The purpose of this report is to provide Council with an update regarding the project “Engage for Change: #YGK Reconciliation Journey” that ran from September 2016 to March 2018 and was organized, in part, to expand upon the City of Kingston’s Sesquicentennial programming in 2017. The report also proposes a series of next steps for the initiative along with a funding structure to support the work as outlined.

While the Engage for Change initiative was well received and the majority of deliverables were achieved, it has become apparent that much more work is needed to strengthen relations with Indigenous peoples in Kingston. As a result, it is being proposed that the work completed to date be considered as a first phase of the initiative with an additional two phases to be developed and implemented over the next few years.

Whereas the first phase of work, carried out over the past 19 months, focused primarily on community engagement and education around the topic of reconciliation, it is now being proposed that a second phase of work begin in 2018 that would focus on working with the local Indigenous community more directly to hear their needs, foster discussion and identify priority areas for action. Some of this work has already started and it is anticipated this second phase of work would involve the following elements:

- Support the formation of an Indigenous community council/committee that would work with the City of Kingston to explore issues of shared concern and prioritize initiatives to be supported;
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- Develop an actionable plan that would lead to the creation of a community-led Indigenous gathering space in Kingston; and
- Continue to support Indigenous-specific cultural education and engagement initiatives, and training within the City of Kingston.

The third phase of work, targeted for 2020, would be to bring the outcomes of the first and second phases together to create change and establish a lasting legacy for the community - both Indigenous and non-Indigenous - that would foster inclusion, create space and sustain activity in ways that support reconciliation at a local level.

The funds needed to support this second phase of work related to Engage for Change as outlined in this report have been identified from approved operating and/or capital budgets, transfer of grants and additional support being requested from the Working Fund Reserve. Staff will also work to identify and pursue external partnerships, grants and funding opportunities, where possible, to defray the total municipal investment required.

**Recommendation:**

**That** Council continue to work toward strengthening its relationship with the local Indigenous community in Kingston through shared activities that support a desire for reconciliation at a local level; and

**That** Council support these efforts through continued investment by endorsing a total budget of $200,000 with $122,000 funded from unspent operating and capital budgets approved to support the Canada’s Sesquicentennial and the remaining $78,000 funded from the Working Fund Reserve; and

**That** staff be directed to pursue a combination of external partnerships, grants and funding opportunities to reduce the municipal funding required, where possible, in relation to the project recommendations as proposed in Report Number 18-091; and

**That** the Commissioner of Community Services, or the Cultural Director as his/her designate, under delegated authority, be authorized to execute any legal agreements as needed, to the satisfaction of the Director of Legal Services, to enable the City of Kingston to work with community organizations to support the project recommendations as proposed in Report Number 18-091; and

**That** staff be directed to report back to Council in the first quarter of 2019 regarding the status of the projects and initiatives as approved.
Authorizing Signatures:

ORIGINAL SIGNED BY COMMISSIONER
Lanie Hurdle, Commissioner, Community Services

ORIGINAL SIGNED BY CHIEF ADMINISTRATIVE OFFICER
Gerard Hunt, Chief Administrative Officer

Consultation with the following Members of the Corporate Management Team:

Jim Keech, President & CEO, Utilities Kingston  Not required
Desirée Kennedy, Chief Financial Officer & City Treasurer  √
Denis Leger, Commissioner, Corporate & Emergency Services  √
Background:

In July 2013, Council approved the development of a collaborative commemoration project between the City of Kingston and the Alderville First Nation, located on Rice Lake near Peterborough. The Cultural Services Department has functioned as the lead on this initiative and, as work progressed, questions emerged regarding the current state of relations between the City of Kingston and the local Indigenous community.

The Purposeful Dialogues Report (undertaken as a findings report by the Cultural Services Department in 2015) identified there is a growing urban Indigenous population in Canada with an estimated 7,000 people in Kingston who publically identify as First Nations, Métis or Inuit. This report, which was previously shared with Council (Report Number 17-041), outlined a series of recommendations for the City of Kingston to take to strengthen the relationship of the municipality with the urban Indigenous community in Kingston.

Among the recommendations contained in the Purposeful Dialogues Report were a series of points related to the role of the City of Kingston in building public awareness and improving communication overall. Included among these were the following points:

- Assist in acknowledging and sharing awareness of the role of Indigenous Peoples as part of Kingston’s history as well as within the modern context with continued and respectful inclusion in all municipal events;
- Support the growth and opportunity of voice for community leadership, in the form of a representative agency, or agencies, and support their status as an official agency for helping to guide and direct community initiatives across the City and region; and
- Implement procedural by-laws, policies, protocols and accords that recognize, value and embrace Indigenous persons’ voices, experience, teachings and learnings as respected and contributing members of the greater Kingston community.

The Cultural Services Department has also made efforts to create opportunities for community engagement through targeted programming. This has included performances featuring Indigenous artists at the Grand Theatre that address the legacy of residential schools and the topic of reconciliation more broadly. The impact and reach of these performances have also been expanded through a combination of educational programming and talk-backs to foster deeper community engagement and education. Additionally, the Cultural Services Department has worked with the Kingston Canadian Film Festival over the last three years to support the screening of the films that address Indigenous themes and content and are the work of Indigenous directors, actors and/or artists.

Concurrent with offering these programming opportunities, the City of Kingston also partnered with the local Indigenous community to develop a recognition statement appropriate to the Kingston context. This recognition statement was adopted in 2015 and is read at the start of each meeting of City Council (Report Number 15-264).

In December 2015, the Truth and Reconciliation Commission of Canada released its report that included a total of 94 ‘Calls to Action’ intended to redress the legacy of residential schools and
advance the process of Canadian reconciliation. Shortly thereafter, staff began planning for Canada’s Sesquicentennial to be commemorated in 2017 and it was in that context that the initiative “Engage for Change: #YGK Reconciliation Journey” was developed (Report Number 16-207). The intent of this project from the outset was to respond to the findings identified as part of the Purposeful Dialogues report and to build on the work the City had completed to date to ensure Indigenous persons are recognized as a vital part of the Kingston community.

The main focus of Engage for Change was to foster learning through inclusive dialogue, education, celebration and performance, and the project received $83,600 in funding from the Government of Canada through the Canadian Heritage Celebration & Commemoration Program - Canada 150 Fund (Report Number 17-041). This federal funding was specifically earmarked to support ten community-based talking circles as well as an inquiry-based project for Grades 7 and 8 students who were challenged to explore the issue of reconciliation and its meaning over a number of months.

**Engage for Change: #YGK Reconciliation Journey**

The purpose of “Engage for Change: #YGK Reconciliation Journey” was to increase cultural competency in relation to Indigenous issues in Kingston and across Canada - building what residents know, how residents feel and how well residents put this knowledge into practice. The theme of both the community and student-focused discussions revolved around the issues of reconciliation with the ultimate goal being the development of a relationship protocol between the City of Kingston and the local Indigenous community.

