

BUILDING INDIGENOUS RELATIONSHIPS WORKSHOP

HEART OF ONTARIO – HAMILTON-HALTON-BRANT REGION

Facilitation by Teyotsihstokwáthe Dakota Brant

On October 3, 2023, agency members from across the Heart of Ontario Hamilton-Halton-Brant region gathered at the Courtyard Marriott Hamilton to train and workshop together on “*Building Indigenous Representation and Relationships in Hamilton-Halton-Brant*”. Following a keynote by facilitator Dakota Brant on the background of the *Truth & Reconciliation Commissions 94 Calls To Action* as well as the *10 Guiding Principles for Truth & Reconciliation*, we broke off into groups to discuss the following Calls To Action as they pertain to tourism, and our role as regional advocates for these Calls To Action. The groups were asked to discuss the question, “What issues & opportunities currently exist regarding our ability to build on the Calls to Action for our agencies?” Included here are the notes kept by the groups who discussed each action:

What issues & opportunities currently exist regarding our ability to build on the Calls to Action for our agencies?”	
2. EDUCATION	GROUP DISCUSSION NOTES
CALL TO ACTION #7- We call on the Federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.	<ul style="list-style-type: none"> - Land acknowledgements: what are the gaps? How do we start to understand them? - Genuine, authenticity - Information? Accreditation? Aboriginal Diversity
6. PROFESSIONAL DEVELOPMENT AND TRAINING FOR PUBLIC SERVANTS	GROUP DISCUSSION NOTES
CALL TO ACTION #57- We call on all levels of government to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.	<p>ISSUES</p> <ul style="list-style-type: none"> - Lack of education - Overwhelming - No sure what information is right and wrong - “protocol” instead of “relationships” <p>OPPORTUNITIES</p> <ul style="list-style-type: none"> - Mandatory training - Complimentary training (University of Alberta) - Good conflict resolution training - Collaboration (relationship building)
10. MUSEUMS AND ARCHIVES	GROUP DISCUSSION NOTES
CALL TO ACTION #67- We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum	<p>ISSUES</p> <ul style="list-style-type: none"> - Capacity - Priorities

<p>policies and best practices to determine the level of compliance with the <i>UNDRIP</i> and to make recommendations.</p> <p>#69 We call upon Library and Archives Canada to:</p> <ol style="list-style-type: none"> 1. Fully adopt and implement the <i>UNDRIP</i> and the <i>United Nations Joint-Orentlicher Principles</i>, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools. 2. Ensure that its record holdings related to residential schools are accessible to the public. 3. Commit more resources to its public education materials and programming on residential schools. 	<ul style="list-style-type: none"> - Engagement - Collaboration - Access to resources - How to create meaningful & authentic programs <p>OPPORTUNITIES</p> <ul style="list-style-type: none"> - Collaborations- engage at 1st steps - Leverage funding - Technology to improve access - Work with education facilities, youth/elders, community members - Open places
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13.COMMEMORATION	GROUP DISCUSSION NOTES
<p><u>CALL TO ACTION #79-</u> We call upon the federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration. This would include, but not be limited to:</p> <ol style="list-style-type: none"> 1. Amending the Historic Sites and Monuments Act to include First Nations, Inuit, and Métis representation on the Historic Sites and Monuments Board of Canada and its Secretariat. 2. Revising the policies, criteria, and practices of the National Program of Historical Commemoration to integrate Indigenous history, heritage values, and memory practices into Canada's national heritage and history. 3. Developing and implementing a national heritage plan and strategy for commemorating residential school sites, the history and legacy of residential schools, and the contributions of Aboriginal peoples to Canada's history. 	<ul style="list-style-type: none"> - Utilizing Woodland Cultural Centre (WCC) for reconciliation purposes - Partnering with Mohawk Chapel to educate visitors in partnership with WCC - Getting Indigenous people to tell their own stories

