

Reconcili**ACTION** Framework

2021

Acknowledgements

The Manitoba Advocate for Children and Youth (MACY) offices are located on Indigenous lands. Our mandate extends throughout the province of Manitoba and we therefore travel and work on several Treaty areas. Our team acknowledges our southern office buildings in Winnipeg are on Treaty 1 territory and the homeland of the Metis Nation. Our northern office is on Treaty 5 land, and the services we provide to children, youth, young adults, and their families extend throughout the province and throughout Treaty areas 1, 2, 3, 4, 5, 6, and 10. The lands on which we work and live are the traditional territories of the Anishinaabeg, Cree, Oji-Cree, Dakota, Ojibwe and Dene Peoples, and the homeland of the Metis Nation.

As a non-Indigenous organization, we respect the Treaties that were made on these territories; we acknowledge the harms and mistakes both of the past as well as the current and ongoing systemic barriers that are legacies of past harms and disproportionately experienced by Indigenous Peoples. We dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

We acknowledge and thank Indigenous employees at MACY, who have led the way in the development of this framework by sharing their knowledge, wisdom, experience, and expertise. We also want to acknowledge and thank youth from the Youth Ambassador Advisory Squad (YAAS!) and Elders from the Elders Council at our office, who shared their insights and wisdom.

The work of reconciliation at our office began years ago with a previous committee that consisted of staff at MACY. In the summer of 2018, a ReconciliACTION Committee comprised of MACY management and staff began to develop this framework. To date, all staff of MACY have been invited to assist in the development of the framework and participate in ReconciliACTION efforts. We acknowledge also the work of Ojibway and Cree translators, whose work can be found throughout this document.

Nanaakongewinan

Ningikendaamin ategin ini Manitoba Advocate for Children and Youth (MACY) anokiiwinan Anishinaabewakiin.

Gaa-anishinaabewisigwaa owe izhichigewin, ninanaakondaamin agwi'idiwinan gii-ozhichigaadegin imaa akiing; ningikendaamin gii-bi-banichigeng, gii-maanidoodaading daabishkoo noongom gegoon gaa-bwaanawitoowaad Anishinaabeg gashkitoowaapan. Nindinidizomin ani-niigaan ji-wijichigemangidwaa Anishinaabeg ji-maamiinochigeyaang waawijij'idiyaang imaa izhichigewining.

Nisitawinamákawina

Nikiskéniténán ohi Manitoba Advocate for Children and Youth (MACY) atoskékamikosa étakoki Ininiwaskínák.

Óma nínánán mwác Ininiwi mámawatoskénakanak, ni kisténiténán anihi óta Kici Okimáwiwin Asotamátowina kákí ositániwaki, éko ni nisitawinénán éko ni nistoténán anihi wanitótamowina éko wanáspinéwina kákí pé ispaniki éko anohc ká kísikák kiyápic ékosi é ispanihikoyák éko kínawáw Ininiwak ékosi máwawi é isi kitimahikawiyák. Nipakitinsonán kawisk kita ati atoskátamák kita ati níkanastáyák óma káwí wícéwákanitoyák Ininiwak otítáwiniwak inikok ta nókok mino kakécíhitowin éko mino wítatoskémítowin.

"We have described
for you a mountain.
We have shown you
the path to the top.

We call upon you
to do the climbing."

The Honourable
Justice Murray Sinclair

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Our Journey

Gibabaami-ayaawinaan Kákípe Ispanihikoyak

The 28-year history of the office of the Manitoba Advocate for Children and Youth (MACY) follows the growing recognition that governments must be held accountable to protect and realize the rights of all children, including Indigenous children, youth, young adults, and their families.

— 1985

The concept of MACY can be traced to a judicial inquiry known as **The Kimelman Report** in 1985. This was a landmark report developed by Associate Chief Judge Edwin C. Kimelman for the provincial Minister of Community Services. The report reviewed the practice in Manitoba of apprehensions and adoptions of First Nations and Metis children into non-Indigenous families. This practice became known as the “Sixties Scoop” and marked the continuation of the removal of children and cultural genocide, which followed the closures of residential schools, now known as the “Millennium Scoop.”

The Kimelman Report found “children need protection to ensure that they are not removed from their families without substantial cause” and “a mechanism must exist that holds agencies accountable, in a systematic fashion, for the treatment of their wards.”¹ The report recommended the development of a “child protector’s office” that is, an independent office of the legislature created to ensure that all children coming into care have their interests protected, and to receive and investigate complaints about the child welfare system. As such, the founding purpose of our office was to hold the provincial government accountable to protecting the rights and interests of Indigenous children.

Apii gaa-onachigaadamowaad
igi Kimmelman Report, 1985
gaa-akiiwang owe izhichigewin ji-
biminizha’amowaad Gichi-ogimaawin
Anishinaabewi-abinoojiyag
ogashki’ewiziwiniwaan.