The intent was that this protocol would be brought to Council for consideration and approval in 2018. That was the ambition but, in spite of what was achieved, it became clear over the course of Engage for Change that the development of a relationship protocol can only truly be drafted after the more immediate needs of the Indigenous community in Kingston are understood and an actionable plan to address those needs is created and endorsed. As a result, the purpose of this report is to propose an additional two phases of work to be added that expand upon what has been achieved through Engage for Change.

What would be considered a first phase of work, carried out over 2016-2017, is reported on in the sections that follow with a second phase of work outlined after that highlighting the need for more in-depth consultation with the community regarding the formation of an Indigenous community council/committee as well as the creation of an actionable plan to develop a community gathering space.

**Engage for Change: Community-Based Talking Circles**

A major focus of Engage for Change was the facilitation of ten talking circles that engaged 315 community members over the course of 2017. Each talking circle was hosted with a different community partner and provided an opportunity for Kingston residents to learn about Indigenous history, the concept of reconciliation and to offer input into the drafting of a future relationship protocol.

The talking circles were grounded in the Seven Sacred Teachings of respect, honesty, wisdom, love, courage, bravery and humility and offered discussion based on the four directions of the
Indigenous worldview with a goal of (re)building relationships between Indigenous and non-Indigenous people. Three Things Consulting Inc. facilitated these talking circles, which were designed with input from community partners and local Indigenous leaders as outlined in the Process and Evaluation Report prepared by Three Things Consulting (Exhibit A). The talking circles were held in 2017 on the following dates and involved the community partners identified below:

- January 17 - Grandmothers Social - Engage for Change Consultation
- January 27 - Community Foundation of Kingston and Area
- March 25 - Four Directions Student Aboriginal Centre
- April 22 - Edith Rankin United Church Community
- April 29 - Kingston Immigration Partnership
- May 2 - Y2K, Youth 2 Kingston
- May 15 - Kingston Community Health Centre
- July 13 - Kingston Arts Council
- September 12 - Kingston Association of Museums, Art Galleries and Historic Sites
- September 20 - City of Kingston
- October 16 - HIV/AIDS Regional Services

Each talking circle included participants from a range of ages, genders, identities, abilities, cultures, beliefs, politics and socio-economic standings and was supported by an Elder who fulfilled multiple roles. They provided an opening address, offered traditional medicines in the form of a smudge, shared teachings and supported group activities connected to the teachings. The Elder also provided emotional support to participants and helped ground the experience as a whole. Indigenous facilitators also participated, leading the discussions, activities and providing teachings throughout the day.

The aim of each talking circle was as follows:

- Increase understanding and cultural awareness of Indigenous peoples and acknowledge the differences that exist between cultures;
- Increase understanding of cultural sensitivity and emphasize the significance of remembering Canadian history and how the story of Canada has been shared to date; and
- Increase overall cultural competence about Indigenous issues in Kingston and across Canada, building what residents know, how residents feel and how well residents put this knowledge into practice in their lives.

In learning, sharing and building relationships based on reconciliation, each group of participants forged new community relationships, as was hoped, and with many of the participants indicating they had been deeply affected by the experience. Participants also helped to identify a series of engagement expectations that will be reviewed as part of a future relationship protocol between the City of Kingston and the local Indigenous community. When surveyed, many of the participants offered praise and reflected upon the insights they gleaned. Quotes from participants include the following by way of example:
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“The value of a talking circle: everyone is equally important; it is a safe and respectful place; it is an emotional place; how much each of us has in common; how little I truly know about Indigenous Peoples but would like to know more. Thank you for this life changing opportunity.”

“For me, it was the perfect balance of conversing with people about an important issue, learning new things, and feeling inspired to be better educated about and committed to reconciliation.”

“I feel incredibly honoured that the elder will include me in his prayers when he does the Sun Dance next. Thank you doesn't seem enough for this gift.”

The talking circles were a powerful and engaging experience for participants and left many people wondering how they could do more. They also asked repeatedly about the next steps the City of Kingston would be taking in its relationship with Indigenous Peoples. The talking circles tapped into a need for further exploration and they also highlighted the fact that it would be challenging to formulate a municipal relationship protocol as proposed when it was clearly evident more listening, learning and, especially, empowerment on the part of the Indigenous community needs to happen.

“Especially for the last pairs discussion focused on future sharing for [the] municipality, we would have liked more time for thoughtful discussion and helpful contribution.”

“There wasn't enough time. All the presentations were excellent, so even though it would have been good to have more time for discussion, I'd say not at the expense of the presentations.”

“The Indigenous community of Kingston would benefit greatly with a holistic comprehensive community plan in order to move forward.”

At the completion of the talking circles it was clear that as a community education initiative, Engage for Change had succeeded in meeting the project's mandate. In the drafting of a relationship protocol; however, it fell short - not because a protocol is not possible or necessary, but because the journey to this outcome requires more time and more commitment to supporting the Indigenous community in addressing their needs - to organize their voice and to create a culturally appropriate gathering space. The full facilitation report on the process and outcomes of the talking circles is attached as Exhibit A.

Engage for Change: Curricular Program, Reconciliation and Residential Schooling
Engage for Change also included partnerships between the City of Kingston and seven local schools to facilitate a year-long inquiry-based, curricular project for Grades 7 and 8 students that ran from September 2016 to June 2017. The curriculum that was co-developed for this portion of Engage for Change explored the concept of reconciliation between Indigenous and non-Indigenous Canadians with a particular focus on the legacy of residential schooling.
This project required significant investment on the part of everyone involved as it offered students learning opportunities outside the classroom and the chance to engage in alternative spaces while exploring the meaning and impact of reconciliation. School groups visited libraries, universities, government and heritage venues. As well, students were exposed to a variety of guest speakers and performance events and were provided with opportunities to engage with Elders, Grandmothers and Traditional Knowledge Keepers as part of the overall experience. A cumulative showcase of the years’ work was installed for two weeks in Memorial Hall at Kingston City Hall in June of 2017 and the opening was attended by the students, Indigenous community members and additional guests of honour and culminated in the sharing of a traditional Indigenous feast.

Two hundred and twenty students involved in the curriculum project responded to the question “what are possible next steps moving forward on the path to reconciliation between Indigenous and non-Indigenous people locally and nationally and why is this important?” Responses ranged from proposals regarding enhanced TRC education, cultural appropriation and sensitivity training, support for northern reserves and the fundamental need to support the Indigenous community. One student outlined small steps we can all take:

- Learn and understand the past of residential schools
- Don’t repeat history
- Help by showing respect towards everyone
- Volunteer at a community event

The work begun over the 2016-2017 academic year will be continued and expanded in the years to come. Teachers have committed to sharing their work-plans with other educators and offering peer support. All of the teachers who participated commented on feeling better able to address these topics with their students after having received training and support through their involvement in Engage for Change. They are also planning to continue to bring these discussions into their classrooms, building off of and expanding upon what they gained.

