



**City of Kingston
Report to Council
Report Number 18-377**

To:	Mayor and Members of Council
From:	Lanie Hurdle, Commissioner, Community Services
Resource Staff:	Colin Wiginton, Cultural Director, Cultural Services
Date of Meeting:	November 6, 2018
Subject:	Sole Source for Public Engagement Facilitation Team for the Engage for Change: YGK Reconciliation Journey Phase II and the Your Stories, Our Histories Projects

Executive Summary:

In 2018, the Cultural Services Department has been working on two projects that involve significant and targeted community engagement: 1. Engage for Change: YGK Reconciliation Journey Project Phase II; and 2. Your Stories, Our Histories Community Engagement Project.

The Engage for Change Project's second phase, approved by Council on April 3, 2018 ([Report Number 18-091](#)), includes a facilitated engagement with Indigenous Community members to seek actionable next steps to address the needs of the Indigenous Community within a municipal context.

The Your Stories, Our Histories public engagement project ([Report Number 18-354](#)) was launched on September 6, 2018 to gather community input that will contribute to the development of an updated Cultural Heritage Strategy for the City of Kingston to be used to guide the development of exhibits, programs and events offered through the Cultural Services Department. This engagement project provides an opportunity for the community to contribute to the development of an inclusive and balanced historical narrative for Kingston. As part of this engagement, specific themes, stories and histories will be discussed – including a facilitated engagement on how we tell an inclusive story of Sir John A. Macdonald and his legacy today.

These projects each require an engagement team with a specific set of skills and experience working on projects with complex, emotional and highly charged topics. Many projects will result in discussions of how we empower histories that are inclusive and provide opportunities for community education and consensus building on topics that might otherwise divide. The engagement team needs to be committed and experienced in supporting engagement that fosters diversity and inclusion, has knowledge and specific experience with engagement in the

November 6, 2018

Page 2 of 8

spirit of reconciliation with Indigenous people in Canada, and that can uphold the City of Kingston's commitment to working collaboratively with community partners and stakeholders.

Due to the complex nature of the projects and unique knowledge required to lead this facilitation, City staff believe that it is critical to retain a consulting team that has experience with similar complex processes. First Peoples Group is an engagement facilitation and management consulting team that have led engagement exercises with all levels of government, offering cultural support and community education on cultural topics, developing business plans and planning policy, leading conflict resolution, mediation and negotiation with a focus on consensus building. For complex community engagements like those required for the Engage for Change and Your Stories, Our Histories projects, First Peoples Group prides itself on providing consultant teams customized to match client needs and are able to draw on their network of subject-matter experts. First Peoples Group played an important role at the Truth and Reconciliation Commission (TRC) and after reviewing the quality of their work, City staff is therefore recommending procuring the services of First Peoples Group for the Engage for Change: YGK Reconciliation Journey Phase II and the Your Stories, Our Histories Projects.

Staff have received a scope of services from First Peoples Group to complete the community engagement processes associated with the Engage for Change: YGK Reconciliation Journey Project Phase II and the Your Stories, Our Histories Project at a cost of \$96,000.00 exclusive of HST and travel expenses. This work will be funded from previously approved capital budgets in Cultural Services. In accordance with By-Law Number 2000-134, A By-Law to Establish Purchasing Policies and Procedures, Council approval is required, as staff recommend entering into a sole source contract that exceeds \$50,000.

Recommendation:

That the Director of Cultural Services be authorized to sole source, pursuant to By-Law Number 2000-134, A By-Law to Establish Purchasing Policies and Procedures, First Peoples Group to lead the public engagement components of the Engage for Change Project Phase II and the Your Stories, Our Histories community consultation on inclusive history, at a total cost of \$96,000.00, exclusive of HST and travel expenses; and

That Council authorize the Mayor and Clerk to execute an agreement between the City of Kingston and First Peoples Group for the public engagement components of the Engage for Change Project Phase II and the Your Stories, Our Histories community consultation on inclusive history in a form satisfactory to the Director of Legal Services.

November 6, 2018

Page 4 of 8

Opinions/Discussion:**Engage for Change**

A facilitated engagement exercise with Indigenous community members was approved by Council on April 3, 2018 ([Report Number 18-091](#)) as part of the Engage for Change Phase II scope of work. This facilitation will be led by a third-party facilitator with the skill and experience needed to work respectfully with the Indigenous community in Kingston. Since Council approved this project, Cultural Services staff have been meeting with Indigenous Community members to discuss the engagement process and the broader events and initiatives that are part of the second phase of Engage for Change.