Kékwániw kákí oci mácitániwak óma óta
atoskéwikamikos kí isi wíciakáték anta
ácinókéwin masinahikan Kimmelman
Report in 1985 (1) ta wítamácik ókik óta
píci tipáskanik ká ayácik kici okimáwin
wanasowéwin wínawáw kinawápamikoyak
éko pakamiskákowak ta nákcayácik éko
kawisk ta tápitawi paminicik ókik Ininiwi
awásisak otasotamátowina itéké oci.

¹ Kimelman, E. C. (1985). *No quiet place: Review committee on Indian and Metis adoptions and placements*. Manitoba Community Services.

– 1993

The Office of the Children’s Advocate (OCA) opened as a response to **The Kimelman Report**. The legislation under which the OCA received its mandate, however, was **The Child and Family Services Act**. The Children’s Advocate was not independent and reported at that time to the provincial Minister of Family Services.

– 1999

A review was conducted and identified that in order to truly review and challenge governmental systems, the Children’s Advocate needed to report more broadly to all members of the Legislative Assembly and not through a single government minister. Consequently, legislation was amended and the Children’s Advocate became an independent officer of the Legislative Assembly and ceased reporting directly to the Minister of Family Services. Still, the enabling legislation for the Children’s Advocate remained embedded in **The Child and Family Services Act** and many child-serving systems remained outside of the Children’s Advocate’s formal scope of responsibility.

– 2014

The Phoenix Sinclair Inquiry Report was released with some recommendations that echoed **The Kimelman Report**. The inquiry called for the creation of a new act for our office that would both ensure the independence of the office and extend its mandate beyond the child welfare system to “all children and youth in the province who are receiving or are eligible to receive any publicly funded service.”²



Iwe Phoenix Sinclair onashowewin gii-onjise iwe onaakonigewin ji-bimizinzha’amowaad igi Manitoba Advocate gaa-inindwaa ji-nishike-dazhiikamowaad owe izhichigewin ji-giigidootamawaawaad “gakina abinoojiyag zhigwa oshki-ayaag omaa akiikaaning onjida ji-naagaji’indwaa diba’igaadenig.”

Anima Phoenix Sinclair Natokiskénitamowin ki natotamakaniwan ta asték Kici Wanasowéwi masinahikan ta nikanistakik anikik Manitoba Advocate ká iticik éko ta kécinahonaniwak éka koták awiyak ita tapé tipasowét éko mína awásimé kita itatoskéwak inikok awásimé anikik kici okimawiwín ká nákáciyacik éko ká paminacik awásisa éko ta “anikik oskátisa óta Píci tipáskánik óma éko ká itótakik wéká ká ínicik wéká itapiwak kita mínicik ékosi ta Isícikécik óta anohc ká kísikák.”

² Hughes, T. (2014). *The legacy of Phoenix Sinclair: Achieving the best for all our children*. Commission of Inquiry into the Circumstances Surrounding the Death of Phoenix Sinclair, Volume 1, p. 44.

– 2017

The Advocate for Children and Youth Act (ACYA) passed with unanimous support from all parties, a rare showing of unified support for the protection of children’s rights. The new legislation ensured independence of the office and provided the Manitoba Advocate with expanded domains beyond child welfare.

– 2018

On March 15, 2018, the ACYA was proclaimed and the first of its three phases came into force. Phase 1 significantly expanded the Advocate’s scope of responsibility and allowed the Advocate to publish special reports, make formal recommendations to additional departments and organizations, and track compliance progress on these recommendations publicly.

– 2021

On June 1, 2021, Phase 2 of the ACYA came into effect. This phase allows the Advocate’s office to review and investigate more deaths of children and youth, specifically those who had contact with (or whose family had contact with) the mental health, addictions, or youth justice systems in the year before their deaths.

Mii dash owe izhichigewin odaa-gashkitoonaawaa’ awashime ji-andooshkamowaad gaa-nibowaad abinoojiiyag zhigwa oshki-ayaag, memindage igi gekenimindwaa (gema enawemaawaad) gii-izhaawaad odinendamowiniwaan onji, gegoo adisigowaad gema gii-onashowaanindwaa ningowaki jibwaa gii-nibowaad.

Ékota óma ká tawinamácik anikik Otayaihistamákéwak atoskéwikamikosik ká otatoskécik kítwám kita páskiténakik ta kinawápatakik anikik miscét kákí nipicik awásisak éko oskátisak, wáwís anikik kákí nántaw isi paminikot (wéká ékota owícisána nántaw ki itotawáw) anikik ká paminakik mamitonénitamici ákosiwina, máci kwapisowina, wéká anikik oskátisa ká wanasowátacik émwés óma kákí niponit.



Going Forward

The journey towards the development of an independent office able to hold the government accountable reflects the ongoing struggle to ensure the rights of Indigenous children, youth, and their families are realized.

This ReconciliACTION Framework is not only a response to the national Truth and Reconciliation Commission's *Calls to Action*. It also illustrates the ongoing dedication of the office of the Manitoba Advocate for Children and Youth to protect against the human rights violations perpetuated against Indigenous children, youth, young adults, and their families.

Fulfilling the intents of the recommendations made in The Kimelman Report and Phoenix Sinclair Inquiry are now possible given the Manitoba Advocate's independent legislation. We also recognize, however, that because our mandate comes from a colonial structure (i.e., the provincial legislature), the process of "decolonization" is complex and ongoing.

