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Reconciliation Tangible Ideas

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Agenda

1. What is a Reconciliation?
2. What is a RAP?
3. Some examples of approaches that are helping.



Reconciliation

The Truth and Reconciliation Commission of Canada (TRC) defines reconciliation as an ongoing process of establishing and maintaining respectful relationships.

The truth must come before reconciliation. We must acknowledge the past and then plan together for the future.



Reconciliation

Reconciliation means different things to different people.
Reconciliation may include:

- political reconciliation
- institutional reconciliation
- economic reconciliation

Reconciliation

Excerpt from <https://www.ictinc.ca/blog/what-reconciliation-is-and-what-it-is-not>

RECONCILIATION IS:

- Critical, Complex, Multifaceted
- A Continuous process
- About working towards solidifying a society and country
- The responsibility of every Canadian
- Honouring treaties
- Acknowledging and respecting Indigenous rights and title
- Acknowledging and letting go of negative perceptions and stereotypes
-and so much more

Reconciliation

RECONCILIATION IS NOT:

- A trend
- A single gesture, action, or
- A box to be ticked
- About blame
- About guilt
- About the loss of rights for Indigenous Canadians
- Someone else's responsibility

Excerpt from <https://www.ictinc.ca/blog/what-reconciliation-is-and-what-it-is-not>

<https://www.youtube.com/watch?v=xIG17C19nYo>

What are RAPs?

“A strategic Framework that enables an organizations to support and advance the national reconciliation movement through tactical commitments and leadership.” Deloitte

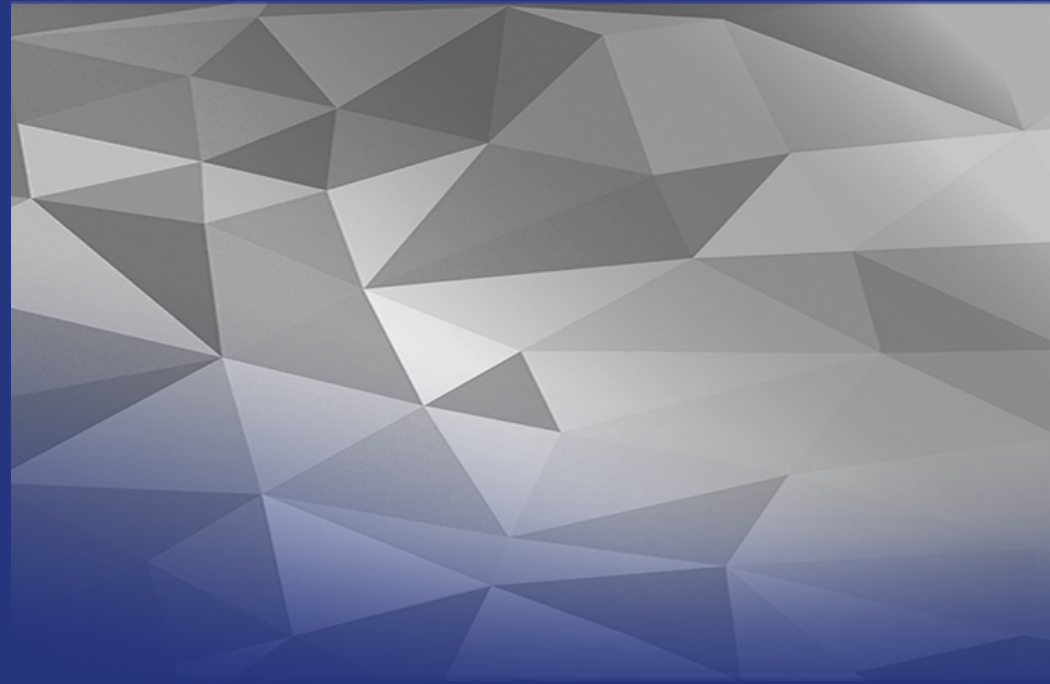
“... A road map for how we intend to work in partnership with Indigenous communities, businesses, and organizations to advance Reconciliation. It’s also about how we intend to grow and continue learning as an organization.” OPG

Why are RAPs important for Municipalities?

Many Municipal leadership, staff and community members want to do better but:

- do not have a clear understanding of where their organization stands on Reconciliation and what that means.
- Planners, engineers and biologists are frustrated when their professional advice is ignored for political purposes.

RAPs can help everyone by providing a specific plan that can be referenced to support actions that support reconciliation.



Goals/Targets



Key Actions or
Commitments



Timelines

What do RAP's include?

