC, LPC
8: Eyes in Motion	<ol style="list-style-type: none"> 1. Expand scope of Eyes in Motion program 2. Enhance community awareness 3. Provide Indigenous women, girls and 2SLGBTQIA peoples who are at risk of harm or violence with safe harbor locations 4. Ensure Transit Operators have necessary training 	<ol style="list-style-type: none"> 1. Work with Lethbridge Transit to review program 2. Engage community partners / awareness raising 	<ol style="list-style-type: none"> 1. Involve Transit Operators in training opportunities 2. Ensure training requirements are embedded in Talent Management 3. Consider expanding program to other City Departments 	-	-		-		-			Sisters in Spirit, LISN/urban Indigenous community serving organizations
9: R&C Fee Assistance	<ol style="list-style-type: none"> 1. Remove barriers to participation for Indigenous peoples in sports, recreation, arts 	-	<ol style="list-style-type: none"> 1. Increase fee assistance program budget 	<ol style="list-style-type: none"> 1. Increase fee assistance program budget 	-	Funded through existing budget	\$45,000*	\$30,000 for 2 Indigenous Program Specialists	\$45,000*	\$30,000 for 2 Indigenous Program Specialists		LISN/urban Indigenous community serving



	<ul style="list-style-type: none"> and culture opportunities 2. Develop and coordinate these programs and services in the community 3. Present Council with data to support on-going funding of this expanded program in the next Operating Budget 		<ul style="list-style-type: none"> 2. Provide additional funding to external partners to hire two Indigenous Program Specialist specialists to coordinate Indigenous-focused program development, collaboration and uptake (one arts and culture focused; one sports and recreation focused) 3. Engage with community partners to raise awareness 	<ul style="list-style-type: none"> 2. Continue to provide external funding 3. Continue to engage with community partners to raise awareness 				\$15,000 program increase		\$15,000 program increase		organizations, arts and culture organizations, sports and recreation organizations
10: Sisters in Spirit	<ul style="list-style-type: none"> 1. Affirm Council's commitment to Indigenous Women and Girls and reconciliation by recognizing Sisters in Spirit Day annually 2. Remove barriers for the Sisters in Spirit Vigil planning committee in acquiring permits 	<ul style="list-style-type: none"> 1. Work with SIS Planning Committee to develop an annual joint communications plan to recognize Sisters in Spirit Day 2. Identify opportunities to annually recognize day / vigil 	-	-	-		-		-			Sisters in Spirit, RLAC
11: MMIWG Tool Kit	<ul style="list-style-type: none"> 1. Develop a tool kit that can be used across the community to increase awareness, reduce barriers to Indigenous women, girls and 2SLGBTQQIA persons and protect them from harm and violence 	<ul style="list-style-type: none"> 1. Hire a consultant to work with community partners to develop a MMIWG Tool Kit 2. Promote and make Tool Kit available to public 	<ul style="list-style-type: none"> 1. Continue to promote Tool Kit 	<ul style="list-style-type: none"> 1. Continue to promote Tool Kit 	\$10,500*	<ul style="list-style-type: none"> \$5,000 content creation \$2,000 design \$1000 printing \$2,500 honoraria 	\$500	\$500 printing	\$500	\$500 printing		Sisters in Spirit, RLAC, Chamber of Commerce, Downtown BRZ
12: Antiracism Campaign	<ul style="list-style-type: none"> 1. Create an antiracism campaign that is specific to Indigenous women, girls and 2SLGBTQQIA persons 	<ul style="list-style-type: none"> 1. Hire a consultant to work with community partners to develop an anti-racism campaign 	<ul style="list-style-type: none"> 1. Continue to run campaign 	<ul style="list-style-type: none"> 1. Continue to run campaign 	\$20,000*	\$17,500 for content creation and media / distribution	\$5,000*	\$5,000 media / distribution	\$10,000*	\$10,000 media purchases / distribution		Sisters in Spirit, RLAC