Aaniin ji-izhi-wiikojichigaadeg ji-nishike-dazhiikigaadegiban owe izhichigewin gichi-ogimaawin ji-niigaanitood abinoojiyag, oshki-ayaag, enawemaawaad gaye ogashki'ewiziwiniwaan.

Anima tápitawi nóccikéwin káwí paskiténikáték ta otatoskániwak atoskéwikamikos ita ta oci nákcacihit awa kici okimáwin ta nisitotak éko ta nisitawinak anihí kiyápíc ká takoki ta nakáskakot é macénimikot awa ininiw éko anihí kakinaw otasotamátowina anikik oci Ininiwí awásisak, oskátisak, éko aniki owícisániwáwa kawisk kípé isi kinawápmikwáki.



Cheryl Alexander
Knowledge Keeper at MACY

"While we know the true history of Canada is increasingly being understood, it continues to require retelling, re-examination, and reinterpretation."

Jody Wilson-Raybould, 2019

Our Role in Reconciliation

Ge-izhichigeyang Kékwán Ékotá Nínanán
Maamiinochigewining óma mino Kakécihitowin

MACY is an independent and non-partisan office of the Manitoba Legislative Assembly, empowered by provincial law to represent the interests of all children, youth, young adults, and their families in Manitoba and to review provincially-funded services. MACY is a non-Indigenous organization serving primarily Indigenous children, youth, young adults, and their families.

Accordingly, MACY has the responsibility and opportunity to walk alongside, listen, and amplify the voices of Indigenous children, youth, and families and work actively towards reconciliation by ensuring governmental accountability to the rights of Indigenous children, youth, young adults, and their families.

Igi MACY izhisewag ji-wiiji-bimosemaawaad, ji-bizindawindwaa ji-noondawindwaaban gaye oshki-ayaag, memindage abinoojiiyag, oshki-ayaag, enawemaawaad gaye ji-noojichigaadeg gichi-ogimaawin ji-niigaanatood Anishinaabe abinoojiiyag, oshki-ayaag, enawaamaawaad gaye ogashki'ewiziwiniwani.

MACY ókik wínowáw pakamiskákowak éko isi minokápawiwak kita mámawikápawicik, ta natotakik éko ta mámawi sókitákosicik oskátisa oci, máka wáwís nawac anikik Ininiwi awásisak, oskátisak éko itátotésiwiniwawak éko ta mámawatoskátakik mino kakécihitowin kita kécináhonániwawak awa kici okimáwiwin ta ayát ta mino ápacitamát otasotamáwina Ininiwi awásis, oskátis, kákí kisi opikie éko kakinaw owicisániwák.



Background

Odaanaang
Otánák ácinókéwina

What is Reconciliation?

Wegonen-sh iwe
Maamiinochigewin?

Kékwán anima mino
Kakécihitowin?

Reconciliation is an ongoing process of transformation, not a destination.
According to the Truth and Reconciliation Commission of Canada:

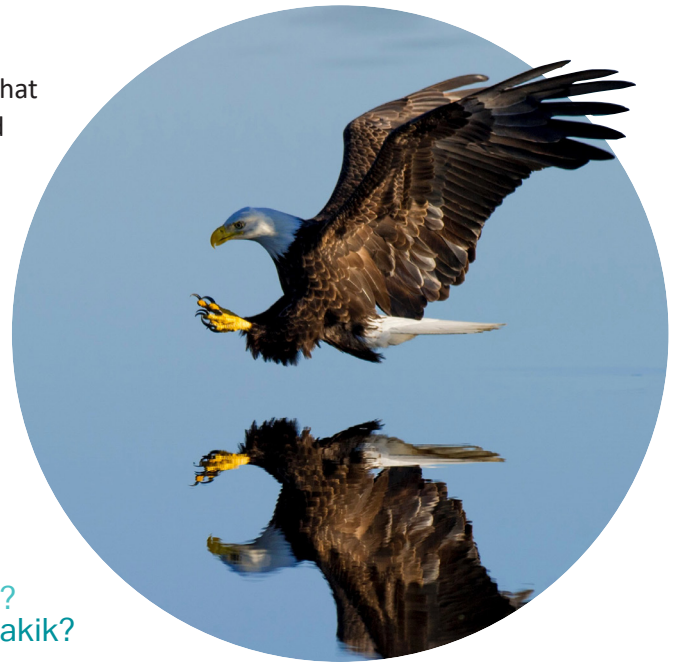
“Reconciliation is about establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country.

In order for that to happen, there has to be awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour.”

– Truth and Reconciliation Commission

What is ReconciliACTION?

ReconciliACTION goes beyond the conceptual awareness that something has to change. It means that collectively we need to put a plan into place through a set of actions that show a change in our belief systems, support for social justice where Indigenous rights are concerned, and an allyship that is unwavering.



What is a ReconciliACTION Framework?

Wegonen-sh iwe Maamiinochigewin Izhichigewin?
Kékwán anima ReconciliACTION Framework ká itakik?

