

LOI SUR LA RÉCONCILIATION

RAPPORT D'ÉTAPE ANNUEL

PRÉPARÉ PAR
RELATIONS AVEC LES AUTOCHTONES ET LES
MUNICIPALITÉS MANITOBA
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Sommaire : Le chemin de la réconciliation au Manitoba

Le terme « **réconciliation** » s'entend du processus continu d'établissement et de maintien de relations mutuellement respectueuses entre les peuples autochtones et non autochtones qui permet d'instaurer un climat de confiance, de confirmer les ententes historiques, de favoriser la guérison et de créer une société plus équitable et inclusive. Les efforts du gouvernement à l'égard de la réconciliation sont guidés par les principes suivants :

Respect : La réconciliation est fondée sur le respect envers les nations et les peuples autochtones. Le respect repose sur la connaissance et la reconnaissance de leur histoire et la valorisation de leurs langues, cultures, pratiques et traditions juridiques.

Collaboration : La réconciliation est fondée sur la collaboration avec les nations et les peuples autochtones.

Compréhension : Les efforts déployés en vue d'une compréhension accrue des relations historiques et contemporaines entre les peuples autochtones et non autochtones ainsi que les espoirs et les aspirations des nations et des peuples autochtones contribuent à la réconciliation.

Action : La réconciliation progresse grâce à des mesures concrètes et constructives qui améliorent les relations actuelles et futures entre les peuples autochtones et non autochtones.

Rapport sur la réconciliation

Le ministère des Relations avec les Autochtones et les municipalités présente son deuxième rapport d'étape annuel sur le chemin de la réconciliation au Manitoba. Le rapport compte trois sections : « Remédier à l'héritage », « Réconcilier pour l'avenir » et « Perspectives d'avenir ». La collaboration avec les nations et les peuples autochtones fait partie intégrante de nos efforts pour parvenir à la réconciliation dans la province et elle est particulièrement mise en évidence dans la section « Réconcilier pour l'avenir – Réconciliation des relations ».

En collaboration avec de nombreux partenaires, le gouvernement prend des mesures pour :

- 1. Remédier à l'héritage** – Le Manitoba s'efforce de remédier aux disparités qui existent entre les peuples autochtones et non autochtones dans les institutions et systèmes sociaux, politiques et économiques de la province. Nous avons collaboré avec beaucoup de fournisseurs de services et organismes différents pour combler ces écarts par les actions suivantes :
 - a. S'occuper des enfants et des familles** – Au Manitoba, un nombre disproportionné d'enfants pris en charge sont autochtones. Ces chiffres correspondent aux conditions dans lesquelles de nombreuses familles autochtones vivent et sont associés aux séquelles laissées par la colonisation, les pensionnats et la perte d'identité culturelle. Le Manitoba s'efforce de soutenir les enfants et les familles autochtones dans le but de réduire la surreprésentation des enfants autochtones pris en charge.
 - b. Améliorer les résultats en santé** – Les séquelles laissées par le colonialisme et les pensionnats autochtones ont entraîné des perturbations dans les pratiques d'éducation des enfants autochtones et dans les compétences parentales des familles autochtones. Le Manitoba s'efforce de remédier à cette situation en soutenant la santé des familles, des mères et des bébés grâce à des programmes de santé familiale et de mode de vie sain. Le Manitoba soutient les enfants et les adultes atteints de l'ensemble des troubles causés par l'alcoolisation foétale (ETCAF), s'attaque aux conflits de compétences afin de ne pas retarder la prestation des services publics aux enfants et aux familles des Premières Nations et offre des soutiens aux enfants autochtones vivant avec un handicap.
 - c. Soutenir la justice restauratrice** – Les taux élevés d'incarcération des Premières Nations, des Métis et des Inuits peuvent être liés à la colonisation, aux actes néfastes subis par les enfants dans les pensionnats et aux traumatismes intergénérationnels. Le Manitoba s'efforce d'aider à guérir les générations touchées par les séquelles des pensionnats, notamment les contrevenants, les victimes de crime et leurs familles. Nous travaillons avec les collectivités pour fournir des ressources et des services aux contrevenants, aux victimes, aux familles et aux collectivités locales afin de répondre à leurs besoins spécifiques. La collecte et l'analyse de données sur notre législation et nos programmes aident aussi les victimes de crime et leurs familles.