**Engage for Change: Public Presentations and Community Events**

In 2017, Engage for Change was further supported by the City of Kingston through the presentation of several public performances featuring Indigenous artists. Two of these performances were presented as part of the 2016/2017 Grand Onstage program at the Grand Theatre. The first was a public presentation of *The Honouring* by Kaha:wi Dance Theatre on March 29th followed by a School Performance on March 30th. The second was a public presentation by Tanya Tagaq titled *Nanook of the North* on May 3rd. Additionally, staff were able to partner with the Kingston Canadian Film Festival to promote Engage for Change in tandem with the Festival and their screening of the film “We Can’t Make the Same Mistake Twice” by Alanis Obomsawin.

These performances expanded upon the issues, themes and ideas that were integral to the talking circles as well as the curricular project. Engage for Change was also used as an opportunity to support the Katarokwi Indigenous Community Powwow as well as the celebration on First Capital Day (June 15th), National Indigenous Peoples Day (June 21st) and Canada Day (July 1st) and to provide residents and visitors alike with opportunities to share their thoughts.
about reconciliation by writing on and hanging a paper leaf on a reconciliation tree created for the occasion.

**Engage for Change: Digital Content**

The final component of Engage for Change in 2017 was the development of digital content that included a project page on the City of Kingston website along with a purpose-built Engage for Change blog and an Engage for Change video series.

The Engage for Change page on the City of Kingston website provided online visitors with project-related information as well as contact information for residents looking to participate in a community talking circle. The information featured on the page was also provided in four languages: English, French, Ojibway and Mohawk. A first for the City of Kingston.

The Engage for Change blog was hosted using the History and Innovation website that was first created in 2015 as a platform to share stories specific to Kingston’s history, past and present. The blog featured content created by Indigenous writers and included opinion pieces that encouraged visitors to explore topics related to reconciliation. In 2017, the blog featured the following posts:

- Engage for Change, Indigenous Identities and Cultural Resurgence
- Narratives of ‘Response to Learning about Residential School Systems’ in Canada
- The Importance of ‘Indigenous-led’ - The Spirit of Collaboration
- I read about the diabetes epidemic among Indigenous Communities; why is it an epidemic?
- I am a non-Indigenous Canadian; what can I do to contribute to reconciliation actions here in Kingston?
- Nature Isn’t Perfect
- Do You Carry the Great Peace?
- Ohén:ton Karihwatéhkwen - Thanksgiving Address in Haudenosaunee Culture
- Learning in Limestone
- Indigeneity 101
- ReconciliACTION
- What is Reconciliation
- Who are the Indigenous People of Kingston Today
- Why Reconciliation Isn’t Possible
- Kaha:wi Traditional Indigenous Dance Workshop
- Indigenous Identities and Cultural Resurgence
- The Historical Importance of Corn to Haudenosaunee Culture
- Seven Generations – Thinking Beyond Our Time
- Reconciliation as a Multidimensional Concept
- Reconciliation is Acknowledging the Land We Walk On
- Reconciliation is Complex…
- The seven grandfather teachings
In addition, a series of videos were created that focused on a different Kingston community member speaking on the concepts of Indigeneity and reconciliation. These videos were featured on the City of Kingston YouTube Channel and were also shared over the City of Kingston social media accounts.

Together, these videos and the blog function as legacy pieces related to Engage for Change. They supplemented the programming offered in 2017 and will continue to supplement programming and support community education and knowledge sharing through the subsequent phases of Engage for Change currently being proposed.

Proposal for Engage for Change: Phase II
Engage for Change, as it was conceived, seeks to re-frame the relationship between Indigenous and non-Indigenous people in Kingston with the goal of supporting a community that integrates Indigenous People’s identities, voice, language and culture, while showcasing the city’s contemporary community story in an inclusive historic context.

As well, the initial goal was to create a relationship protocol between the City of Kingston and the local Indigenous community adopted by Council. This was intended as a legacy piece designed to affect change coming out of Canada’s Sesquicentennial. However, as the talking circles progressed and the community conversations unfolded, it became increasingly clear the development of a relationship protocol was not the most pressing concern for the local Indigenous community. Much was learned but it also became apparent more concrete action is needed which is why staff are recommending that Engage for Change be re-thought as a multi-phase project that would allow for other critical work to be done ahead of developing a relationship protocol.

Engage for Change was successful in terms of fostering community education and information sharing but a next phase of work is needed that would make the local Indigenous community itself the focus in order to hear their needs, foster discussion and identify priority areas for action. Previous work, like the Purposeful Dialogues Report, already started to highlight much of what is needed and the talking circles and community conversations reinforced many of the same needs that include, but are not limited to, the following:

- The formation an Indigenous community council/committee to work with the City of Kingston on Indigenous initiatives;
- The development of an actionable plan that would result in the creation of an Indigenous community gathering space;
- Continuing support for Indigenous cultural education and engagement initiatives as well as the development of cultural sensitivity training within the City of Kingston itself;
- The provision of Indigenous community information and educational resources to be made available online;
- Sustained funding to support the co-ordination and presentation of Indigenous cultural events and community programming; and
- The inclusion of the Indigenous community in the planning and delivery of City-led community events such as First Capital Day and Canada Day.
It must also be noted that the City of Kingston cannot dictate a path forward but can play a supporting role by working in partnership with the local Indigenous community in ways that foster trust and understanding to build a sustainable relationship that is mutually beneficial and allows for increased agency and self-determination.

“Respecting Indigenous peoples expertise, seeking their knowledge when it comes to issues related to the creation of programs and services; having Indigenous history taught in all institutions in Kingston. Creating policies, programs, events, with elders at the decision-making table at every phase of development; hosting sharing circles in various institutions (schools, police, fire, health), no tokenism - actually valuing the experience and recommendations of Indigenous people.” -- Comments about next steps from a talking circle participant

Indigenous Community Engagement and the Public Engagement Framework

In October 2017, Council approved the Public Engagement Framework and The Public Engagement Charter making public engagement a priority in matters that affect residents' quality of life and how they experience their city. These efforts are tied to a desire to foster open government along with more informed and inclusive decision making.

As work began on Engage for Change, the City had not yet adopted or at least widely implemented its Public Engagement Framework. However, the talking circles proved highly effective as a means for information sharing, collaboration, community engagement and education. The adoption of the Public Engagement Framework signals a significant change for the City of Kingston in terms of how it works with the community and it also provides increased opportunity to work with the local Indigenous community in ways that are respectful, engaging and inclusive in order to identify needs and to help the City of Kingston understand how these needs can be addressed within the municipal framework.

Staff have recently received training related to the Public Engagement Framework and the International Association for Public Participation (IAP2) more specifically and have learned that third party facilitation is the best way to foster meaningful engagement and to collaborate around decision making. It is the opinion of staff that such an approach is what is needed to ensure the success of a second phase of work related to the Engage for Change Project. For that reason it is being proposed the City of Kingston contract a third-party facilitator to pursue the work needed and a third party facilitator with the skill and experience needed to work with Indigenous people.