The ReconciliACTION Framework is a guide to advance meaningful reconciliation with Indigenous Peoples. It describes MACY's approach and plan to advance reconciliation through our work. The ReconciliACTION Framework is also intended to assist MACY employees in understanding why and how reconciliation matters in their everyday work and how to support cultural change within the organization and beyond.

The ReconciliACTION Framework is integrated into MACY's service plan, which includes goals, objectives, and performance measures. In accordance with the Manitoba Advocate's legislation, the service plan of the office is submitted annually to the Manitoba Legislative Assembly. MACY is publicly accountable for actions taken and results that support reconciliation.

Nevertheless, the ReconciliACTION Framework is a living document that is expected to evolve and adapt to continuous learning and ongoing feedback from Indigenous stakeholders, children, youth, young adults, and their families. To this effect, the ReconciliACTION Framework will be reviewed yearly. This is a responsibility of the ReconciliACTION Committee, with support from the Manitoba Advocate (see Appendix A: Terms of Reference).

Iwe Maamiinochigewin izhichigewin
atemagad megwaa endananokiyaang
ji-wiiji-dazhiikajmowaapan Anishinaabeg
maamiinochigewin.

Anima wanasowéwi masinahikan
ReconciliACTION Framework ká itakik
nitápacitánán éyako ta kiskinahótinkawiyák óma
óta nitatoskéwikamikosinák kit anikánastáyák
émitatákoki mino kakécihitowina ókik oci
Anisinápéwak óta óma kitaskínák.



Why a ReconciliACTION Framework?

Aaniin onji Maamiinochigewin Izhichigewin?
Kékwán wéci anima ReconciliACTION Framework ká itakik?

Indigenous children and youth are too often under-served and over-represented in provincial services, including the child welfare system, the youth justice system, and the mental health and addiction systems in Manitoba. There are also significant health and education disparities between Indigenous and non-Indigenous children and youth. These conditions can be attributed to colonization, marginalization, intergenerational trauma, systemic racism, and the ongoing oppression of Indigenous Peoples both in Manitoba and Canada.

Indeed, MACY office statistics indicate that Indigenous Peoples account for about 75 per cent of requests for advocacy services. It is therefore imperative that MACY employees at all levels know, understand, and recognize the harms of colonization and work alongside Indigenous Peoples in ways that reflect, respect, and honour Indigenous beliefs, cultures, traditions, worldviews, challenges, and goals.

Onjida dash gakina igi MACY anokii'aaganag jigi-gikendamowaad, aaniin gaa-bi-izhi-maanadoodawind Anishinaabe' bezhigwanong ji-ayaad aaniin gaye ji-izhi-manaaji'idining, aaniin gaye Anishinaabe ezhitwaad, odizhichigewinan, enendamowaad, wegonenan gaye gaa-naanoojitoowaad.

Ékota anima oci natawénitakon ókik MACY otatoskénákanak kiyám piko ké itatoskécik kita kiskénitakik ta nisitotakik éko ta nisitawinakik anihni wanitótamowina kákípé takotátáic óta akámaskík oci ománotéwak éko ta kiskénitakik tánisi ta isi wítatoskémácik Anisinápéwa inikok ta nókotácik óhi, kisténimowa éko kisténitákosiwin ká isi tápwétamák kayási pimácihona, kayási nóciikéwina ési kinawápatamák askíy pimácihona, kékwána ké nócihikoyák, éko tánté ká isi atoskátamák ni mino pakosénimonináni.

Commitment Andagendanziwin Tápwéké Pakitinisowin

The office of the Manitoba Advocate for Children and Youth recognizes that reconciliation is an ongoing commitment to:

- **Recognizing** the intergenerational trauma of colonization; specifically, the impact of residential schools, the Sixties Scoop, and the child welfare system on Indigenous families and communities.
 - **Acknowledging** the 94 *Calls to Action* outlined by the Truth and Reconciliation Commission and implementing them through collective action across every program and service area at the MACY office.
 - **Acting** to ensure Indigenous children, youth, and their families receive fair and equal access to resources.
 - **Practicing** a 24/7 decolonization approach and reconciliation-informed service delivery across all programs, both in the office and in the community.
 - **Advancing** knowledge through ongoing discussions, training, events, and activities.
 - **Promoting** cultural safety, respect, and pathways for all staff to be allies.
 - **Understanding** the need for continuous improvement in terms of staff cultural proficiency.
- Onachigeng** ji-ateg Anishinaabe abinoojiiyag, oshki-ayaag, enawemaawaad gaye onjida ji-waawiiji'indwaa gegoon.
- Ta Sókatoskátaman** ta kécináhoyaniwak anikik owícéyámákaníwáwa ta wítamácik éko ta oci mino paminiicik anihni otasotamátowina éko ité kéki otinikátéki ta oci wá wícihíicik piko nántaw kékwán isi.