		2. Run campaign				\$2,500 for honoraria						
13: Indigenous Awareness Training (IAT)	<ol style="list-style-type: none"> Design and deliver training to City staff that is locally relevant, culturally respectful, meaningful and approachable Ensure IAT training is core training for all City employees Ensure training is available to the community at-large 	<ol style="list-style-type: none"> Engage community partners Develop IAT curriculum 	<ol style="list-style-type: none"> Develop content for approximately 10 "sessions" Pilot IAT 	<ol style="list-style-type: none"> Corporate and Community-wide distribution of IAT 	*		*		-			RLAC, education institutions, Kainai Nation, Métis Local Council, Post-secondary Institutions, Chamber of Commerce, Alberta Labour
14: Incidence Reporting	<ol style="list-style-type: none"> Ensure that individuals experiencing racism or discrimination in their interactions with the City have a safe and effective way to report incidences and seek resolution 	-	<ol style="list-style-type: none"> Identify current process for reporting incidences of racism / discrimination Engage with community to identify barriers and possible resolution practices (i.e., restorative justice practices) Provide recommendations to relevant decision-maker(s) 	<ol style="list-style-type: none"> Implement 	-		-		-			RLAC, Sisters in Spirit
15: Employment	<ol style="list-style-type: none"> Increase the representation of Indigenous peoples in our workforce Pilot and build a business case for an ongoing Indigenous Co-op Program Reduce the barriers faced by Indigenous peoples in all stages of employment, from recruitment to retention Ensure a strong City commitment to employment equity 	<p>Co-op</p> <ol style="list-style-type: none"> Begin pilot of Indigenous Co-op Program Evaluate Program <p>Hiring Practices Review</p> <ol style="list-style-type: none"> Continue hiring practices review Continue to engage with community to identify barriers <p>Employment Equity Policy</p> <ol style="list-style-type: none"> Continue to develop Employment Equity Policy 	<p>Co-op</p> <ol style="list-style-type: none"> Continue pilot and evaluation Consider Operating Budget proposal to Council <p>Hiring Practices Review</p> <ol style="list-style-type: none"> Provide recommendations to relevant decision-maker(s) and implement <p>Employment Equity Policy</p> <ol style="list-style-type: none"> Continue implementation <p>Purchasing/Procurement</p> <ol style="list-style-type: none"> Identify partners and explore 	<p>Co-op</p> <ol style="list-style-type: none"> Continue pilot Evaluate Program <p>Hiring Practices Review</p> <ol style="list-style-type: none"> Continue implementation <p>Employment Equity Policy</p> <ol style="list-style-type: none"> Continue implementation <p>Purchasing/Procurement</p> <ol style="list-style-type: none"> Continue to advance 	\$19,500*	\$18,000 for 2, 420-hour internship (or equivalent) \$1,500 honoraria for hiring practices review	\$43,000*	\$18,000 for 2, 420-hour internship (or equivalent) \$25,000 Indigenous purchasing/procurement strategic planning	\$18,000*	\$18,000 for 2, 420-hour internship (or equivalent)		RLAC, post-secondary Institutions, Indigenous employment agencies