- d. Soutenir les élèves autochtones et leurs familles en matière d'éducation** – Le Manitoba souhaite remédier aux séquelles du colonialisme sur la réussite éducative des peuples autochtones. Les mauvais résultats scolaires obtenus par les jeunes des Premières Nations, métis et autres jeunes autochtones peuvent être liés à certaines circonstances, comme la pauvreté, un logement inadéquat, des problèmes de santé et la violence familiale.
 - e. Assurer la formation et soutenir les possibilités d'emploi** – Le Manitoba s'efforce de remédier aux séquelles laissées sur les résultats scolaires des adultes. Les torts causés ont également des répercussions sur l'emploi et le potentiel de gains des survivants et des générations subséquentes. Nous nous associons à de nombreux organismes pour offrir de la formation et des soutiens à l'emploi aux jeunes et aux adultes partout au Manitoba.
- 2. Réconcilier pour l'avenir** – La Loi sur la réconciliation reconnaît que le Manitoba est situé sur les terres et territoires traditionnels des peuples autochtones. De plus, la Loi reconnaît que le Manitoba a profité et continue de profiter des relations et traités historiques établis avec les peuples et les nations autochtones. Le Manitoba reconnaît en outre que les peuples autochtones du Canada ont subi de nombreuses violations des droits de la personne qui leur ont causé de grands torts depuis les premiers contacts avec les Européens. Par voie législative, nous reconnaissons que la réconciliation est fondée sur le respect envers les nations et les peuples autochtones et leur histoire, leur langue et leur culture et que la réconciliation est nécessaire pour résoudre les problèmes de colonisation.

Nos efforts de réconciliation sont loin d'être terminés. Nous nous engageons à élaborer une stratégie approfondie de réconciliation fondée sur la mobilisation des nations et des peuples autochtones. Nous tenons à souligner que nous avons commencé les initiatives de réconciliation avant l'adoption de nos lois et que nous les poursuivrons avant l'élaboration et la publication de notre stratégie. Le Manitoba, en partenariat avec plusieurs autres organismes, a pris les mesures suivantes en faveur de la réconciliation :

- a. Réconciliation pour les enfants et leurs familles** – Le système des pensionnats a retiré les enfants autochtones de leurs foyers dans une tentative délibérée de faire disparaître les langues, les cultures, les lois et les droits autochtones. De nombreux enfants ont été victimes de violences physiques, émotionnelles et sexuelles. Dans certains cas, des enfants sont morts dans les pensionnats, laissant les familles désespérées par la perte de leurs proches. Au Manitoba, nous nous efforçons de

favoriser la guérison dans les familles en leur permettant de tourner la page en sachant ce qui est arrivé aux enfants disparus.

Le Manitoba reconnaît que les femmes et les enfants autochtones doivent être pleinement protégés contre toutes les formes de violence et de discrimination. Nous nous engageons à lutter contre la violence faite aux femmes et aux filles autochtones, en particulier en ce qui concerne les femmes et les filles autochtones disparues et assassinées au Manitoba.