Guiding Documents

Biminizha'iwē
Mazina'iganan

Okiskinahótiniwin
Masinahikana

- 1989- [*The United Nations Convention on the Rights of the Child*](#) (UNCRC)
- 2007- [*The United Nations Declaration on the Rights of Indigenous Peoples*](#) (UNDRIP)
- 2014- [*The First Nations Principles of OCAP*](#) (Ownership, Control, Access, and Protection)
- 2015- The Truth and Reconciliation Commission (TRC) Report and [*Calls to Action*](#)
- 2017- [*The Advocate for Children and Youth Act*](#) (ACYA)
- 2019- [*The National Inquiry into Missing and Murdered Indigenous Women and Girls \(MMIWG\) Reports and Calls to Justice*](#)
- [*The Code of Ethics of the Manitoba College of Social Workers*](#)

“Reconciliation begins with you.
Create and grow a way of life for
yourself and others, starting today.”

Chief Dr. Robert Joseph

Theme Areas

Gegoon

Ká Itwéma káki Kékwána

Guided by the TRC's definition of reconciliation and the Medicine Wheel, the office of the Manitoba Advocate has developed a plan based on the following theme areas:

THEME 1: KNOWING AND LEARNING

MINO KAKÉCIHITOWIN NISTOM KÁ ITWÉMAKAK 1: KISKÉNITAMONA ÉKO KISKINAWÁMÁKÉWINA

Kékwániw óma oci: Ta naki kiskinahótonániwaki anihí óté otánák éko kiyápic anohc ká kísikák éko ta tápwétamonániwaki anihí kákípe isi wanitótácik éko kiyápic ékosi ispaniw anohc ká kísikák éko kiyápic mósitawak ékwani ókik Anisinápéwak.

Objective: Increase awareness of the past and present and acknowledge the harms that were and continue to be inflicted on Indigenous Peoples.

As per TRC *Call to Action* 57, we commit to provide ongoing training and education to employees on the history of Indigenous Peoples, including the history and legacy of residential schools, Treaties and Indigenous rights, Indigenous law, and Indigenous-Crown relations through training on intercultural competency, conflict resolution, human rights, and anti-oppression.

THEME 2: HONOURING

MINO KAKÉCIHITOWIN KOTAK KÁ ITWÉMAKAK 2: KISTÉNITÁKOSIWIN

Kékwán óma oci: Ta sókikápawitaskik óma ká isi kinawápmácik ta itákómácik anikik Ininiwi awásisak, oskátisak, ká ati kisi opikicik éko anikik itátotéwisiniwak éko mina anikik ká mámawi paminácik é atoskawácik nanátok isi Anisinápéwa éko é kisténitákoniki ká isi kiskénitakik kékwána éko ká isi pimácihocik tanto kísikáw.

Objective: Strengthen relationships with Indigenous children, youth, young adults, and their families as well as Indigenous organizations across Manitoba by honouring traditional knowledge systems and practices.

We commit to ensuring that Indigenous children, youth, young adults, and their families have opportunities to receive culturally appropriate supports and healing through ceremonies and teachings provided by the Knowledge Keeper. We strive to ensure all employees are aware of respectful protocols that honour Indigenous Peoples' diverse cultures and histories.

THEME 3: ACTING

MINO KAKÉCIHITOWIN NISTOYIK KÁ ITWÉMAKAK 3: TA ITOCIKANIWAKI

Kékwán óma oci: Nisitota éko kakwé mínwastá kékwán óhi oci kákípe wanitótákawiyák ta kiskénitamék éko anikik kici okimáwinik ta kinawápamikoyak tánisi óma, nistom ká itastéki éko anihi pikiskwéstamákéwina anima 94 Calls to Action ká itakik kákí ánimócikátéki anima kici masinahikan Truth and Reconciliation Commission éko mina kotaka pikiskwéstamákéwina kákí mískocikátéki, tápiskóc anima iskawác kákípe masinayakik misiwéskamik Ká Wanisikik wéká kákí naa Nipahicik Iskwéwak éko Iskwésisak (MMIWG) Natonikéwikiskénitamowin.

Objective: Holding ourselves and governments accountable to the intent, principles, and recommendations of the 94 *Calls to Action* found in the final report of the Truth and Reconciliation Commission and recommendations made in other landmark reports, such as the final report of the MMIWG Inquiry.

We commit to ensuring that we engage in a process of continuous improvement by embedding and interweaving the principles, recommendations, and vision of reconciliation into all program policies, procedures, and activities.

