

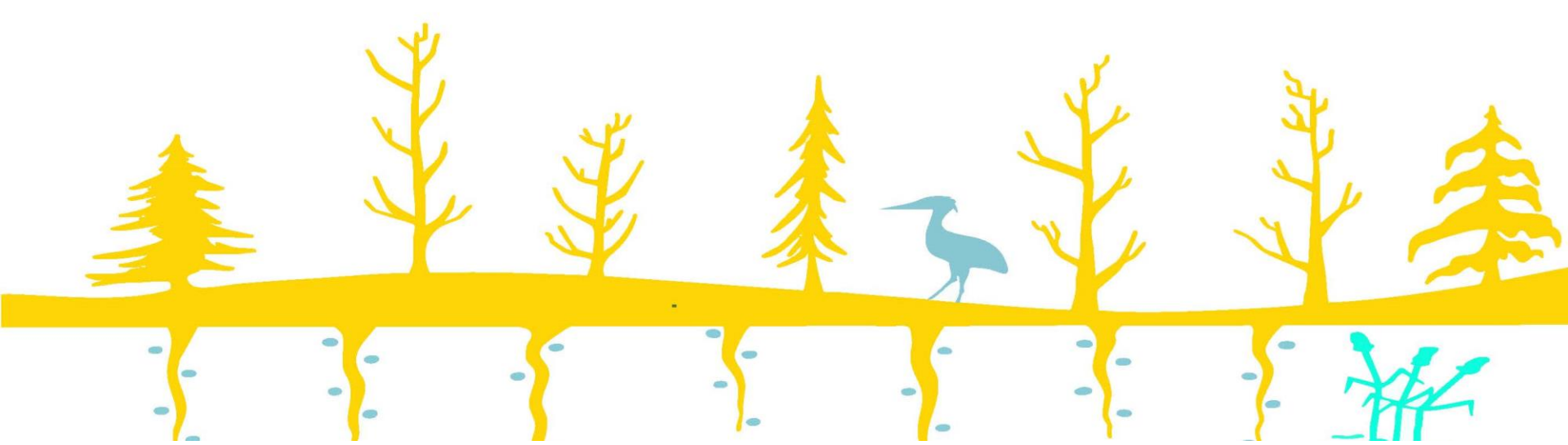


ASSOCIATION OF MUNICIPALITIES OF ONTARIO'S INDIGENOUS RECONCILIATION ACTION PLAN OVERVIEW

AGENDA

1 Reconciliation Action Plan Development Methodology and Process

2 Reconciliation Action Plan Key Elements



RECONCILIATION ACTION PLAN DEVELOPMENT METHODOLOGY AND PROCESS

RECONCILIATION ACTION PLAN DEVELOPMENT PHASES

August -
September
2024

**Secondary
Research and
AMO Document
Review**

September -
October 2024

**AMO,
Municipalities and
Indigenous
Advisory Council
(IAC) Engagement**

November 2024
- June 2025

**Indigenous
Engagement**

February -
July 2025

**Reconciliation
Action Plan
Writing and
Co-development
with the IAC**

SECONDARY RESEARCH AND AMO DOCUMENT REVIEW

3

Key Reconciliation Frameworks: UNDRIP, TRC Calls to Action, MMIWG Calls for Justice

22

AMO Documents and Existing AMO Resources for Municipalities

17

Reports and Toolkits on Indigenous-Municipal Relationships and Reconciliation

9

Resources from Municipal Associations Across Canada

12

Reconciliation Action Plans from organizations and municipalities

ENGAGEMENT AND CO-DEVELOPMENT

19

AMO Board Members and Senior Leadership

86

Representatives of First Nations, Chiefs of Ontario Leadership Council, Métis Nation of Ontario Regional Councils, urban Indigenous organizations, Friendship Centres, and Ontario Native Women's Association members

