



Staff Report to Council - for Information

Title: 2025 Annual Update on Saugeen Anishnaabek Reconciliation Pathway and Action Plan

From: Aaron Stauch, Director Government Relations

Date: June 5, 2025

Report Number: GR-2025-011

Report Purpose:

This report is for information.

Report Summary:

The 2025 Annual Update provides an overview of the County's progress to the pathways committed to in the Saugeen Anishnaabek Reconciliation Pathway and Action Plan.

Background/Analysis:

Starting in January 2022 Bruce County has been progressing through a comprehensive Indigenous Reconciliation Planning Initiative, featuring phased ongoing delivery of training and development of a Reconciliation Action Plan. To understand how to realize the 94 calls to action of the Truth and Reconciliation Commission (TRC) ongoing consultation and engagement with the Chippewas of Nawash Unceded First Nation, Saugeen First Nation, and Indigenous peoples and organizations, has and is continuing to occur. TRC defined reconciliation as the process of "establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country."

In the Summer of 2024, at a Special joint meeting of County Council with Council members from both First Nations, County Council endorsed the Bruce County's [Indigenous Reconciliation Framework](#), and Bruce County's [Saugeen Anishnaabek Reconciliation Pathway and Action Plan](#). This distinction-based approach acknowledges the Saugeen Ojibway Nation, as knowledge keepers in their traditional territory, and recognizes our unique government to government relationship with the Saugeen Ojibway Nation.

The Pathway and Action Plan focus on truth, respect, recognition, responsibility, and collaborative relationships. Our commitments are structured around four goals: build and strengthen relationship; increasing knowledge, understanding and celebration of the Saugeen Anishnaabek history, heritage and culture; honouring Saugeen Anishnaabek relationships with the land, waters, and animals; and providing equitable access to services. Under these goals, the County has identified 17 commitments, and 41 pathways.

Since the Pathway and Action Plan adoption, the County has been conducting the internal work to align governance, existing work plans, resources, and delivering on early commitments. This document marks the first formal update to Council on the Pathway and Action Plan, providing a summary of progress to date, key quarterly milestones, identified risks, and mitigation strategies. Table 1 outlines the status of the 41 specific pathways outlined in the Pathway and Action Plan; details on the status, and future milestones can be seen in Appendix 1 (attached).

Table 1: Status of Pathways

Complete	On Track	At Risk	Off Track	Not Started
1	28	1	7	4

The following highlights summarize key details from the line-by-line update on the Pathway and Action Plan:

- Much of the work since the endorsement of the Saugeen Anishnaabek Reconciliation Pathway and Action Plan has been focused on aligning the organizations work to focus on the action plan. This has resulted in the development of the: Saugeen Anishnaabek Engagement Circle joint governance structure for consideration of endorsement at today’s joint meeting of Councils; and a guiding document that outlines Bruce County’s land acknowledgement approach.
- Bruce County has also built staff awareness through training & learning circles. To date, we have had 468 staff participate in the training.
- Through our planning engagement work, we have worked prioritized SON, as right holders, input in major environmental and land use files.

In addition to the above, there is a more detailed summary of work highlighted in the Appendix. Of note, the establishment of the Engagement Circle is critical to much of this work, as it will allow for a respectful and coordinated approach to engaging with the Saugeen Ojibway Nation.

Financial/Staffing/Legal/IT Considerations:

There are no financial, staffing, legal, IT considerations for this report.

Interdepartmental Consultation:

Each department was consulted on actions assigned to it.

Link to Strategic Goals and Objectives:

Community and Partnerships - Enhance and grow partnerships

Community and Partnerships - Build a strong and inclusive community

Link to Departmental Plan Goals and Objectives, if any:

NA

Report Author:

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Departmental Approval:

Aaron Stauch, Director Government Relations

Approved for Submission:

Christine MacDonald, Chief Administrative Officer

Attachments:

Saugeen Anishnaabek Reconciliation Pathway and Action Plan Detailed Update