15. SPORTS AND RECONCILIATION	GROUP DISCUSSION NOTES
<p><u>CALL TO ACTION #87-</u> We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.</p> <p>#88 We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.</p>	<p>ISSUES</p> <ul style="list-style-type: none"> - Authentic experiences - How to welcome? Transit/ access/ barriers to entry - Funding/ financial support <p>OPPORTUNITIES</p> <ul style="list-style-type: none"> - Day of Play Tours! - Co-partnership opportunities to support proper facilities - Geography/location - Type of sport: hockey, archery, lacrosse

	- Sports education & development: workshops, training, coaching
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16. BUSINESS AND RECONCILIATION	GROUP DISCUSSION NOTES
<p><u>CALL TO ACTION #92</u>- We call upon the corporate sector in Canada to adopt the <i>UNDRIP</i> as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:</p> <ol style="list-style-type: none"> 1. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects. 2. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects. 3. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism. 	<ul style="list-style-type: none"> - RTO3 working the calls to action into the strategic plan - RTO3 Terms of Reference identifies there is Indigenous representation on Board of Directors - Continuing to provide targeted training to support growing the local workforce within Indigenous communities. - Inclusiveness & relationship- true partnership - Capacity building to grow tourism

After our group discussions, the groups gathered to discuss their group conversations as a full assembly. Participants were asked to place a “check mark” next to three points made by the groups that resonated with them wholly. **The following five notes had the most “check marks” beside them to reflect the agreement of our full assembly on the point made:**

1. “protocol” instead of relationships – (8 check marks)
2. Getting Indigenous people to tell their own stories –(7)
3. Funding/financial support – (7)
4. (Education that is) genuine/authentic- (6)
5. Inclusiveness & relationship, true partnership – (5)

In a second round of discussions, our assembly broke off into three groups to discuss another question “What tools do we currently have/need to increase Indigenous representation & partnerships?”. The following notes are listed in order of prioritization, based once again on “check marks” made by our full assembly upon presentation of these notes:

“What tools do we currently have/need to increase Indigenous representation & partnerships?”

HAVE	NEED
<ul style="list-style-type: none"> - Land Acknowledgement tools (MCFN) (ITO) – (3) - Rendez-vous networking opportunities (2) - Grand River collaboration/engagement (1) - Six Nations rep on HHBRTA Board (1) - Funding (1) - Universities (1) - Best practices → who’s doing it well? (1) - ITO - ITAC (inc. tool kits) - Indigenous relationship teams (i.e. city of Hamilton) - Personal connections/networking - Internet/social media - Local museums, cultural centres, galleries, etc. - University of Alberta/ free education opportunities 	<ul style="list-style-type: none"> - Directory of contacts – (7) - To know/understand Plan A vs. Plan B in case of death (original commitment may change for ceremonies) (5) - Authentication process – (4) - Flexibility/access (2) - How to audit information (accurate/true), where is money going (who profits?) (2) - More training and workshops (like this!) (2) - More comprehensive/ available directories & toolkits (1) - Transparency, ways to know/ask - More entrepreneurs to be available

SUMMARIZING OUR DISCUSSIONS

In summary, our start-up conversations at our October 3rd, 2023 workshop on “*Building Indigenous Representation and Relationships in Hamilton-Halton-Brant*” helped inform us that our local HHB regional tourism agencies have a broad agreement that:

- “Protocols” rather than “relationships” is a stronger place to build a foundation of Indigenous representation and relationships in our region. The word “protocol” alludes to its roots in the formal structures of Indigenous law. It is important that Indigenous people have the room to tell their own stories, that funding resources are available, and that local education is coming from a place of genuine, authentic experiences and true partnership.

The workshop participants had listed many HAVES/NEEDS when asked the question *What tools do we currently have/need to increase Indigenous representation & partnerships?*. Almost overwhelmingly the participants felt that we had more “needs”, including a desire for a directory of contacts that can help with questions, products, services and other connections when agencies’ are looking for accurate and authentic inclusion of Indigenous peoples within tourism. It is also important to be able to pivot in a respectful but structured way if cancellations occur with Indigenous leadership, artists, cultural ambassadors, and vendors due to cultural and community commitments.