- b. Réappropriation de l'identité autochtone par la langue, la culture et le patrimoine** – Le Manitoba soutient les efforts déployés par les nations et les peuples autochtones pour revitaliser et se réapproprier leurs langues, leurs cultures et leur patrimoine. La colonisation et le système de pensionnats ont eu des répercussions sur le sentiment d'appartenance de nombreux survivants et des générations subséquentes des peuples des Premières Nations, des Métis et des Inuits. Nous reconnaissons que la langue, la culture et le patrimoine sont essentiels à la réappropriation de l'identité, en particulier pour permettre aux jeunes de définir leur propre identité et appartenance à ce monde. La voie de la réconciliation ne peut commencer sans ces premiers pas fondamentaux vers la réappropriation de l'identité des Premières Nations, des Métis et des Inuits et la promotion d'une meilleure compréhension des langues, des cultures et du patrimoine autochtones.
- c. Éducation et formation pour la réconciliation** – Les peuples non autochtones doivent comprendre l'histoire, la culture et le patrimoine des Premières Nations, des Métis et des Inuits pour favoriser la réconciliation. Le Manitoba reconnaît l'importance de mieux faire connaître ce savoir en appuyant des initiatives d'éducation et de formation qui intègrent les perspectives, les connaissances, l'histoire, la culture et les traditions autochtones et en créant des ressources et des établissements éducatifs.
- d. Réconciliation des relations** – La réconciliation des relations avec les peuples, les nations et les collectivités des Premières Nations, des Métis et des Inuits exige une optique de décolonisation qui inclut le savoir, les traditions juridiques, les perspectives et les philosophies autochtones comme cadres d'orientation. L'approche du Manitoba en matière de réconciliation implique la décolonisation des programmes et des services, pas uniquement ceux destinés spécifiquement aux Premières Nations, aux Métis et aux Inuits, mais aussi ceux destinés à l'ensemble de la population manitobaine. Il est important de concevoir la

prestation des programmes et des services dans une optique de décolonisation pour s'assurer que les politiques et les procédures sont inclusifs, respectueux et sensibles aux pratiques qui marginalisent et oppriment la diversité.

- e. **Reconnaissance et réconciliation des droits ancestraux et issus de traités** – Le Manitoba a l'obligation de consulter sérieusement les Premières Nations, les Métis et d'autres communautés autochtones lorsqu'une décision gouvernementale pourrait avoir des conséquences sur leur capacité d'exercer leurs droits ancestraux ou issus de traités.
 - f. **Initiatives liées à la terre** – Outre ses obligations constitutionnelles, le Manitoba reconnaît l'importance des relations des peuples autochtones à la terre et appuie la gestion coopérative des ressources naturelles
3. **Perspectives d'avenir** – Le rapport d'étape annuel de 2017 servira de point de départ pour le suivi et l'évaluation de nos progrès vers la réconciliation. Le Manitoba s'appuiera sur une collaboration significative avec les peuples et les nations autochtones pour définir les priorités et le cadre de la réconciliation et pour orienter l'élaboration d'une stratégie de réconciliation au Manitoba. La stratégie sera aussi guidée par les appels à l'action de la Commission de vérité et réconciliation du Canada (CVR) et par les principes de la *Déclaration des Nations Unies sur les droits des peuples autochtones* (DNUDA) et elle tiendra compte de tous les secteurs de la société.

Contexte

Le 2 juin 2015, la Commission de vérité et réconciliation du Canada (CVR) a publié son rapport intitulé *Honorer la vérité, réconcilier pour l'avenir : Sommaire du rapport final de la Commission de vérité et réconciliation du Canada*, qui comportait 94 appels à l'action adressés aux gouvernements, aux églises, aux organisations et à l'ensemble des Canadiens. Elle a publié un rapport final le 15 décembre 2015.

En mars 2016, la Loi sur la réconciliation a été adoptée à l'unanimité par l'Assemblée législative du Manitoba. Elle fait état de l'engagement du gouvernement à faire progresser la réconciliation, guidé par les appels à l'action de la CVR ainsi que par les principes établis dans la *Déclaration des Nations Unies sur les droits des peuples autochtones* (DNUDPA).