Moving forward, it is hoped that working with an outside facilitator will provide an opportunity for the City of Kingston to act as a catalyst but not be seen to control the process or the outcome. City staff will be able to participate alongside the Indigenous community to frame the process but also to ensure the process is open, inclusive and effective while attempting to avoid the dynamics of colonial power structures that are embedded in municipal policies and procedures. The main purpose of this second phase of work being proposed is to engage the Indigenous community through “collaboration” as defined by IAP2, meaning the City of Kingston would look to the Indigenous community for input and direction regarding how best to move forward and to base decisions on the input and direction provided to the maximum extent possible.
“Incorporate indigenous teachings in decision-making, actively seek knowledge of history/culture/truths - productive discomfort, listen, don't just hear (respect, listen, understand, communicate); implement the TRC calls to action, engage community in consultation.” -- Comments about next steps from a Talking Circle Participant


In order to build on what has already been achieved through Engage for Change, it is being proposed that work continue along two distinct but parallel paths over the next two years. The first path would be specifically focused on working with the Indigenous community and the second path would be focused on initiatives within the City of Kingston itself to create an environment in which policies and procedures make it increasingly possible for Indigenous people to see their lives and realities reflected in the ways the City does business.

Initiatives with the Local Indigenous Community:

1. **Facilitated Engagement**: In order to identify actionable next steps, a third-party facilitator will be contracted to guide an engagement process specifically targeted to the local Indigenous community. The intent is to include Indigenous community members as part of the selection process and to continue to engage Indigenous community members to work alongside the facilitator. At this juncture, it is anticipated the facilitation process will focus on the need to create some sort of Indigenous community council to work with the City as well as the need to establish some sort of community gathering space. However, the exact outcome of the facilitation process cannot be predicted, but the hope is that staff can participate alongside the Indigenous community to ensure whatever comes forward can be supported and brought to Council for approvals and action.

2. **Community-led Programming**: The City of Kingston commits to providing support, both financial and in-kind, to community-led programming with a particular emphasis on an expanded Indigenous Community Powwow as well as programming related to National Indigenous Peoples Day (formerly National Aboriginal Day). In discussion with community representatives, it is anticipated the Indigenous Community Powwow in 2018 will feature an expanded educational component designed to share traditions with students and youth along with a large-scale public powwow that will draw participants from across Ontario and Quebec. The committee working on these events is also planning an additional eight smaller events for 2018 and 2019 and would benefit from city support in order to ensure the success of their events, build profile and capacity and pursue other sources of funding in an effort to move forward toward greater sustainability.

3. **Talking Circle Partnerships**: The City-led talking circles that formed the backbone of Engage for Change in 2017 proved to be extremely successful and much needed. Since the last talking circle was presented in October 2017, staff have received multiple requests to host additional talking circles as well as requests for talking circles that would build on the learning and sharing that has already happened. In order to respond to these requests, it is being proposed that funds be made available through community partnerships to support ten organizations to host their own Engage for Change-style talking circles. The general talking circle format developed as part of the Engage for
Change Project can be shared through these partnerships, including a planning manual, resource list and overview of topics to be covered. Additionally, financial support amounting to $2,000 per talking circle would be provided through each partnership based on an agreement that would assist these community groups to secure the appropriate Indigenous facilitators. It is proposed these partnership agreements would be entered into under the delegated authority of the Commissioner, Community Services, or the Cultural Director as his/her designate.

Internal Initiatives within City of Kingston:

1. **Recognition Statement Review**: Staff will work with the Indigenous community to review the recognition statement and to collaborate on any revisions that may be deemed necessary. This is important legacy work that needs to be done based on what was approved by Council in 2015 (Report Number 15-264).

2. **City of Kingston Smudge Policy**: Staff will work across departments to finalize a Smudge Policy for Council consideration and approval. The Smudge Policy will identify which City of Kingston facilities can support smudge ceremonies as well as identify what facilities might be able to accommodate such ceremonies in the future (either in newly built facilities or as part of scheduled renovations).

3. **Resources Website**: This work is being proposed in response to calls from the local Indigenous community to have access to a central website through which residents can find relevant resources and contact information as well as content that speaks to the presence of Indigenous people in this area from a historical perspective. The resource website being proposed would draw together existing content developed as part of Engage for Change and would be accessed via the City of Kingston homepage, which would also be modified to highlight the recognition statement as approved.

4. **Cultural Training**: At the time that the recognition statement was approved, Council also committed to participating in cultural sensitivity, awareness and safety training as part of the implementation process. In December of 2015, Council additionally endorsed the Ten Common Commitments of the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) (Report Number 16-026). More recently staff reported back to Council, in December 2017 (Report Number 18-008), in response to an earlier motion to consider additional training as part of the efforts of the City of Kingston to foster a workplace that does not discriminate on the basis of race or any prohibited grounds under the Human Rights Code in Ontario. The proposed work is to develop, in consultation with the Indigenous Community and in the spirit of CCMARD, a training module and associated training implementation plan to be brought back to Council for consideration.

5. **Internal Process Alignment**: Staff working across a number of departments have already committed to participating in an interdepartmental Indigenous working group as a mechanism for capturing, aligning and supporting a diverse array of work that is being done across the Corporation that impacts and/or involves the Indigenous community.
Some of this work is legislated while other aspects of this work are being pursued because it has become necessary to ensure inclusion. Regardless, staff are increasingly committed to working with the Indigenous community in a variety of ways to foster meaningful engagement and to ensure their inclusion as part of planning processes, program development and delivery as well as participation in City-led events, where appropriate.

Investment and Financial Strategies

The table that follows outlines the various projects described above in relation to available funding. It is intended that much of the internal work required will draw upon already approved budgets, both capital and operating. New initiatives being proposed would draw upon unspent operating and capital funds that were approved to support commemorating Canada’s Sesquicentennial, along with funds from the Working Fund Reserve. The amounts allocated to support this next phase of work would need to be assessed at a future date in relation to any additional work that may be required in order to complete the Engage for Change initiative as it was originally intended.