	5. Explore the use of targeted Indigenous procurement and purchasing to provide additional economic opportunities	2. Provide to relevant decision-maker(s) for approval Purchasing/Procurement	options to increase Indigenous purchasing/procurement (e.g., policy, strategic planning advocacy)									
16: Ally Tool Kit	1. Develop an ally tool kit that can be used across the community to increase awareness, and help all residents know how to be reconciliation allies	-	1. Hire a consultant to work with community partners to develop an Ally Tool Kit 2. Promote and make Tool Kit available to public	1. Continue to promote	-		\$10,000*	\$5,000 content creation \$2,000 design \$500 printing \$2,500 honoraria	\$500	\$500 printing		RLAC, Chamber of Commerce, Downtown BRZ
17: ICC	If CIP project funded, 1. Begin implementation of proposed Governance Framework 2. Choose a preferred location 3. Create a Comprehensive Site Plan 4. Create a Detailed Design for an Outdoor Gathering Place	A CIP Indigenous Cultural Centre project has been submitted	Work to begin pending decision on CIP project		-		-	Potential funding through CIP	-	Potential funding through CIP		RLAC, education institutions, LISN/urban Indigenous community serving organizations, Kainai Nation, Piikani Nation, Siksika Nation, Métis Local Council, Government of Alberta, Government of Canada
18: Bylaw Review	1. Work with RLAC and other community members to ensure that City Bylaws do not target or disproportionately impact Indigenous peoples	-	-	1. Administration to conduct preliminary review of Bylaws and Policies 2. Work with community to identify systemic issues or barriers 3. Provide recommendations to relevant decision-maker(s)	-		-		\$5,000	\$5,000 honoraria		RLAC
19: Training Commitment	1. Embed training into Talent Management and Learning Management System	1. Work with Talent Management to identify minimum training	1. Training pilot (see Recommendation 13)	1. Continue with training	-	Funded through existing budget	-	Funded through existing budget	-	Funded through existing budget		To be determined



	2. Increase the number of City staff who have taken IAT	2. Look for opportunities to provide supplemental training to senior staff and Council	2. Engage and provide new Council with training and information as part of Council Orientation									
20: GBA+	1. Embed Gender Based Analysis (GBA+) as a core component of the Council submission process to ensure that decision-making accounts for intersectional experiences and impacts	-	1. Review Council submission process and opportunities for GBA+ lens 2. Provide recommendations to relevant decision-maker(s) 3. Implement, including providing relevant training 4. Ensure training requirements are embedded in Talent Management	-	-		\$7,500	\$7,500 for GBA+ tool development	-			To be determined
21: Meeting community needs	1. Identify opportunities to incorporate or enhance the voice of persons with lived experience in service delivery. 2. Increase the level of Indigenous cultural competency among partner organizations, including those working directly with vulnerable persons	1. Explore opportunities to incorporate the voice of persons with lived experience into planning and decision-making (e.g., GBA+ training, IAT training requirements for partners)	1. Provide access to IAT to partner organizations	2. Continue to provide access to IAT to partner organizations	-		-		-			RLAC, LISN/urban Indigenous community serving organizations
22: Transit Fee Assistance	1. Identify opportunities to expand current fee assistance program at Lethbridge Transit to limit the barriers faced by vulnerable community members in accessing support services and employment 2. Present recommendations for	1. Work with community partners to identify opportunities to pilot a targeted Transit Fee Assistance program for Indigenous persons re-integrating into the	1. If pilot is successful present business case to City Council for on-going funding in next Operating Budget review	-	\$7,500	\$7,500 for equivalent of 4 months of passes for 20 individuals	-	-	-			Indigenous employment agencies; post-secondary institutions; LISN/urban Indigenous community serving organizations