L'engagement du Manitoba à l'égard de la réconciliation vise particulièrement à remédier aux séquelles persistantes et de longue date des pensionnats et à réconcilier les peuples autochtones et non autochtones du Manitoba. Le travail de la CVR et le courage des survivants qui ont fait part de leurs expériences servent d'important catalyseur de changement, mais comme la réconciliation occupe depuis longtemps une place importante au Manitoba, nos efforts s'inspirent également des pratiques exemplaires au sein du gouvernement, des partenariats avec les Premières Nations, la nation métisse et d'autres communautés autochtones, ainsi que du travail des organisations et des gouvernements autochtones.

La Loi sur la réconciliation prévoit un mécanisme transparent de surveillance et d'évaluation des mesures prises par le gouvernement du Manitoba pour faire progresser la réconciliation, notamment celles visant la participation des nations et des peuples autochtones au processus de réconciliation. Ce rapport comprend un résumé des mesures prises par le gouvernement du Manitoba et nos partenaires entre le 1^{er} avril 2016 et le 31 mars 2017 et contient trois sections : 1) Remédier à l'héritage, 2) Réconcilier pour l'avenir et 3) Perspectives d'avenir. La collaboration avec les nations et les peuples autochtones fait partie intégrante de nos efforts pour parvenir à la réconciliation et elle est particulièrement mise en évidence dans la section « Réconcilier pour l'avenir – Réconciliation des relations ». Des documents supplémentaires renvoyant à des programmes et services spécifiques qui soutiennent l'action réconciliatrice seront mis à disposition à l'automne 2017.

Une remarque concernant la terminologie

Dans le contexte du présent rapport, les références aux nations et aux peuples autochtones sont utilisées de manière inclusive pour désigner les nations et les peuples originels d'Amérique du Nord et leurs descendants, lesquels comprennent les Premières Nations, les Métis, les Inuits et les personnes de descendance autochtone qui ne s'identifient pas comme membres de l'un de ces trois peuples distincts. Ces dernières années, le terme anglais *Indigenous* a remplacé le terme *Aboriginal*, mais certains programmes préexistants utilisent toujours le terme *Aboriginal* dans leurs conventions d'appellation. Les références aux nations et aux peuples autochtones sont utilisées de manière inclusive, mais nous reconnaissons l'histoire, les langues, les pratiques culturelles et les croyances spirituelles propres aux différents peuples et nations.

Le terme anglais *Aboriginal* est toujours en usage dans certains contextes juridiques et désigne les personnes ayant des droits légaux précis en vertu de la Loi constitutionnelle de 1982. La Constitution canadienne reconnaît trois groupes de peuples autochtones : les Indiens (plus souvent appelés les *Premières Nations*), les Métis et les Inuits. Ces trois groupes distincts ont leur propre histoire ainsi que leurs propres langues, pratiques culturelles et croyances.

Premières Nations : peuples autochtones inscrits ou non au Canada qui ne sont ni Métis ni Inuits. Ce terme s'est répandu dans les années 1970 afin de remplacer le terme *Indien*, que beaucoup trouvent offensant en raison de son origine fautive et de ses liens avec les politiques coloniales discriminatoires en vertu de la Loi sur les Indiens.

Métis : aux fins des droits prévus à l'article 35, le terme *Métis* désigne des peuples distincts qui, en plus de leur ascendance mixte autochtone et européenne, ont leurs propres coutumes et une identité de groupe reconnaissable, distincte de leurs ancêtres européens et autochtones. Une communauté métisse est un groupe de Métis qui possèdent une identité collective propre, vivant ensemble dans la même région géographique et ayant un mode de vie commun.

Inuits : peuples autochtones du Nord canadien, venant du Nunavut, des Territoires du Nord-Ouest, du nord du Québec et du nord du Labrador. Dans la langue inuite, l'inuktitut, le mot *Inuit* signifie « les gens ». En anglais, le singulier d'*Inuit* est *Inuk*.

Addressing Legacies

Caring for Children and Families

In Manitoba, a disproportionate number of children in care are Indigenous. These numbers correspond with the circumstances in which many Indigenous families are living and are associated with the legacy of colonization, residential schools and loss of cultural identity. Manitoba is working to support Indigenous children and families in an effort to reduce the over-representation of Indigenous children in care.