<table>
<thead>
<tr>
<th>Engage for Change: Phase II</th>
<th>Budget</th>
<th>Funding Source</th>
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<tr>
<td>1. Facilitated Engagement</td>
<td>$125,000</td>
<td>Sesquicentennial Funding ($122,000)/Working Fund Reserve ($3,000)</td>
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<td>2. Community-led Programming</td>
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<td>Working Fund Reserve</td>
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<tr>
<td>3. Talking Circle Partnerships</td>
<td>$20,000</td>
<td>Working Fund Reserve</td>
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<td>4. Recognition Statement Review</td>
<td>Staff time</td>
<td>Existing Operating budget allocations</td>
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<td>5. City of Kingston Smudge Policy</td>
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<td>6. Resources Website</td>
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<td>7. E-Learning</td>
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<td>8. Internal Process Alignment</td>
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Engage for Change, as originally conceived, was ambitious. Much was achieved in terms of community engagement and education even if it was not possible to develop a relationship protocol between the City of Kingston and the local Indigenous community as was the intent. It did, however, lay the groundwork for increased community participation and dialogue around reconciliation and highlighted the need for more active and engaged discussion with the local
Indigenous Community. That work still needs to be done and would be the focus of the next phase of work being proposed that would eventually lead to the development of a relationship protocol. Through this work, the City of Kingston has an opportunity to pursue, to the best of its abilities, a shared path toward reconciliation. This work will likely never be complete but it is hoped that a third and final phase of work, yet to be determined, would provide the opportunity to establish a lasting legacy for the Kingston community - both Indigenous and non-Indigenous - that would foster inclusion, create space and sustain activity in ways that would result in a strengthening of relationships.

Existing Policy/By Law:

Engage for Change helps Council fulfill a number of its priorities as they relate to ‘planning a livable city’ and ‘fostering open government’. It also references a number of strategies, plans and initiatives developed by the City of Kingston in recent years, such as the Kingston Culture Plan and the Public Engagement Framework. It is also intended to animate the corporate motto “where history and innovation thrive” and to position Kingston as being one of Canada’s most inclusive and welcoming communities and a leader in terms of its approach to engaging its local Indigenous community.

Notice Provisions:

Not applicable

Accessibility Considerations:

Not applicable

Financial Considerations:

It is intended that much of the internal work required will draw upon already approved budgets, both capital and operating. New initiatives being proposed would draw upon unspent funds that were approved to support commemorating Canada’s Sesquicentennial, as well as funds from the Working Fund Reserve.

Contacts:

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Colin Wiginton, Cultural Director, Cultural Services 613-546-4291 extension 1357

Other City of Kingston Staff Consulted:

Jennifer Campbell, Manager, Cultural Heritage
Speros Kanellos, Director, Facilities Management & Construction Services
JC Kenny, Director, Communications & Customer Experience
Deanne Roberge, Director, Human Resources & Organizational Development
Exhibits Attached:

Exhibit A  Process and Evaluation Report (Three Things Consulting)
Indigenous Awareness Community Talking Circles

Process and Evaluation Report >
Prepared For: The City of Kingston >
Prepared By: Three Things Consulting >

www.3things.ca
This report highlights the process of, and post-Circle feedback of 98 participants from, the ten Community Talking Circles; one of the components of Engage for Change, led by the City of Kingston. This City initiative has worked to re-frame the relationship between Indigenous/First Peoples and non-Indigenous people in Kingston – especially as it relates to history, knowledge and culture. An outcome of the project is the future development of a City of Kingston relationship protocol to be adopted by City Council as to how the Indigenous community and City work and travel together in a good and honourable way.

**Background**
On February 17, 2015 City Council directed that the Cultural Services Department consult with the First Peoples Community to prepare a brief, respectful recognition statement to be formalized and read by the Mayor and other City representatives at municipal public meetings. Once this was complete, on June 2nd, 2015 Council received a Report to Council with said statement and other key recommendations / guidelines. They included:

- **That as a first guideline this recognition statement, once approved by Council, be subject to a six-month trial period to assess the appropriateness of its wording as evaluated through consultation with the First Peoples Community at which time the Community may offer edits or addendums, again to be brought to Council for implementation; and**

- **That a second guideline be for the Mayor, Councillors and others who may be in a position to read this recognition statement others in conjunction with meetings and events associated with running City business partake in a traditionally-led Indigenous Cultural Sensitivity, Safety and Awareness Training Program before the statement goes into effect, to satisfy the First Peoples Community that these words are not being offered without understanding of their meaning; and**

- **That a third guideline be observed that the voice of an Elder, Grandmother, Grandfather and/or respected voice in the community be invited to participate in special events and/or ceremonies as appropriate to provide a recognition statement and any traditional welcome on behalf of the First Peoples Community.**
At this meeting, this report with the recognition statement, was approved and adopted by City Council.

On the same day, June 2nd, 2015 the Truth and Reconciliation Commission, (TRC), released the 94 Calls to Action; a response to the voices of 6200 former residential school survivors who shared their experiences with the TRC.

The second guideline in the City of Kingston Report to Council addresses Call to Action #57 explicitly, and the foresight of City staff, Mayor and Council speaks to what many Indigenous People have shared about their experiences living in Kingston. Though there are, and will be, more work to be done to reconcile relationships between the Indigenous and non-Indigenous community – the City, as a Corporation has demonstrated great commitment to developing and maintaining honourable, respectful relationships.

At that time, at the request of City staff Three Things Consulting, an Indigenous owned national consulting company, (with our head office in Kingston), and recognized leader in community engagement, began discussions with City staff regarding the development and delivery of traditional circle based process that would be a response to this recommendation. Working with staff we ended with a plan to deliver a day long Circle, (delivering the same Circle on two different dates) providing Mayor and Councillors the opportunity to share in a traditional process of information sharing, discussion and learning. Over a period of months, we had ongoing discussions and again, at the City’s request, submitted a proposed contract.

At this time, opportunities presented themselves for the City to apply to the Canada 150 Fund and it was decided that this Circle process could be a potential activity to include, allowing it to widen the scope beyond City staff, Mayor and Council. Three Things Consulting designed a year long project, proposing a series of graduated Circles, with a goal of engaging 1000 – 1200 residents in this process, culminating in a day long session with local citizens leading circles to 400 residents at the K-Rock Centre. This proposal had several other components such as a speaker series and cultural related activities. Between meetings and with ongoing communication we refined the plan and proposed project.
By the time the City application was submitted, our proposed plan had been limited to the first proposed circle, (the Indigenous Awareness Circle), and with a target of approximately 300 residents.

**Developing and Delivering the Community Talking Circles**

The City was successful with their proposal for the Circle component (one of several funded initiatives from the Canada 150 Fund) and in January 2017 a contract was agreed to between the City and Three Things Consulting to facilitate 10 six-hour Indigenous Awareness Circles that include the necessary protocols, tools and resources as well as a minimum of 60 minutes for discussion related to reconciliation.

The City was responsible to coordinate the hosting partners (nine local organizations and the City of Kingston), and work with each to organize the Indigenous Awareness Circles, including communications, registration and logistics. As part of this, their role was to ensure the set-up of the Indigenous Awareness Circles met our needs to facilitate the process effectively. Within a very short time frame City staff were able to secure the nine community partners and set dates for the Circles. This information was posted on the City website with links (when available) for people to register to attend.

Our first step was to work with the City to consult with the community by facilitating an initial input session involving local Indigenous and non-Indigenous leaders. We engaged the Katarokwi Grandmothers Council and were invited to participate at the Midwinter Ceremony Feast on January 21st, hosting a community engagement session. More than 25 people took part and shared feedback on our proposed approach and provided insight on what was felt as important to share in Circle regarding the local Indigenous community. We incorporated the community input as part of the development of our process and plan and provided the City a draft to be reviewed and approved.