	Council's consideration in the next Operating Budget	workforce (or similar) 2. Pilot program and evaluate										
23: Legacy Commemoration	<ol style="list-style-type: none"> Advance the design and installation of a commemoration project for Missing and Murdered Indigenous Women and Girls Ensure that other proposed commemorative projects (such as the monument to Survivors and Families of Residential Schools proposed in the Reconciliation Implementation Plan) and Indigenous place-making more broadly are considered Ensure the voice of the community is meaningfully considered 	<ol style="list-style-type: none"> Engage community on goals for commemorative projects 	<ol style="list-style-type: none"> On-going engagement and/or design work 	<ol style="list-style-type: none"> On-going engagement and/or design work 	\$17,500*	\$17,500 engagement / design or capital contribution	\$20,000*	\$20,000 engagement / design or capital contribution	\$50,000*	\$50,000 engagement / design or capital contribution		Sisters in Spirit, RLAC, Public Art Committee
24: Annual Report	<ol style="list-style-type: none"> Create more awareness of the City's reconciliation initiatives to ensure continued commitment and accountability 	<ol style="list-style-type: none"> Pilot an annual Reconciliation Report to Community and align with Reconciliation Week 	<ol style="list-style-type: none"> Reconciliation Report to Community 	<ol style="list-style-type: none"> Reconciliation Report to Community 	-	-	-	-	-	-		RLAC
25: Downtown Cultural Programming	<ol style="list-style-type: none"> Increase the presence of Indigenous cultural programming and place-making in the Downtown in support of the Downtown Clean and Safe Strategy Contribute to a safe and respectful environment for the entire community 	<ol style="list-style-type: none"> Support the implementation of the Downtown Clean and Safe Strategy and place-making projects 	<ol style="list-style-type: none"> Support the implementation of the Downtown Clean and Safe Strategy and place-making projects 	<ol style="list-style-type: none"> Support the implementation of the Downtown Clean and Safe Strategy and place-making projects 	-		-		-			Downtown BRZ, LISN/urban Indigenous community serving organizations
Elders Advisory Committee	<ol style="list-style-type: none"> Ensure the implementation of work plan happens in 	<ol style="list-style-type: none"> Create Elders Advisory Committee 	<ol style="list-style-type: none"> Elders Advisory Committee 	<ol style="list-style-type: none"> Elders Advisory Committee 	\$7,500	\$7,500 for honoraria	\$7,500	\$7,500 for honoraria and	\$7,500	\$7,500 for honoraria		To be determined



	a culturally respectful way, and meets the needs and expectations of the community	2. Elders Advisory Committee provides advice and guidance	provides advice and guidance	provides advice and guidance		and meeting expenses		meeting expenses		and meeting expenses		
Sub-total					\$102,500		\$148,500		\$154,000			
Other Initiatives / Contingency					\$5,000		\$10,000		\$15,000			
				TOTAL REQUEST	\$107,500		\$158,500		\$169,000			

*Other sources of funding and partnerships will be sought



General Recommendations

The National Inquiry identifies seven “Principles of Change” which are meant to support the effective and meaningful implementation of the Calls for Justice. These Principles include:

- **A Focus on Substantive Equality and Human and Indigenous Rights**, recognizing that Indigenous women, girls, and 2SLGBTQQIA peoples are “holders of inherent Indigenous rights, constitutional rights, and international and domestic human rights”⁴.
- **A Decolonizing Approach**, recognizing the importance of identifying and removing colonial structures that allow for or create inequality and insecurity for Indigenous women, girls, and 2SLGBTQQIA peoples, and allowing for the assertion of Indigenous values, philosophies, and knowledge systems.
- **Inclusion of Families and Survivors**, recognizing that Indigenous women, girls, and 2SLGBTQQIA peoples and perspectives must be included in the implementation of the Calls, and that an Indigenous perspective on family and family relationships be used.
- **Self-Determined and Indigenous-Led Solutions and Services**, recognizing the spirit and specific articles of the United Nations Declaration on the Rights of Indigenous Peoples, including to self-determination and self-governance, and that the development and implementation of solutions and services by Indigenous peoples is itself an exercise of these inherent Indigenous rights.
- **Recognizing Distinctions**, recognizing the diversity that exists within and between Indigenous peoples and Communities, as well as the utility of a gender based framework through which to understand people’s experiences and the potential impacts of solutions and services.
- **Cultural Safety**, recognizing the need to go beyond merely making solutions and services “appropriate” for Indigenous audiences, but to develop them in a way that empowers Indigenous Peoples to be self-determined.
- **Trauma-Informed Approach**, recognizing the need to ensure solutions and services are developed in a way that recognizes and responds to the impacts of trauma.