The efforts to support children in care and their families include:

- Child and Family Services (CFS) Authorities and the Agencies including the: Metis Child and Family Services Authority, Southern First Nations Network of Care, First Nations of Northern Manitoba Child and Family Services Authority and the General Child and Family Services Authority.
- Funding community based agencies through Manitoba Families CFS Division to provide a range of services for Indigenous children in care and their families.
- Developing and supporting delivery of First Nation, Métis and other Indigenous parenting programs and resources.
- Annually reporting on the number of Indigenous children in care.

Improving Health Outcomes

The legacy of colonialism and residential schools led to disruptions in Indigenous child rearing practices and parenting skills among Indigenous families. Manitoba is working to address this by supporting the health of families, mothers and babies through family health and healthy lifestyle programs. Manitoba supports children and adults living with Fetal Alcohol Spectrum Disorder (FASD), addresses jurisdictional disputes to ensure that services for First Nation children and families are not delayed and provides supports for Indigenous children with disabilities.

The efforts to support families and children include:

- Manitoba Health participates on a working group with First Nation and federal partners to support the implementation of *Jordan's Principle* and ensure there are no gaps in government services delivered to children both on and off-reserve.

- Supports and services through Children's disABILITY Services for families raising children with developmental or lifelong physical disabilities living off-reserve in Manitoba.
- Healthy Child Manitoba Office (HCMO) delivers programs and provides support for parents and caregivers of children, youth and adults with FASD, as well as supports for educators who teach students with FASD.
- Healthy Baby provides supports for vulnerable women during their pregnancies, such as prenatal care, adequate nutrition, and transportation.
- Providing support to women who are pregnant or have young children and use substances.
- Delivering community support to mothers, families, and their children living on and off-reserve.
- Support for Manitoba Aboriginal Sport and Recreation Council to coordinate and deliver Indigenous sport and recreation programming.

Supporting Restorative Justice; Offenders, Victims and Families

The high incarceration rates of First Nation, Métis, and Inuit peoples can be linked to colonization, the harmful actions experienced by children in residential schools, and intergenerational trauma. Manitoba is working to help heal the generations impacted by the legacy of residential school including offenders, victims of crime, and their families. We are working with communities to bring resources and services to offenders, victims, families, and local communities to meet their specific needs. Our legislation and program data collection and analysis also supports victims of crime and their families.

The efforts to support offenders, victims and their families include:

- Manitoba's *Limitation of Actions Act* was amended to remove limitation periods for claims for sexual assault and assault within intimate relationships or relationships of dependency.
- Manitoba Justice partners with Justice Canada to provide grants to First Nation, Métis and other Indigenous organizations to deliver restorative justice services across the province.
- Delivering a client and family centred approaches under the FASD Youth Justice Program to address youth with FASD in custody, allowing the client to identify custody and community service options.
- Enhancing probation resources and programs in remote communities.

- Recording and evaluating data collected from staff who support the families of victims of crime and developing surveys to gain feedback from families receiving support services.
- Consulting with First Nation, Métis and other Indigenous organizations to determine the scope of community based support for families, such as the Family Information Liaison Unit.

Supporting First Nation, Métis and Inuit Students and their Families in Education

Manitoba is seeking to address the legacy that colonialism had on the educational success of Indigenous peoples. Poor educational achievement among First Nation, Métis, and Inuit youth can be linked to circumstances like poverty, poor housing and health, and family violence.