The City was tasked with making decisions around the final agenda and what areas to focus on with the limited time available for each Circle. There was a new component to be added at the request of the City; the collection of ideas and voices of participants in the creation of a relationship protocol between the City and the Indigenous community.

The final agreed upon agenda, (Appendix A) focused on: ceremony, knowledge sharing and engagement activities to have those in Circle participate, share ideas and connect with each other. It was decided that there was not enough time to have a focused component on the residential school experience, instead it was embedded throughout the day in various other components, and City staff produced a take-away handout for participants that provided a snapshot of the residential school experience for Indigenous Peoples.
Our team developed tools to support the process including a welcome letter for participants, (with contact information for residential school survivors who could be triggered and need additional support), a shared media release and presentation that was used as a guide for each session.

In late January, we hosted our first Circle and immediately began to hear very positive feedback at the event, in the post Circle evaluation and within the community. Terms such as eye-opening and life changing were used to describe the experience of this first group of participants. From then on, we continually worked on the agenda to ensure it was meeting the needs of participants and our client, the City of Kingston, making slight adjustments as necessary.

Throughout the project we debriefed by phone, email and in-person with City staff. Midway through the project we met with City staff who directed our team to increase focus on the participant engagement component that would provide input into the creation of the relationship protocol. We redesigned this component for the final four Circles. All notes and materials related to this proposed protocol were provided to the City at the completion of each Circle.

With various focused audiences (youth, new comers, faith communities) via the hosting partners the diversity of participants was notable throughout the ten Circles. Understandably, with each Circle the process, format and outcomes were strengthened. From both our perspective and feedback from the evaluations, our team was working very well together, with a powerful compliment of knowledge, traditional understanding and capacity to support each other – and in turn providing powerful experiences to participants.

**Continually Moving Forward Together**

Recognizing the root of this project was an initial plan to provide Circles for Mayor and Council, the absence of City Councillors was notable, as was that of the most senior staff within the City. It seems like a lost opportunity and it would be our recommendation that the City explore holding one (or two if need be) final Circles this winter for those who have not attended. We were grateful to have had staff and leadership from various departments, along with the Mayor and several councillors participate, but the notable absence (as worded by one of the participants) was raised within several Circles and the online evaluation. There remains the opportunity for the City to announce that they have in responded to Call to Action #57, and sustain its role as a national leader in municipal government as they walk the path to reconciliation.
Post-Circle Online Evaluation
These findings build on an earlier report provided to the City of Kingston and highlight the experience of participants following the event. With 98 respondents, we estimate almost 1/3 of participants took part in the follow up evaluation.

The results of both components of the evaluation process conducted by Three Things Consulting (day of and post-online evaluation) speak to a great deal of satisfaction, learning and community building via the Community Talking Circles.

The breakdown of participation of the online evaluation to the session the respondent participated in was:

<table>
<thead>
<tr>
<th>Circle Date</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 28</td>
<td>18</td>
</tr>
<tr>
<td>March 25</td>
<td>2</td>
</tr>
<tr>
<td>April 22</td>
<td>13</td>
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<tr>
<td>April 29</td>
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<td>May 2</td>
<td>4</td>
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<td>May 15</td>
<td>8</td>
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<td>July 13</td>
<td>10</td>
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<td>September 12</td>
<td>9</td>
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<td>September 20</td>
<td>20</td>
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<tr>
<td>October 16</td>
<td>7</td>
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<tr>
<td>Unknown</td>
<td>3</td>
</tr>
</tbody>
</table>

Most of the respondents (36%) heard about the Circle by email invitation, followed by 35% from a colleague, and 21% from a friend. Several heard about the Circle from a flyer or the Three Things Consulting website. Only three respondents indicated that they had heard about the Circle through social media.

“The (most valuable learning was) value of a talking circle: everyone is equally important; it is a safe and respectful place; it is an emotional place; how much each of us has in common; how little I truly know about Indigenous Peoples but would like to know more. Thank you for this life-changing opportunity.”
The greatest number of participants of the Circles were fifty years and older (53%), with (33%) respondents identified as 30-49. Only 13 respondents were under the age of 29.

Prior to taking part in the Circle, most respondents (51%) stated they had a moderate amount of knowledge about Indigenous Peoples, followed by 32% stating they only had a little knowledge. Ten respondents stated they had a lot of knowledge and three identified a great deal. Only one respondent identified that they had no knowledge at all.

Following the Circle, six respondents (an increase of three) reported that they had a great deal of knowledge about Indigenous Peoples and 26 (an increase of 16 respondents) said they had a lot of knowledge. The majority (61%) reported a moderate amount of knowledge (a 10% increase) and only three respondents stated only a little knowledge. The Circle process has proven to be a useful tool to increase knowledge about Indigenous Peoples in Kingston.

A majority (53%) reported that they are a great deal more likely to continue to build their knowledge, awareness, and understanding of Indigenous Peoples having taken part in the Circle. Another 34% agreed they were a lot more likely. Only eight respondents said they were moderately more likely and only one was merely a little more likely. This is a powerful lesson on the interest in moving forward on a path of reconciliation from residents of Kingston.

"I expected this event to be incredibly powerful and it met my expectations."

Words that stuck out as the most valuable learning by Circle participants.
A great majority (73%) of respondents indicated that they were extremely satisfied with their experience in the Circle. One person reported that “It was one of the best designed events that I attended.” Another 20% were moderately satisfied. Only five respondents were only slightly satisfied and only two were unsure if they were satisfied or not. None were dissatisfied. We feel confident in reporting that participants taking part in the Circles are pleased that they participated and what they could learn, experience and share.

That said there were concrete suggestions regarding what would have enhanced the experience for participants. These included:

- More movement and activity
- Increased small group discussions
  - More dialogue
  - Starting on time
- More in-depth history
  - More concrete examples of actions that non-indigenous population might take
  - A microphone, (I personally was) having difficulty hearing what was being spoken

The predominant message about what could enhance the experience was having more time for discussion and dialogue; though as several shared, that this may have been an introduction, (which in theory it was) and that a second Circle would be beneficial.

A large number (40%) of respondents reported that the Circle was much better than they had expected. Another 26% acknowledged that the Circle was somewhat better than they expected and 8% that it was slightly better. 23% stated it was about what they expected and only three respondents said it was slightly worse than expected. No respondents said it was somewhat or much worse than expected. One respondent shared, “For me, it was the perfect balance of conversing with people about an important issue, learning new things, and feeling inspired to be better educated about and committed to reconciliation.”
About the Circle relating to respondents professional/school life, 34% stated that it was extremely useful and another 33% that it was a lot. Another 16% said it was moderately useful. Only one respondent said it was only slightly useful and only two said it was not useful at all. Interestingly, 14% of respondents shared it wasn’t applicable which is understandable based on the average age of participant in the Circles, many of whom are no longer working and/or in school.