In their review of the Final Report and Calls for Justice, the Review Committee had significant agreement with the Principles of Change. Going beyond these Principles however, the Review Committee identified other important considerations that should guide the City of Lethbridge in its work to respond to the Calls and contribute to reconciliation more broadly. These considerations include:

- Create a commitment to **capacity building** for Indigenous peoples, including Indigenous women, girls, and 2SLGBTQQIA peoples.
- **Avoid tokenism** and activities that minimize or make superficial the findings of the National Inquiry
- **Honor** publically the Indigenous women, girls, and 2SLGBTQQIA peoples who have been victims to violence, and their families
- Create opportunities for and empower **allyship**
- Clearly communicate how the protection for Indigenous women, girls, and 2SLGBTQQIA peoples **benefits all** Lethbridge citizens
- Ensure a **long-term commitment** of resources and to learning by elected leadership and staff
- **Embrace local knowledge**, history and expertise
- Ensure the **voices** of those persons identified in the Calls continue to be heard and involved in the implementation of recommendations

⁴ https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Executive_Summary.pdf

Specific Recommendations

1. That City Council follow the steps of other Canadian municipal and provincial governments and formally adopt the United Nations Declaration on the Rights of Indigenous Peoples as the City's framework for reconciliation, and moreover, formally acknowledge the findings of multiple National Inquiries that the Indian Residential School System and the systemic violence experienced by Indigenous women, girls and 2SLGBTQQIA peoples as genocide.
2. That City Council encourage the Reconciliation Lethbridge Advisory Committee to identify opportunities to incorporate aspects of the MMIWG Calls for Justice and the United Nations Declaration on the Rights of Indigenous Peoples into the Reconciliation Implementation Plan during the Plan's next comprehensive review.
3. That City Council advocate to the provincial government for an Indigenous Women's Emergency Shelter to care for the most vulnerable members of the community in a way that is dignified and culturally appropriate.
4. That City Council direct the City Manager to explore opportunities to create a more formal commitment to the ongoing engagement of all urban Indigenous peoples on City projects and initiatives that impact their well-being, and to present Council with recommended processes and opportunities to do so. This formalized commitment will also serve to ensure ongoing awareness of community needs and opportunities for shared advocacy.
5. That City Council direct the City Manager to explore opportunities to create a more formal commitment to relationship building with the Blackfoot First Nations, and in particular Kainai First Nation, focusing on areas of mutual interest such as economic development, health and wellness, and the revitalization of language and culture, and to present Council with recommended processes and opportunities to do so. And moreover that the City be a good faith and active partner in identifying and advancing mutually beneficial opportunities.
6. That City Council build upon recent reconciliation initiatives, including the adoption of an official Territory Acknowledgement Statement and Oki as its Official Greeting, and continue to identify opportunities to celebrate and support the restoration of Blackfoot and other Indigenous languages and cultures, and a sense of belonging for all Indigenous peoples in our City.
7. That Lethbridge City Council advocate to the Lethbridge Police Commission to conduct a review of the Final Report and Calls for Justice with the full and meaningful participation of Indigenous women, girls and 2SLGBTQQIA peoples, and publically report on its findings and progress. And moreover that as part of that review, the following be considered: opportunities to incorporate or strengthening trauma-informed and cross-cultural training for uniformed and civilian staff; the ability of Indigenous and other historically marginalized peoples to safely report incidences of



racism, discrimination and institutional barriers; the adequacy of resourcing to support productive relationships between the police and the urban Indigenous community; and the sufficiency of Victim Services resources to support the unique needs of Indigenous peoples in the City, and in particular Indigenous women, girls and 2SLGBTQQIA peoples.