9

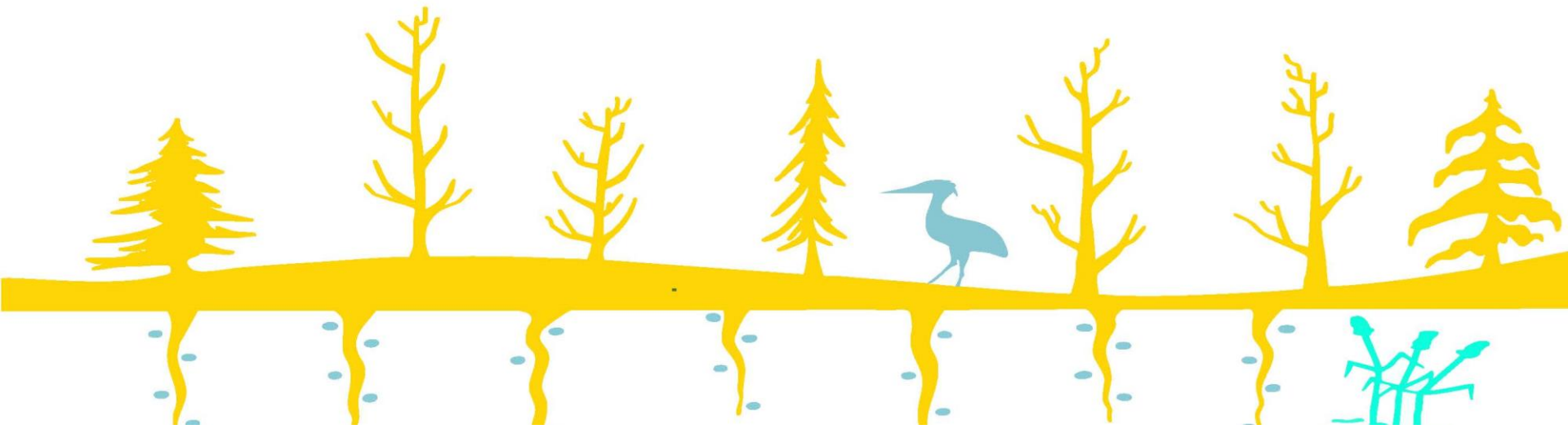
Indigenous Advisory Council (IAC) Members

80+

Municipal Elected Officials and Senior Leadership, Industry Representatives, Provincial Government Officials, Non-Profits and Professional Associations.

5

IAC Meetings including a Full-Day Co-Design Workshop



RECONCILIATION ACTION PLAN KEY ELEMENTS

VISION

AMO envisions a future where all Ontario municipalities understand the impacts of colonization, honour Indigenous rights and embrace reconciliation as a core responsibility. We envision municipalities as places where First Nations, Inuit and Métis peoples are safe, valued, and engaged as citizens, rights holders, leaders, and partners in decision-making. We envision municipal systems free of anti- Indigenous racism, where collaboration drives tangible improvements in Indigenous well-being and inclusion, building a future rooted in mutual respect and shared opportunity.

Guided by UNDRIP, the TRC Calls to Action, and the MMIWG Calls for Justice, AMO is committed to serving as a unifying voice that advances inclusion, prosperity, and reconciliation across Ontario's municipalities. Through leadership, reciprocal relationships with Indigenous partners, advocacy, and education, AMO will support municipalities in fulfilling their reconciliation responsibilities and demonstrate a culture shift toward allyship, humility, and accountability.

MUNICIPAL ROLE IN RECONCILIATION

All municipalities are situated on the traditional territories of Indigenous Nations and within Treaty areas.

As settler governments, municipalities have an obligation to uphold Treaty agreements.

First Nation, Inuit and Métis People live in almost every municipality across Ontario and are important contributors to the social and economic fabric of communities.

Municipalities and First Nations communities are neighbours, sharing resources, and infrastructure, as well as overlapping interests in community well-being and regional development.

MUNICIPAL ROLE IN RECONCILIATION

Municipal-Indigenous relationships must begin with an honest acknowledgment of the historical and ongoing impacts of colonization, including systemic anti-Indigenous racism embedded in municipal systems and processes.

Municipalities have a responsibility to protect the rights of Indigenous Peoples affirmed in UNDRIP and the Canadian Constitution.

Municipalities are responsible for taking steps to redress the socio-economic impacts of colonization by meaningfully advancing reconciliation.

Municipalities are responsible for implementing the TRC Calls to Action and the MMIWG Calls for Justice.

MUNICIPAL ROLE IN RECONCILIATION

Building positive, meaningful municipal-Indigenous relationships allows for mutually beneficial partnerships and fostering thriving communities through decision-making that includes Indigenous voices.

Indigenous communities and organizations make vital contributions to municipalities and local economies.

Urban Indigenous service providers actualize the inherent right of urban Indigenous people.

Reconciliation is a long-term and ongoing commitment, not a checklist to complete or a race to finish.

It requires organization-wide dedication, significant corporate cultural shifts, and sustained investment of time and resources

GUIDING VALUES AND PRINCIPLES

Respect and Relationality:

Foster relationships built on mutual recognition, cultural safety, and long-term commitment

Inclusion and Collaboration:

Commit to shared leadership and co-development, ensuring Indigenous Peoples are meaningfully involved in shaping decisions that impact them

Rights and Responsibility:

Ground all engagement in the recognition and implementation of Indigenous rights, particularly those affirmed in UNDRIP

Openness and Courage:

Approach reconciliation with an open heart and mind, embracing discomfort as part of transformative learning

Integrity and Accountability:

Build trust through consistent, honest, and transparent practices

Commitment and Continuity:

Ensure that reconciliation is not one-time or symbolic, but embedded across time, systems, and practice