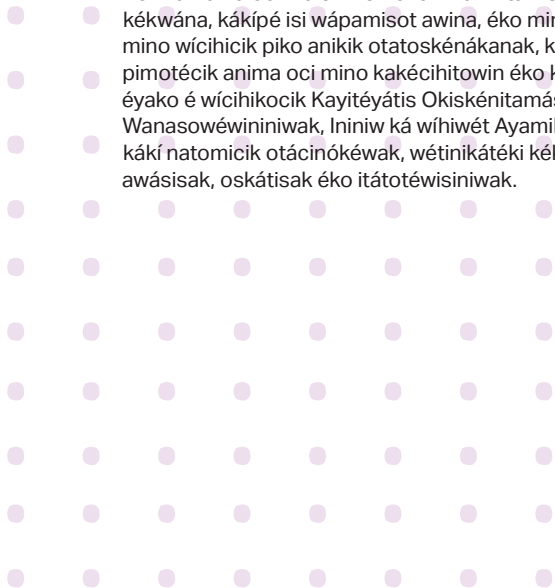
THEME 4: UNDERSTANDING

MINO KAKÉCIHITOWIN MÍNA KOTAK KÁ ITWÉMAKAK 4: NISITOTAMONA

Kékwán óma oci: Ká síkikémonaniwak kita nisitotamonániwaki kékwána, kákípe isi wápamisot awina, éko mina ta tápitawi mino wícihíci piko anikik otatoskénákanak, kápe isi pá péyako pimotécik anima oci mino kakécihitowin éko kiskinahótinawak éyako é wícihíci Kayitáyáti Okiskénitamásak, Kayitáyáti Wanasowéwininiwak, Ininiw ká wíhiwét Ayamihistamákéwin, kákí natomicik otácinókéwak, wétinikátéki kékwána éko Ininiwi awásisak, oskátisak éko itátotéwisiniwak.

Objective: Encourage understanding, personal reflection, and continuous improvement of employees’ individual journeys in reconciliation through guidance provided by the Knowledge Keeper, the Elders Council, speakers, resources, and Indigenous children, youth, and families.

We commit to ensuring that all employees at MACY, Indigenous and non-Indigenous, are supported through their individual and collective journeys in reconciliation.



ReconciliACTION Framework

KNOWING & LEARNING SUBCOMMITTEE

Objective 1: Increase awareness of the past and acknowledge the harms that were and continue to be inflicted on Indigenous Peoples.

UNDERSTANDING (INDIVIDUAL WORK)

Objective 4: Encourage understanding, personal reflection, and continuous improvement of employees' individual journeys in reconciliation through guidance provided by the Knowledge Keeper, the Elders Council, speakers, resources, and Indigenous children, youth, and families.

HONOURING & RELATIONSHIP BUILDING SUBCOMMITTEE

Objective 2: Strengthen relationships with Indigenous children, youth, young adults, and their families as well as Indigenous organizations by conducting outreach activities that honour traditional knowledge systems and practices.

ReconciliACTION
Committee;
Knowledge
Keeper

ACTION SUBCOMMITTEE

Objective 3: Holding ourselves and governments accountable to the intent, principles, and recommendations of the 94 *Calls to Action* of the Truth and Reconciliation Commission and recommendations of other landmark reports such as the MMIWG through strategic planning, project implementation, and measuring change.

Governance Structure of the ReconciliACTION Framework

Gichi-ogimaawin Inashowewin
Maamiinochigewin Izhichigewin

Kici Wanasowéwi Tipénitákosiwi Atoskéwin
anima oci ReconciliACTION Framework ká
itakik.

Everyone has a role to play in reconciliation. Nevertheless, a governance structure is important to ensure that the ReconciliACTION Framework is implemented.

- **Manitoba Advocate for Children and Youth:** Oversees the development and implementation of the framework at MACY; ensures service plan is submitted annually to Manitoba Legislative Assembly, which includes elements of the framework; engages Indigenous stakeholders and others in opportunities to provide feedback on the framework and work of MACY office towards reconciliation.
- **Indigenous Deputy Manitoba Advocate:** Co-Chairs the ReconciliACTION Committee and champions the ReconciliACTION Framework.
- **Elders Council:** Provides spiritual and cultural guidance to the Manitoba Advocate and the two Deputy Manitoba Advocates.
- **Knowledge Keeper:** Co-Chairs the ReconciliACTION Committee; supports employees' cultural competencies and trainings in Indigenous history, traditional ceremonies, and customary practices; supports Indigenous children, youth, young adults, and their families.
- **ReconciliACTION Committee:** Champions activities and supports the implementation of the ReconciliACTION Framework (See Appendix A: Terms of Reference).
- **ReconciliACTION Subcommittees:** Champion the different theme areas and report to the ReconciliACTION Committee.
- **Youth Ambassador Advisory Squad (YAAS!):** Provides valuable input, advice, and feedback to help amplify the voices of Indigenous young people.
- **All MACY Employees:** Commit to participating in activities with openness and willingness to engage in reconciliation and to working through personal reflection and continuous improvement activities in their individual journeys through reconciliation.