The selection of a facilitator is a key next step in this phase II Engage for Change work. It is essential that the facilitation team be well respected, have a depth of experience working within the context reconciliation, be able to support dialogue between Indigenous and non-Indigenous community members and understand the history of Indigenous peoples within Canada, and within Kingston more specifically. As this engagement will assist the City in understanding the needs to the Indigenous Community and help to define actionable next steps towards addressing those needs, it is vital that the facilitation team have a breadth of expertise, knowledge and experience in policy development and planning in an Indigenous context.

Priority needs that have been identified through previous work with the Indigenous Community have included the formation of a representative community committee or council as well as the creation of a community cultural space. It remains essential that Indigenous community members be part of the planning and execution of this engagement process, with opportunities provided to work alongside the facilitation team in framing the topics and mechanisms of community engagement.

Your Stories, Our Histories

The intent of the Your Stories, Our Histories ([Report Number 18-354](#)) public engagement project is to prompt a community conversation in order to hear what people think about how the City of Kingston is representing local history and to capture input about stories and/or histories that are less well known or less frequently profiled. The first phase of work was launched on September 6, 2018 using GetInvolved.CityofKingston.ca. This phase of engagement has allowed community members to offer their input on the stories that we need to tell or need to reconsider.

The feedback received as part of this first phase of work will be used to shape a series of more formal facilitated engagements beginning in early 2019. These engagement opportunities will help the City develop a prioritized list of interpretive themes/topics that can be used to develop specific exhibits, installations, programs and events within Kingston City Hall as well as at other City-owned sites across the community. It will also address specific themes that have been identified through previous community conversations to develop a broader understanding of local history.

As part of Your Stories, Our Histories, dealing with the history and legacy of Sir John A. Macdonald in a Kingston context was unavoidable. Over the last several years, a national dialogue has been unfolding and specific actions have been taken that make Sir John A.

November 6, 2018

Page 5 of 8

Macdonald a focal point for discussion about how history is written and by whom and there has also been increasing attention put on Sir John A. Macdonald and his treatment of Indigenous peoples and issues. As a component of the Your Stories, Our Histories project, people are being invited to participate in a conversation about Sir John A. Macdonald and to offer their thoughts about how best to tell his story in the context of the larger work that is needed to develop a cultural heritage strategy for the City of Kingston.

In the context of the work outlined as part of the Engage for Change: YGK Reconciliation Journey Project Phase II, and the commitment of the City to the calls to action of the Truth and Reconciliation Commission and the United Nations Declaration on the Rights of Indigenous Peoples, a community conversation about how the City tells an inclusive story of Sir John A. Macdonald requires a facilitated conversation. This conversation will provide a respectful space for the sharing and discussion of complex and difficult histories that continue to impact the local and national identity. This component of the Your Stories, Our Histories Project intersects directly with the municipality's commitment to reconciliation, to providing community education and engagement on Indigenous history and the legacy of residential schools, as well as the continuing challenges facing the Indigenous community within Kingston today.

First Peoples Group

In support of the engagement projects outlined above, staff are recommending to procure the services of First Peoples Group. First Peoples Group is an engagement facilitation and management consulting team that have led engagement exercises with all levels of government, offering cultural support and community education on cultural topics, developing business plans and planning policy, leading conflict resolution, mediation and negotiation with a focus on consensus building. Clients of First Peoples Group have included the International Association for Public Participation (from whom City of Kingston staff have received engagement training), Parks Canada and Canadian Heritage. For complex community engagements like those required for the Engage for Change and the Your Stories, Our Histories projects, First Peoples Group prides itself on providing consultant teams customized to match client needs and are able to draw, as needed, on their network of subject-matter experts.

First Peoples Group is a Certified Aboriginal Business with three central areas of expertise - reconciliation, facilitation and training. Building reciprocal relationships between Indigenous and non-Indigenous communities has been a focus of projects led by First Peoples Group.

The team that will work with the City of Kingston on the Engage for Change and the Your Stories, Our Histories projects will include Guy Freeman (Project Lead, Senior Advisor, Facilitator), Bob Watts (Senior Advisor, Facilitator) and Melissa Hammell (Project Manager, Facilitator).

Guy Freedman was a Senior Advisor (Reconciliation) for the TRC of Canada. In his role at the TRC, Guy assisted in developing the conversation around reconciliation with Canadians. Guy was a senior provincial and federal public servant for 20 years. He was the Special Assistant to the Minister of Northern Affairs and Business Development in the Province of Manitoba and headed the federal government's Aboriginal Career Development Initiative. Guy was a lead in

November 6, 2018

Page 6 of 8

the design and implementation of Health Canada's Aboriginal Head Start program. Guy is a thought leader on contemporary Indigenous issues.