RECONCILIATION ACTION PATHWAYS

Education and Awareness: Pathway to Truth

**Relationships: Pathway to Friendship
and Partnership**

**Economic Reconciliation: Pathway to
Sharing Prosperity**

Inclusion: Pathway towards Equity

**Policy and Influencing: Pathway
to Influencing Systems Change**

EDUCATION AND AWARENESS: PATHWAY TO TRUTH

1. **Integrate Indigenous-municipal relations into AMO new Councillor training**, so that all municipal elected officials are aware of their obligations and can begin to take steps towards reconciliation.
2. **Provide regular training for all AMO staff and Board members** to support AMO's ability to build effective relationships with Indigenous partners.
3. **Review current AMO Indigenous-municipal relations training offerings to make sure they address a diversity of municipal needs, are accessible to a broad range of municipal officials, and are Indigenous-led.** The potential to support training for Indigenous groups on working with municipalities will also be explored.
4. **Establish accessible and easy to use online portal with resources for municipalities**, including links to relevant Indigenous resources, action-oriented planning tools, and best practices for municipal-Indigenous relationships.

RELATIONSHIPS: PATHWAY TO FRIENDSHIP AND PARTNERSHIP

1. **Hold annual meetings between AMO's Indigenous Advisory Council and AMO's Executive Committee of the Board** to ensure Indigenous voices are contributing to AMO's strategic directions and priorities.
2. **Conduct annual meetings between AMO Executive Committee and Chiefs of Ontario leadership** to strengthen trust, build mutual understanding, and identify areas of shared interest and collaboration.
3. **Formalize an MOU with the Métis Nation of Ontario** to build awareness and recognition of MNO's self-government status and priorities.
4. **Progress action on implementing existing MOUs with Indigenous partners**, deepening bi-lateral relationships between AMO, OFIFC and ONWA with regular staff meetings, ongoing advocacy collaboration, and joint implementation of initiatives.

ECONOMIC RECONCILIATION: PATHWAY TO SHARING PROSPERITY

1. **Develop a joint request to the provincial and federal government for funding to support relationship building or collaboration between municipalities and First Nation communities, the Métis Nation of Ontario, Inuit, urban Indigenous organizations, and Indigenous women's organizations.**
2. **Develop resources for municipalities regarding what economic reconciliation could mean in the municipal context**, including case studies and Indigenous business resources.
3. **Develop an AMO Indigenous Procurement Policy** aligned with economic reconciliation principles with a goal of increasing its procurement relationships and supporting spend with Indigenous businesses and organizations.

INCLUSION: PATHWAY TOWARDS EQUITY

1. **Build relationships with Elders and Knowledge Keepers across Ontario** to support cultural learning and inclusion of appropriate protocols in AMO events and activities.
2. **Develop an AMO Indigenous Inclusion HR policy** to promote greater access to AMO employment opportunities.
3. **Increase the inclusion of Indigenous perspectives in AMO events**, and through inclusion in conference programming, enhanced access to AMO events.
4. **Build relationships with Indigenous municipal staff and advisory groups** to support enhanced understanding of the challenges and opportunities facing Indigenous municipal employees and civic participants to learn from their experiences.
5. **As part of AMO's Workforce Development Project and Healthy Democracy Project, create resources and tools to help municipalities:**
 - a. increase hiring and retention of Indigenous People in municipalities
 - b. support Indigenous Peoples' participation in running for municipal office and local civic participation

POLICY AND INFLUENCING: PATHWAY TO INFLUENCING SYSTEMS CHANGE

1. **Integrate an 'Indigenous Lens' on AMO Policy work**, including processes to include diverse perspectives by collaborating with Indigenous Peoples. This will include ongoing representation on the AMO Policy Task Force.
2. **Collaborate with Indigenous partners on joint advocacy to provincial and federal governments** to affect policy changes that impact Indigenous communities and organizations.
3. **Advocate for provincial funding to support urban Indigenous community service delivery** infrastructure including Friendship Centres and Indigenous women's organizations to improve service delivery outcomes for urban Indigenous People.

RECONCILIATION ACTION PATHWAYS

**Education and Awareness:
Pathway to Truth**

**Relationships:
Pathway to Friendship and Partnership**

**Economic Reconciliation: Pathway to
Sharing Prosperity**

**Inclusion:
Pathway towards Equity**

**Policy and Influencing:
Pathway to Influencing Systems Change**

GUIDING VALUES AND PRINCIPLES

Respect and Relationality:

Foster relationships built on mutual recognition, cultural safety, and long-term commitment

Rights and Responsibility:

Ground all engagement in the recognition and implementation of Indigenous rights, particularly those affirmed in UNDRIP

Integrity and Accountability:

Build trust through consistent, honest, and transparent practices

Inclusion and Collaboration:

Commit to shared leadership and co-development, ensuring Indigenous Peoples are meaningfully involved in shaping decisions that impact them

Openness and Courage:

Approach reconciliation with an open heart and mind, embracing discomfort as part of transformative learning

Commitment and Continuity:

Ensure that reconciliation is not one-time or symbolic, but embedded across time, systems, and practice