Honest Reflection



At the beginning of the process you need to be willing to look at and acknowledge past mistakes, and be honest about what needs to change.

Hire



You may hire someone internally to be dedicated to this work or work with a consultant. If you work with a consultant, you still need to be fully engaged with the process and the outcome.

Research



Research what other similar organizations are doing in their RAP, and research the lands you work on and the original caretakers of the land.

Engage



- staff at all levels of the organization
- with the rightsholders and Urban Indigenous peoples and organizations
- diverse populations (GBA+)
- use different methods of engagement
- Provide appropriate support for participants

What are some best practices to preparing a RAP?

Some Topics to Consider



Training & education



Procurement & Partnerships



Recruitment – hiring,
advancement and retention



Acknowledging the past and
past mistakes



Policy Review to remove
barriers & add support – DEI,
HR, ESG&I, OPs, zoning,
development applications,
engagement plans, etc.



Accountability &
Transparency - Monitoring,
reporting and updating

Characteristics of Good RAPs

SUPPORTED AT ALL LEVELS

Without support across the organization, a RAP will never be very effective.

CREATES CHANGE IN POLICY & BEHAVIOUR

The RAP should result in changes to other policies, programs and approaches, as well as behaviours.

SPECIFIC TO LOCAL NEEDS

While you can learn from others, each RAP needs to be unique to the needs of the organization, rightsholders and urban Indigenous peoples.

Characteristics of Poor RAPs

NEVER USED – CHECKBOX EXERCISE

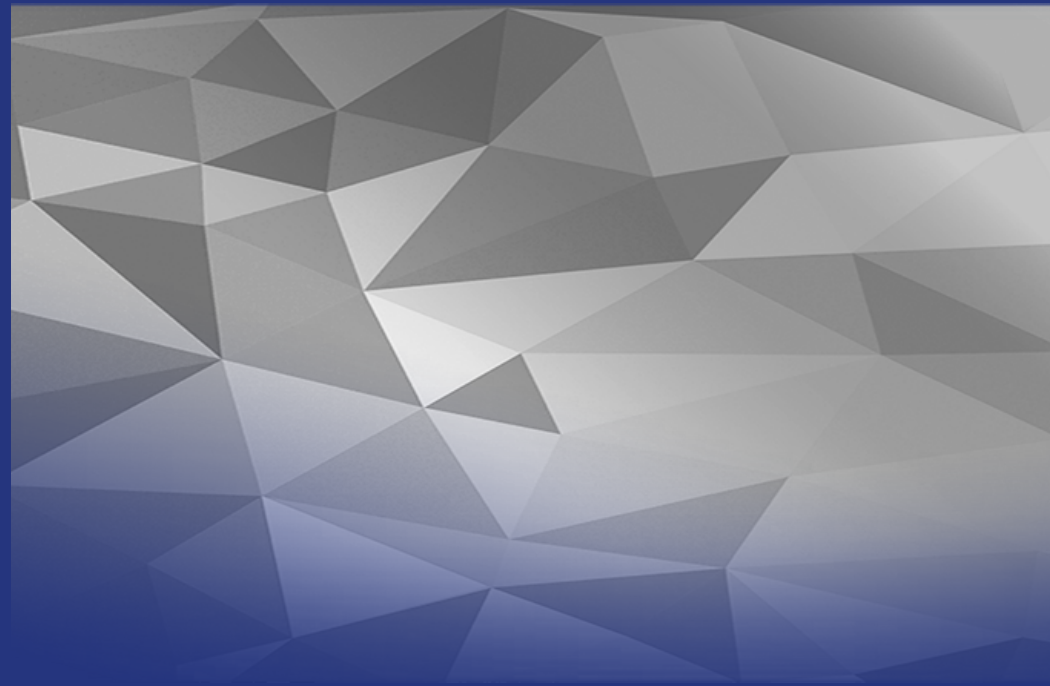
The Commitments in the RAP should be top of mind for all staff and be reflected in policies, plans and approaches used.

NOT SPECIFIC TO THE ORGANIZATION

If the RAP is not specific to your needs, then it will not be effective.

NEVER TRACKED OR UPDATED

Tracking how you are doing against goals or targets is imperative to see where changes are needed, and regular cadence to updating the RAP



Host regular meetings between municipalities and Indigenous Nations and Communities



Confirm areas of common interest (land development, environmental protection, services, policy and more)



Include leadership, staff and community members in discussions and consider getting diversity in voices

Some Tangible Ideas? (GBA+)



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