Bob Watts is a sought after expert in Indigenous policy, negotiations, training and conflict resolution. He was Interim Executive Director of the Canada's TRC and his public service includes Assistant Deputy Minister for the Governments of Canada and Ontario. A graduate of the John F. Kennedy School of Government, Harvard University and Fellow at the Harvard Law School, Bob has researched and lectured on the role culture plays in conflict. Bob is a senior associate with the Consensus Building Institute, Cambridge MA and has worked as a practitioner and trainer in both negotiations and conflict resolution. He has taught, debated and lectured at a number of universities in Canada and the United States and maintains an affiliation with Queen's University.

Melissa Hammell has a Bachelor of Arts in Speech Communication from the University of Waterloo, specializing in public speaking and group facilitation. Melissa offers services in facilitation and project management, working in partnership with clients to create dynamic proposals, projects and events. Melissa has over 15 years of experience working with urban Indigenous communities.

Working with the facilitation team of First Peoples Group provides an opportunity for the City of Kingston to act as a catalyst in these important community conversations. City staff will be able to participate alongside the various community members and groups to frame the engagement processes and to ensure that they are open, inclusive and effective.

Engagement Timeline and Next Steps

The tables below review the work that has been previously completed within the Cultural Services Department which has led to the two engagement projects outlined in this report. It also presents the engagement timelines for both the Engage for Change as well as the Your Stories, Our Histories projects as supported through the scope of work developed with the First Peoples Group facilitation team.

Engage for Change Project Development and Engagement Timeline	
Purposeful Dialogues report	2015
City of Kingston Recognition Statement	2015
Engage for Change Phase I	2016-2017
Engage for Change Phase II (Report Number 18-091)	2018-2019
• Facilitation Planning and Initiation	Q4 2018 - Q1 2019
• Information sessions	Q1 2019
• Report from information sessions and second phase planning	Q1-Q2 2019
• Facilitation to identify and prioritize community needs	Q2 2019

November 6, 2018

Page 7 of 8

Engage for Change Project Development and Engagement Timeline	
• Facilitation on how to form a community advisory group	Q2-Q3 2019
• Facilitation on a Community Cultural Space – needs and next steps	Q3 2019
• Final Report: What we heard at each of the above	Q4 2019
• Present to Council	Q1 2020

Your Stories, Our Histories Project Development and Engagement Timeline	
Kingston Culture Plan	2010
Integrated Cultural Heritage/Tourism Strategy	2014
Commemorations Strategy	2015
Your Stories, Our Histories (Report Number 18-354)	2018-2019
• Online engagement	Ongoing
• Facilitation Planning and Initiation	Late 2018-January 2019
• Public Talk/Workshop: Why Stories Matter	Q1 2019
• 1 st Engagement Event: Generating Themes	Q1 2019
• Public Talk: Monuments, Museums and History	Q2 2019
• Workshop: Sir John A. Macdonald	Q2 2019
• Engagement Events: Generating Themes, Sharing Stories	Q1-Q2 2019
• Report: “What we heard”	Summer 2019

Staff have received a scope of services from First Peoples Group to complete the community engagement processes associated with the Engage for Change: YGK Reconciliation Journey Project Phase II and the Your Stories, Our Histories Project at a cost of \$96,000.00, exclusive of HST and travel expenses. Funding for this work will come from previously approved capital budgets. In accordance with By-Law Number 2000-134, A By-Law to Establish Purchasing Policies and Procedures, Council approval is required as staff recommend entering into a sole source contract that exceeds \$50,000.

Existing Policy/By Law:

Kingston Culture Plan

By-Law Number 2000-134 A By-Law to Establish Purchasing Policies and Procedures

November 6, 2018

Page 8 of 8

Notice Provisions:

Not applicable

Accessibility Considerations:

Not applicable

Financial Considerations:

The proposed contract related to the Engage for Change and Your Stories, Our Histories projects will be funded from the existing Cultural Services approved capital budget.

Contacts:

Lanie Hurdle, Commissioner, Community Services 613-546-4291 extension 1231

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

Other City of Kingston Staff Consulted:

Jennifer Campbell, Manager, Cultural Heritage, Cultural Services

Other City of Kingston Staff Consulted:

Not applicable

Exhibits Attached:

Not applicable