Most respondents (71%) felt most of the Circle was all or mostly interactive. Of the interactive component, 79% believed it was just the right amount. Only four respondents believed there was too much while 16 felt it was too little.

“I know one other participant in the circle who felt we were going to address the city's protocol per se, and wished we had taken more time to address that. (Maybe all you wanted were brief statements indicating what non-indigenous people will endorse?) I myself don't know that much about that protocol idea is about. So maybe a bit more on that? Mostly, I felt like I was there to listen (and hear) and not run off at the mouth about "I, me, my." I know what I think. I wanted to hear what YOU think. (There were many topics that were just entry points to much larger conversations. I'm glad guests in the circle didn't derail us. Luckily, in our circle, most of the white people just listened and didn't try to "take over".) I know it's hard to find that balance between inviting participation and having people usurp the agenda, and you can't always control that.”

68% of respondents felt extremely (20%) or very comfortable (48%) asking questions. Another 20% felt moderately comfortable. Eight respondents were slightly comfortable and three respondents were not comfortable at all in asking questions. It needs to be noted that the number of those not comfortable or slight so, in asking questions, increased in the last four sessions.

“I feel incredibly honoured that the elder will include me in his prayers when he does the Sun Dance next. Thank you doesn't seem enough for this gift.”
The outcomes described by participants including gaining new knowledge at the Circle (83%), felt they were part of something bigger than themselves (73%), felt inspired, energized, or empowered (63%) and left with ideas/actionable items to work on (61%).

An overwhelming majority of 96% of respondents reported that they would recommend to a friend or colleague the Community Talking Circle. With one respondent sharing they would not recommend it, three were unsure.

62% felt facilitators allowed just the right amount of time for discussion. 22% felt there was slightly to little. Five respondents reported that there was somewhat or slightly too much or discussion. Seven felt that there was slightly too little and 3 shared, much too little discussion. Shared one participant, “I would like a "part 2" with more time for discussion.” A second shared ‘Especially for the last pairs discussion focused on future sharing for municipality, we would have liked more time for thoughtful discussion and helpful contribution.’ Though the comments to this question spoke to there not being enough time, (11 of 25 comments), there was also acknowledgement about the importance of what was shared, such as, “There wasn’t enough time. All the presentations were excellent, so even though it would have been good to have more time for discussion, I’d say not at the expense of the presentations.”

Most respondents (65%) felt the facilitators, Elders, and Knowledge Keepers were extremely skilled and experienced in the subject matter. Another 31% believed they were very skilled and experienced and 4% that they were moderately skilled. No one thought they were only slightly
skilled or not at all skilled and experienced. One respondent shared, “What a great combination of people, experiences, ages, and wisdom. The four were a remarkable group of leaders.” Another shared, “I thought the facilitators were excellent. I do a lot of public speaking & presenting and I see a lot more...they were among the best I've seen.”

Many respondents (49%) believed The Three Things Team was extremely prepared for the Circle and another 45% felt they were very prepared. Only six respondents felt they were moderately prepared, with no one reporting they were only slightly or not at all prepared.

The majority (72%) felt The Three Things Team was extremely engaging and friendly and 27% thought they were very much so. Only one respondent reported them as moderately engaging and friendly and no said they were only slightly or not at all friendly. One respondent reported, “I felt welcomed the minute I arrived and never felt judged by the Team. They were friendly and encouraging throughout the whole day.”

Again, overall the experience appears, from the day of and post-evaluation to have been one that found balance of experience and knowledge sharing, connecting participants to something bigger than themselves – such as reconciliation. Shared one participant, “...It was the perfect balance of conversing with people about an important issue, learning new things, and feeling inspired to be better educated about and committed to reconciliation.”

The Indigenous Experience

Of the 52 respondents, nine respondents (17%) self-identified as Indigenous, while 43 (83%) self-identified as non-Indigenous. The age of Indigenous participants was younger than their non-Indigenous peers, with the majority being between 30 and 49 years old, whereas the non-Indigenous participants most identified as being over 65 years of age, resulting in Indigenous participants lowering the total average age of participants. When asked to rate their knowledge about Indigenous Peoples after taking part in the Circle, 67% of Indigenous respondents identified a ‘great deal’ or ‘a lot’ an increase compared to 31% of non-Indigenous participants. Most non-Indigenous participants (67%) shared that their knowledge increased a moderate amount. One interesting learning from the evaluations was the feeling of being valued in the Circle, with 67% of Indigenous respondents identifying this as something that applied to their experience, while only 40% of non-Indigenous participants identified this, (out of eight options that they could respond to).

The remaining questions had statistically similar responses between participants.

Indigenous Voices

*Please engage us in future events - love what you're doing!*
It was very enjoyable and empowering. I do wish this whole project was better marketed through the city. Many people do not know this project is taking place.

I had a great experience! Being the only one who brought her kids I felt very welcomed. I would love to know when another talking circle will be held in Kingston again.

Thank You for doing this valuable, much needed work. This talking circle gave me the push I had needed to keep going in the right direction in life knowing we are not alone and we can and are worthy.

Reconciliation means something different to everyone depending on their personal history, ancestry or personal experiences.

(I learned) That so many (non-Indigenous People) know so little of the local Indigenous urban community, but are wanting to learn.

The Indigenous community of Kingston would benefit greatly with a holistic comprehensive community plan in order to move forward.

What Action Can Look Like for Engage for Change Community Talking Circle Participants

A large majority of respondents, 87%, reported there is action they believe they can and will take to continue to walk the path towards reconciliation because of their participation in this Circle. The remainder (13%) said they were unsure with no one responding, “no.” The qualitative responses speak to how the Community Talking Circles can – and have generated opportunities for increased action towards rebuilding and establishing relationships between Indigenous and non-Indigenous Peoples.

- Connection with others and listening.
- Spread the word of reconciliation and change of perception and world view.
- reading and participation in events.
- We will be using Carol Anne to cater an upcoming event.
- I have more facts and statistics to use in conversations with other people.
- I plan to attend the pow wow at Silver Lake this year.
• I will take advantage of any other learning experiences offered.
• Get to know more indigenous peoples and be a part of their activities.
• I will also make sure that I take every opportunity to talk to my neighbours and friends about reconciliation.
• Help others to find indigenous teachers and teachings to have an experience like I had during the circle.
• To continue to work with Y2K youth facilitators to reach out to Indigenous youth as well as to continue to advocate for the importance of increasing our knowledge, understanding, position and participation as allies on this path.
• Continuing my part as a member of the Kingston Thunder Women. Attend talking circles and Aboriginal events. Reading books about my language about history.
• A simple action. I wear the medicine wheel button that we were given. Several people have asked me or commented on it. I've told others about the Engage for Change sessions.
• Continue supporting grandmothers of Golden Lake and three Algonquin Chiefs, 49 Quebec and Labrador Chiefs, and AFN, and TRC calls to action to honour indigenous title to Chaudiere Falls and the Islands, as in: TRC CALLS TO ACTION.
• Our group is sending out letters to Christian theological colleges and religious educators asking if they have done anything to include awareness of indigenous history in residential schools as well as conveying the importance of honouring indigenous spiritual traditions in their curriculum, as per TRC call to action #60.
• Getting my Rotary Club involved.
I have formed a committee whereby we are trying to educate ourselves, doing some fundraising for local initiatives and working towards developing a relationship with a reserve to collect things for the reserve that they have identified as needing and go to more Indigenous cultural events and build relationships (which have been non-existent for many of the committee).