The efforts to support First Nation, Métis, and Inuit students and their families include:

- Education and Training is developing a framework to support early childhood learning and development for First Nation, Métis, and Inuit children.
- Providing financial supports to youth in care, youth on extension of care, and youth leaving care.
- Providing programming, support systems, and mentorship that encourage Indigenous youth to remain in school and achieve success in secondary school, post-secondary education, vocational training, in the workplace, and in everyday life. These programs support school attendance rates, school readiness and essential skills such as literacy, numeracy, communication skills, and social development.
- Providing funding under the Aboriginal Academic Achievement Grant to school divisions that focus efforts on the academic success of Indigenous students.
- Funding support to the Louis Riel Institute to preserve and enhance Métis culture in Winnipeg schools and communities and assisting First Nation, Métis, and Inuit parents to transition into training and/or employment.
- Delivering initiatives that encourage participation of parents and families in schools and in the education of their children.
- Assessing both on and off-reserve students throughout Kindergarten and Grades 3, 7, 8, and 12 to help guide planning in schools and school divisions.
- Promoting education through the delivery of post-secondary education and vocational training specifically for First Nation, Métis, and Inuit students.
- Introducing Indigenous youth to the trades and links to education at early ages.

Delivering Training and Employment Opportunities

Manitoba is focusing efforts on addressing the legacy of impacts to education in adults. The impacts have affected the employment and earning potential for survivors and subsequent generations. We are partnering with many organizations to deliver training and provide employment supports for youth and adults across Manitoba.

Training and employment supports for First Nation, Métis, and Inuit peoples include:

- Supporting adult education, literacy and skill development through the delivery of 33 Adult Literacy Programs and the establishment of 42 Adult Learning Centres across Manitoba.
- Partnering with organizations to help youth develop skills to transition into the workforce.
- Providing a directory of business supports through the Aboriginal Youth Mean Business! website for young First Nation, Métis, and Inuit entrepreneurs.
- Providing counselling services and skill assessments to improve employment outcomes.
- Developing a Look North Strategy and working collectively with regional partners, northern stakeholders and communities to identify and implement a sustainable plan for economic growth in Manitoba's northern communities.
- Aligning northern residents with skill development and employment opportunities in the North.
- Providing northern residents with the opportunity to become involved in the skilled trades sector.

Reconciling for the Future

Reconciling for Children and their Families

The Residential School System removed Indigenous children from their homes in a deliberate attempt to eliminate Indigenous languages, cultures, laws and rights. Many children were physically, emotionally, and sexually abused. In some cases, children died at the schools leaving families distraught over the loss of their loved ones. In Manitoba, we are working to support healing within families by providing a sense of closure in knowing what happened to lost children.

The efforts to support healing families include:

- Working with partners to cross reference, develop registries, provide mapping assistance, and search archival information and burial records to locate missing children.
- Collaborating with the National Centre for Truth and Reconciliation (NCTR) to support the archiving of Residential Schools historical records and training Indigenous archivists to encourage ownership over archival work.

Manitoba recognizes that Indigenous women and children should be fully protected and guaranteed safety against all forms of violence and discrimination. We are committed to addressing violence against Indigenous women and girls, especially the incidences of missing and murdered Indigenous women and girls (MMIWG) in Manitoba.

Efforts to protect Indigenous women and children and support MMIWG families include:

- Sponsoring events such as the Wiping Away the Tears MMIWG family gathering to support healing.
- Manitoba Justice Victims Services provides direct support services for families.
- Formally participating in the National Inquiry on MMIWG including work with the commission to ensure that the process will provide meaningful outcomes for families.

Reclamation of Indigenous Identity Through Language, Culture, and Heritage

Manitoba is supporting efforts for Indigenous peoples and Indigenous nations to revitalize and reclaim their languages, cultures, and heritage. Colonization and the residential school system impacted a sense of identity for many survivors and subsequent generations of First Nation, Métis, and Inuit peoples. We recognize that language, culture, and heritage are essential to

reclaiming identity, especially for youth to develop their own identity and belonging in this world. The journey of reconciliation cannot begin without these foundational first steps in reclaiming First Nation, Métis, and Inuit identity and promoting an understanding of Indigenous languages, cultures, and heritage.

