



# Staff Report to Council - for Direction

**Title:** Indigenous Reconciliation Framework and Saugeen Anishnaabek Reconciliation Pathway and Action Plan

**From:** Christine MacDonald, Chief Administrative Officer

**Date:** July 4, 2024

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## Staff Recommendation:

That the Indigenous Reconciliation Framework and Saugeen Anishnaabek Reconciliation Pathway and Action Plan be endorsed.

## Report Summary:

Bruce County has advanced an Indigenous Reconciliation Planning Initiative with phased training and a Reconciliation Action Plan (RAP). The RAP includes an Indigenous Reconciliation Framework and the Saugeen Anishnaabek Reconciliation Pathway and Action Plan, focusing on cultural awareness, collaborative reconciliation efforts, and fostering respectful relationships with Indigenous peoples.

## Background:

Beginning in January 2022, Bruce County has been progressing through a comprehensive Indigenous Reconciliation Planning Initiative, featuring phased ongoing delivery of training courses (e.g., The Path) and the development of a Reconciliation Action Plan (RAP).

The culmination of our efforts towards a Reconciliation Action Plan (RAP) are presented here - as two documents:

### 1. Indigenous Reconciliation Framework

The Indigenous Reconciliation Framework is a guiding document for Bruce County's efforts towards reconciliation with Indigenous peoples. It outlines the following commitments:

- Continue to ensure all County staff and leaders receive cultural awareness training and opportunities to deepen their knowledge and understanding of Indigenous peoples, and organizations, and distinct Indigenous histories, cultures, rights and relationships, and our shared history.
- Develop and implement, in collaboration with Indigenous partners, unique and specific pathways to reconciliation that are inclusive and aligned with the unique circumstances, aspirations, priorities and needs of Indigenous peoples, and organizations in Bruce County, and that describe goals and specific actions that will be taken to achieve them.

- Promote responsibility and accountability for our commitments and actions by implementing monitoring and public reporting systems.

These actions will continue to move us towards our goals for strengthened relationships, truth telling and reconciling the past to move forward in the future.

## **2. Saugeen Anishnaabek Reconciliation Pathway and Action Plan**

The Saugeen Anishnaabek Reconciliation Pathway provides Bruce County with a structured and strategic approach to advance reconciliation with Saugeen Anishnaabek and pursue our relationships on a government-to-government basis. It is focused on what Bruce County can and will do to address the past and build and maintain mutually respectful relationships with Saugeen Anishnaabek for the future.

The included Action Plan represents our commitment to act. It creates a common space to allow for truths to be shared, heard, and learned from, fostering a journey that deepens relationships through mutual respect, friendship, and collaboration.

The reconciliation pathway and action plan will be implemented in a spirit of friendship and collaboration and as a living document.

### **Our Approach:**

Bruce County is committed to pursuing and embracing its relationships and exploring reconciliation pathways with Indigenous peoples and as well as Indigenous-serving organizations. These relationships will appropriately reflect the distinct rights, cultures, histories, and experiences of Indigenous peoples in Bruce County.

Bruce County's approach to reconciliation aspires to make space for acknowledging and responding to the specific aspirations, priorities, and circumstances of Indigenous peoples, as well as those who identify across diverse forms of connectedness.

Bruce County sincerely acknowledges and thanks everyone who has supported and continues to support our Indigenous Reconciliation Framework. We are particularly grateful to the Chippewas of Nawash Unceded First Nation and the Saugeen First Nation, collectively known as the Saugeen Ojibway Nation, for their vital assistance in developing our Saugeen Anishnaabek Reconciliation Pathway and Action Plan. We look forward to continuing this journey of reconciliation together.

### **Financial/Staffing/Legal/IT Considerations:**

Going forward "The Path" training will be covered through existing departmental training budgets, part of budget deliberations annual.

Existing budgeted funds will be used to start implementing the actions outlined in the Saugeen Anishnaabek Reconciliation Pathway and Action Plan, pending approval. Funding for future activities will be considered in upcoming budget discussions, starting with the 2025 budget deliberations.

There is no staffing, legal or IT considerations associated with this report.

**Interdepartmental Consultation:**

Interdepartmental consultations with the Senior Management Team have occurred, led by the Indigenous Reconciliation Working Group (Megan Garland, Director, Long Term Care & Senior Services; Cathy McGirr, Director, Museum & Cultural Services; Tina Metcalfe, Director, Human Services; Steve Schaus, Director/Chief, Paramedic Services; Jenelle Bannon, Business Development Coordinator, Planning and Development; Jolisa Hamilton, Talent Acquisition & Employee Relations Manager, Human Resources; and Matt Meade, Manager, Government Relations).

**Link to Strategic Goals and Objectives:**

1. Build a strong and inclusive community.
2. Enhance and grow partnerships.
5. Ensure a positive, inclusive, and accountable work culture.

**Report Authors:**

Cathy McGirr, Director, Museum & Cultural Services, and;  
Matt Meade, Manager, Government Relations

**Approved for Submission:**

Christine MacDonald, Chief Administrative Officer