8. That City Council direct the City Manager to explore opportunities to review, and if necessary expand the scope of Lethbridge Transit's "Eyes in Motion" program to ensure its applicability to all women, girls and 2SLGBTQQIA peoples who may be experiencing or who are at imminent risk of violence. And moreover, that a targeted awareness campaign take place to ensure knowledge of the program among relevant community services providers.
9. That City Council direct the City Manager to review the current Recreation and Culture Fee Assistance Program and determine its applicability to removing barriers for Indigenous children and youth to access culturally relevant programming in the City, and in particular those Indigenous children and youth who are currently in care and who have limited opportunities to interact with their ancestral culture.
10. That City Council and the Reconciliation Lethbridge Advisory Committee continue to support Missing and Murdered Indigenous Women and Girls through the annual Sisters in Spirit Vigil. Support may include waiving rental fees, providing in-kind communications support and building on the 2019 declaration of Sisters in Spirit Day and to make this a permanent declaration.
11. That City Council encourage private and public sector community partners to conduct their own review of the Final Report and Calls for Justice with the full and meaningful participation of Indigenous women, girls and 2SLGBTQQIA peoples and act on the Calls for Justice as appropriate.
12. That City Council continue to support the Coalition of Inclusive Municipalities and efforts to combat racism and discrimination. And moreover that additional resources be allocated to create an anti-racism and anti-discrimination campaign focused on challenging stereotypes of Indigenous peoples, and in particular women, girls and 2SLGBTQQIA peoples.
13. That City Council direct the City Manager to review current staff training offerings and explore opportunities to expand training to include Indigenous awareness training that increases cultural competency, that is trauma-informed and is designed and / or delivered by Indigenous peoples. And moreover, that all staff that interact with the community on a daily basis ("front line" staff) be required to take this training.
14. That City Council direct the City Manager to explore the current efficacy of current systems and processes for Indigenous peoples and all community members to safely and effectively report



incidences of racism, discrimination and / or institutional barriers when interacting with the City, and to return to City Council with recommendations.

15. That City Council direct the City Manager to explore methods to increase the participation of Indigenous peoples in the City of Lethbridge workforce, including through a review of hiring practices, the completion of an Employment Equity Policy, and the creation of an Indigenous internship (or similar) program as a pathway to job experience and employment.
16. That the Reconciliation Lethbridge Advisory Committee create additional resources to support reconciliation in the community, such as a "Reconciliation Ally Toolkit" for both individuals and businesses.
17. That City Council continue to be a strong advocate for and facilitator of efforts to create an Indigenous Cultural Centre in Lethbridge.
18. That City Council review its Bylaws and Policies, with the support of the Reconciliation Lethbridge Advisory Committee, to ensure Indigenous peoples are not targeted or disproportionately experiencing negative impacts.
19. That all members of City Council, Senior Management Team and Supervisors of front line staff commit to reading the TRC and MMIWG Final Reports and to participating in Indigenous Awareness Training.
20. That City Council direct the City Manager to explore opportunities to apply a Gender Based Analysis Plus (GBA+) framework to support Council submissions, as a way of better identifying and minimizing potential impacts of policies and plans prepared by the City.
21. That City Council commit to partnering with Indigenous community serving organizations as a way of providing needed resources to the city's most vulnerable members.
22. That City Council direct the City Manager to review opportunities to build upon current fee assistance programs for vulnerable community members to access Lethbridge Transit services, including by working with local employment and social services agencies. This effort can help advance greater employment and social opportunities for the most vulnerable and marginalized members of our community.
23. That City Council seek the advice of the Reconciliation Lethbridge Advisory Committee to create a legacy to honour Missing and Murdered Indigenous Women and Girls, and whether it may be appropriate to advance this project alongside the monument identified in the Reconciliation



Implementation Plan. And moreover, that this project be brought to City Council as part of the next Capital Improvement Program for consideration.

24. That City Council direct the City Manager to provide an annual report on the status of these recommendations.

25. The City Council support the use of cultural programming as a tool to enhance safety and security in public spaces in the Downtown, including Galt Gardens, rather than solely relying on the use of security contractors.