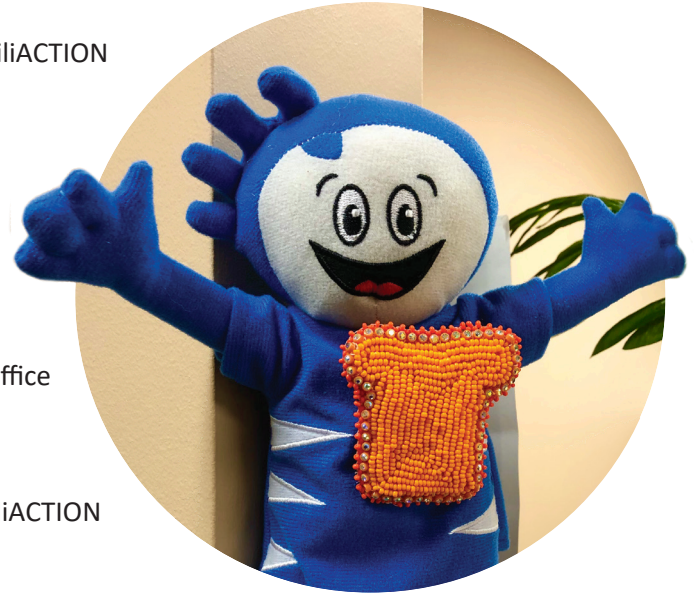


Table 1:

Reconciliation ACTION Plan 2021-2022

HONOURING

	Responsibility	Deadline	Measurable Landmark
<p>1.1 Develop relationships with Indigenous children, youth, young adults, and their families through ceremony and cultural teachings by:</p> <p>1.1.1 funding and resourcing ceremonies for the children, youth, young adults, and families we serve.</p> <p>1.1.2 providing one-on-one cultural support and resources to children, youth, young adults, and their families in the Advocacy and Investigations programs.</p>	<p>Knowledge Keeper; Indigenous Deputy Manitoba Advocate; the Honouring and Building Relationships Subcommittee</p>	<p>Ongoing</p>	<p>Number of ceremonies and cultural support sessions provided to children, youth, and young adults</p>
<p>1.2 Host annual cultural ceremonies and teachings for MACY employees, including a blanket exercise, Sundance ceremonies, sharing circles, sweats, pipe ceremonies, and/or other ceremonies as a way of making connections to the importance of Indigenous customs, protocols, values, and spirituality. Further, these ceremonies and activities can ensure connections and relationship building with other organizations in the broader community who are actively working on reconciliation.</p>	<p>Indigenous Deputy Manitoba Advocate; the Knowledge Keeper</p>	<p>March 2022</p>	<p>One shared learning experience is completed by all staff every year</p>

ACTIONING

ACTING

	Responsibility	Deadline	Measurable Landmark
<p>2.1 Review and revise the policies and procedures of each department to ensure that reciprocal and respectful dialogue with Indigenous Peoples and First Nations communities is interwoven in all processes and projects. This process can be guided by this framework and the TRC Reading Guide.</p> <p>2.1.1 Integrate the Knowledge Keeper’s spiritual and cultural education into all program areas at MACY.</p>	Quality Assurance Program	<p>Advocacy Program, March 2022</p> <p>All other programs, March 2023</p>	All program policies and procedures have been integrated with the ReconciliACTION Framework
<p>2.2 Ensure for every new employment posting, we strive for preference in hiring Indigenous Peoples, with the purpose of increasing the number of Indigenous employees at MACY.</p>	Senior Management	March 2022	All new postings include a preference in hiring Indigenous Peoples

UNDERSTANDING

<p>3.1 Ensure all staff at MACY have the opportunity to engage in at least one annual one-on-one visit and tea with the Knowledge Keeper to reflect on their journey in reconciliation **</p>	Knowledge Keeper; All staff	March 2022	All staff are offered the opportunity of a one-on-one session with the Knowledge Keeper
<p>3.2 Support the health and wellness of employees through quarterly lunch and learn sessions hosted by the Knowledge Keeper</p>	Knowledge Keeper; Indigenous Deputy Manitoba Advocate	March 2022	Four lunch and learn sessions are completed
<p>3.3 Participation in the ReconciliACTION Book Club, voluntary attendance, which involves reading important texts, books, articles, journals, and more, regarding the history of Indigenous Peoples, the Treaties, Indigenous-Crown relations, and more.</p>	ReconciliACTION Committee (employee led)	March 2022	Staff read and discuss two books

	Responsibility	Deadline	Measurable Landmark
KNOWING AND LEARNING			
4.1 Essential staff training on the Truth and Reconciliation Commission Reports, using external reading guides.	Program Managers	Ongoing	All current and future staff complete the TRC Reading Guide within reading groups
4.2 Essential staff training on anti-oppression practice by engaging with community advocates.	Program Managers	December 2021, Ongoing	All staff complete one training. Currently developing internal mandatory training for future staff
4.3 Monthly guest speakers on issues affecting Indigenous children, youth, young adults and families in Manitoba.	ReconciliACTION Knowing and Learning Subcommittee	Ongoing	Over fiscal year, 12 speakers present at MACY



**Tea making and sharing is a highly valued traditional social activity. Offering tea is an expression of gratitude and gesture of reciprocity in recognizing the wisdom of Knowledge Keepers. “As well as being a highly valued social activity, áakssissawáato’op, or visiting a place, is a primary means of knowledge exchange for Niitsítapiiksi. A visit holds an expectation that one will spend time, be amicable and relaxed, stay awhile, be a guest, converse, and probably eat a meal and drink a cup of tea....” (Blood & Chambers, 2009, p.15)

Blood, N.J., Chambers C., (2009). Love thy neighbour: Repatriating precarious Blackfoot sites. *International Journal of Canadian Studies*. 39-40. Retrieved from: <https://www.erudit.org/en/journals/ijcs/2009-n39-40-ijcs3712/040832ar.pdf>

Appendix A:

ReconciliACTION Committee Terms of Reference

Purpose: The role of MACY's ReconciliACTION Committee will be to provide strategic direction and leadership to create a reconciliation-informed office that acts to address the ongoing legacies of colonialism to create a more equitable and inclusive organization and province for the children, youth, young adults, and families we serve.