Continue to learn more and share stories/insights with others.

Be sure to remind students of the indigenous issues at my law school clinic.

Talking to my friends and neighbours Buying books and lending them to the people I know. Speaking about reconciliation, and learning more about how to make it happen.

I am planning on attending a sweat at the Nelson's.

I'm eager to continue my research into our historical attitudes toward Indigenous peoples to try and better understand the challenges and delays with reconciliation. I will also be paying closer attention in upcoming elections to ascertain candidate’s attitudes toward these issues.

Pay attention to and participate in more community events involving First Peoples. I hope to go to another Grandmothers' Feast, attend some of the cultural events coming up at the Grand Theater and films at the Kingston film festival, and more as events arise.

Confront misinformation when I hear it.

Wear the medicine wheel pin – nice to use as a starting point of discussion.

Attending more events organized by members of the indigenous community, and seeking out ways to volunteer and contribute where appropriate.

Participating more actively in advocacy work, cultural activities and celebrations in the Kingston area.

The non-profit I run will go beyond land acknowledgement to work to include reconciliation in all our planning and programming. I'm not sure yet what that will look like, but hope to retain an Indigenous consultant to help us figure out how to use the Indigenous lens to develop that approach. Personally, I have a list of local actions that I can take to support the Indigenous community and will do so.

Explore with senior management the possibility of forming an Indigenous health equity working group, to look at the 94 Calls to Action and to see how we can fulfill them as an agency and encourage other organizations to do the same.

We would like to organize a working group for our agency to review the TRC report and generate ideas as to how we can action some of the items.

Write to (my) MP (regarding) important issues and continue to read about and attend events happening locally.

Reading the recommended documents, making a concentrated effort to improve my knowledge, supporting the purchase and availability of library materials around the
issues of Indigenous experience and history, and helping to introduce a Statement
Acknowledging the presence of KFPL Branches on historic Indigenous lands at the
beginning of KFPL Board Meetings.
• Supporting local initiatives through sharing in social media streams; engaging First
Nations entrepreneurs; personally acknowledging and accepting what has happened
and teaching the next generation to continue the process of reconciliation.
• Two things - and probably more. - To work on dropping that vague sense of guilt I
always feel because of my British background - the Circle helped me start realizing that I
do not need to carry that going forward. - To find opportunities to learn more about
indigenous peoples, especially locally, and to participate where possible in open events
and learning opportunities.
• As a United Church clergy, I plan to make acknowledgement of the land a regular part of
our worship services, and hope to sponsor a talking circle with our local Metis Council
(whom I have already met) and possibly indigenous leaders from other local
communities (Shabot Obajiwaan and Ardoch First Nation)
• Ensuring conversations that are open and meaningful with Indigenous People. Support
and hiring of Indigenous businesses in programing and events.
• Within my role in public arts, I am committed to making community spaces just that: a
space for all -- to feel safe, supported, and culturally validated. Direct actions I can
incorporate into my daily life are sharing love and support through my own personal
being, but also, through my job, and encouraging public art spaces as sites for
Indigenous communities to drum, smudge, and practice ceremony - wherever,
whenever!
• Ensuring that indigenous history, values and world views are an integral part of
museum's historical & cultural narrative, with a "nothing about us without us" approach
to obtaining advice and further learning.
• Yes, the next night we went to the Inuit performance at The Isabel and will be learning
more about the issues, options for reconciliation and other ways to help our
communities progress.

Closing the Circle
Each Circle closed, as it opened, in a good way. As part of the final element of the day we asked
participants to share a word, or two, about how they were feeling having taken part in this
process in Circle. More than any other emotion or concept shared was gratitude. This
component of Engage for Change had a goal of creating space to re-frame the relationship
between Indigenous and non-Indigenous people in Kingston: by sharing knowledge and
experiences. It is our informed opinion, rooted in all the feedback we have that for those who
took part: this has happened. The question now, for the City of Kingston, Three Things
Consulting and each participant in the Circles, is what’s next?
Three Things Recommendations for Action

1. **Watch** the full film, Wawahte online
2. **Read** the TRC report and Calls to Action
3. **Engage** with local organizations and follow online to learn how to attend community events
4. **Attend** community functions: volunteer, support, participate
5. **Search** The First Nations Child & Family Caring Society of Canada online and learn 7 Free Ways to Make A Difference
6. **Listen** to the voices of Kingston Indigenous community and become an ally
Engage for Change  
Indigenous Awareness Community Talking Circle  
General Agenda

1. **Welcome** and Overview of Day
2. **Ceremony:**
   a. Smudge
   b. Lighting of the Qulliq
   c. Four Sacred Medicines
   d. Wildflower Song
   e. Sema Offering to Participants
3. **Why We Sit in Circle**
4. **Welcoming** from City of Kingston
5. **Web of Strength** (Why Does Reconciliation Matter To You?)
6. **Indigenous Peoples in Canada:**
   a. Language Matters: Evolution from Indian to Indigenous
   b. History
   c. Demographics
   d. Riches and Resiliencies
      i. Resurgence of culture / language / land
      ii. Identity stronger than ever
   e. Systemic Challenges - focusing on systems not people
7. **Indigenous People in Kingston and Surrounding Territories**
a. Crawford Purchase: October 9 – 1783: When land was surrendered to Crown
c. Demographics
d. Diversity
e. Local Indigenous Voices

   a. Introduction to The Seven Sacred Teachings (Way to live our lives and have relations)
   b. Introduction to the Medicine Wheel (Balance/Cycles of Life)

9. Seven Teachings Activity
   a) Provide Handout
   b) Seven Groups: Each w/ a teaching
   c) Discuss how that teaching can be incorporated into the development a City of Kingston relationship protocol between the City, its residents and the Indigenous community to be adopted by City Council
      a. What values can be incorporated into the protocol, based on your teaching?
      b. What is one (or more) concrete action that can occur to demonstrate your teaching?

10. Closing Circle:
    a. One word on how you are feeling
    b. One word on what you learned
    c. Gifting from the City and Three Things Consulting
    d. Tobacco Ties

When time allowed, (only a few Circles) we shared in more detail information about:

11. TRC (Shannon and Pytor)
12. UNDRIP (Shannon)
13. Three Things Recommendations