Responsibilities and Objectives

The ReconciliACTION Committee is responsible for meeting the following objectives:

- Recognizing the intergenerational trauma of colonization; specifically, from residential schools, the Sixties Scoop, and the child welfare system, which have disproportionately impacted Indigenous children, youth, families, and communities.
- Acknowledging the 94 *Calls to Action* outlined in the Truth and Reconciliation Commission and implementing them in our work, where applicable, through collective action across the Advocacy, Youth Engagement, Administration, Public Education, Investigations, Research, and Quality Assurance programs.
- Acting to support Indigenous children, youth, young adults, and their families to ensure they receive fair and equal access to resources.
- Practicing a 24/7 decolonization approach and reconciliation-informed service delivery across all programs, both in the office and in the community.
- Advancing knowledge, knowledge translation, and knowledge mobilization through ongoing discussions, training, events, and both internal and external activities.
- Promoting cultural safety, respect, and pathways for all staff to be allies.
- Understanding the need for continuous improvement in terms of staff cultural proficiency and encouraging ongoing learning.

The ReconciliACTION Committee, under the direction of the Manitoba Advocate, is responsible for reviewing and evaluating the ReconciliACTION Framework yearly and drafting a new workplan at the end of each fiscal year.

Members

Membership in the Committee is open to all MACY staff. Ideally, at least two staff from each program area will be represented. Each Committee member is expected to join at least one sub-committee. All members are expected to participate in meetings and, if applicable, participate in projects between meetings.

Co-Chairs

The duties of the Co-Chairs include calling and chairing meetings; developing the meeting agenda; reviewing meeting minutes; and communicating with Committee members. As per the direction of the Manitoba Advocate, the Indigenous Deputy Manitoba Advocate will serve as the Committee Co-Chair with the Knowledge Keeper until further notice. It will be the responsibility of the Co-Chair to appoint an Acting Chair for meetings if they are unable to attend.

Meetings

The ReconciliACTION Committee will meet once a month, rotating between offices and with a virtual log-in option to increase accessibility and staff participation. Meetings will be publicized by email at which time the agenda will be distributed. The Committee will strive for consensus and will use simple majority voting to make decisions when there is no clear agreement. Meeting minutes will be recorded by the Minutes-Taker. To ensure the ability for all members to actively participate in meetings, the Minutes-Taker position will be filled by members based a rotation schedule developed by the Chair.





Subcommittees

Subcommittees may be established as needed by the ReconciliACTION Committee. Current standing subcommittees include:

- **The Knowing and Learning Subcommittee** – organizes and facilitates continuous learning opportunities for staff, to meet the objectives of Theme 1 (Knowing and Learning) of the framework.
- **The Honouring and Relationship Building Subcommittee** – develops and strengthens staff relationships with Indigenous children, youth, families, organizations, and communities. Engagement with Indigenous governance and leadership remains within the purview of the Manitoba Advocate and the two Deputy Manitoba Advocates.
- **The Action Subcommittee** – identifies opportunities for MACY to implement the 94 TRC *Calls to Action*, such as policy enhancements, program initiatives, or participation and engagement in community-based campaigns.

Accountability and Reporting Relationships

The ReconciliACTION Committee communicates directly with the Advocate and senior management. MACY's Youth Engagement Coordinators will be responsible for both updating and soliciting input from YAAS! members on relevant committee issues and for reporting youth feedback to the ReconciliACTION Committee. Within one week of the meeting, the Minutes-Taker will distribute the draft minutes to members by email for review. Agreed upon and final meeting minutes will be distributed to all MACY staff within ten days of the original meeting. All relevant Committee documents (e.g., agenda, supporting documents, minutes) will be stored in the designated 'ReconciliACTION' folder on the shared drive accessible to all MACY staff. The Committee Chair will provide verbal summaries of relevant Committee activities/meetings during all-staff meetings.

Amendment, Modification, or Variation

These Terms of Reference may be amended, varied, or modified in writing after consultation and agreement by the ReconciliACTION Committee. The Committee will review these Terms of Reference annually in June and approve any revisions.

As a non-Indigenous organization, we respect the Treaties that were made on these territories; we acknowledge the harms and mistakes both of the past as well as the current and ongoing systemic barriers that are legacies of past harms and disproportionately experienced by Indigenous Peoples. We dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.



A Manitoba Advocate
STAND UP for children & youth

O Manitoba giigidootamaage
NIBAWIN ABINOOJIIYAG zhiigwa oshki-ayaag onji

N Manitoba Natatwéstamákéw
NIPAWISTAWISTÁK ókik awásisak éko oskátisak

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