Efforts to encourage and promote Indigenous language revitalization include:

- *The Aboriginal Languages Recognition Act* which recognizes Cree, Dakota, Dene, Inuktitut, Michif, Ojibway, and Oji-Cree as the Indigenous languages spoken and used in Manitoba.
- *The Path to Reconciliation Act* which directs the Government of Manitoba to translate all Annual Reports into the seven Indigenous languages identified in the *Aboriginal Languages Recognition Act*.
- The Manitoba Indigenous Inclusion Directorate is leading work on the Manitoba Aboriginal Languages Strategy that includes supporting Indigenous language programming across several post secondary institutions in Manitoba and developing Indigenous language curricula in high schools.

Efforts to support First Nation, Métis and Inuit culture and heritage include:

- Partnerships with Poplar River First Nation to record and document 108 geographic locations important to the community and recognize them according to their Anishinabek names.
- The protection of archaeological sites and ancestral burial locations important to Indigenous heritage through *The Heritage Resources Act*.
- Support for First Nations communities to establish libraries with collections reflecting community interests.
- Funding support for traditional dance and arts education programming and arts and cultural organizations, such as Ndinawe and Red Road Lodge, which service urban communities.
- Operating grants to cultural institutions and organizations supporting public access to artistic and cultural innovations like the annual Manito Ahbee Festival which celebrates Indigenous cultures.
- Assistance to cultural industry sectors such as the Indigenous music and film making industries.
- Supporting heritage projects that accurately reflect First Nation, Métis, and Inuit history and contributions to Manitoba, Canada, and the world.

Education and Training for Reconciliation

Non-Indigenous people must have an understanding of First Nation, Métis, and Inuit histories, cultures, and heritage to foster reconciliation. Manitoba recognizes the importance of building this understanding by supporting educational and training initiatives - which incorporate Indigenous perspectives, knowledge, history, culture, and traditions - and establishing educational resources and institutions.

Efforts to support education and training for reconciliation include:

- In 2015, Manitoba enacted *The National Centre for Truth and Reconciliation Act* which established the NRTC at the University of Manitoba.
- Developing Indigenous land-based curriculum and knowledge resources.
- Actively developing textbooks and mandatory curricula for Grades 5, 6, and 11 Social Studies classes. The curricula include topics on First Nation, Métis, and Inuit histories, residential schools, reconciliation, the 'Sixties Scoop,' and treaties.
- Indigenous cultures and histories are taught throughout Social Studies curricula from Kindergarten to Grade 12.
- Working with school boards, teachers and parent councils on an Anti-Racism Joint Action Plan to promote respect for cultural diversity.
- Participating on the Council of Ministers of Education Canada (CMEC) to encourage the development of resources addressing the legacy of Residential Schools for Kindergarten to Grade 12.
- The Manitoba Civil Service Commission's government-wide efforts to develop and deliver specific courses for all public servants on the topics of: Indigenous peoples, Aboriginal and treaty rights, facilitation for Indigenous audiences, building positive relationships, and reconciliation.
- A one-year Certificate of Indigenous Relations Program (CIRP) for Sustainable Development staff to learn about First Nation, Métis, and Inuit histories and laws, Crown-Aboriginal consultations, engagement and reconciliation, and current issues.
- Requiring licensed professionals – early childhood educators, teachers, nurses and social workers, corrections officers –to attend training or courses that foster an understanding of Indigenous people and cultures.
- Integrating programming to address Indigenous issues in planning and how to design outcomes that address these issues in the Manitoba Planning Conference for municipal and provincial planners.

Reconciling Relationships

Reconciling relationships with First Nations, Métis, and Inuit peoples, nations, and communities requires a decolonizing lens that includes Indigenous knowledge, legal traditions, perspectives, and philosophies as guiding frameworks. Manitoba's approach for reconciliation involves decolonizing programs and services, not only for those specific to First Nation, Métis, and Inuit peoples, but for all Manitobans. Designing program and service delivery with a decolonizing lens is important to ensure that policies and processes are inclusive, respectful, and mindful of practices that marginalize and oppress diversity.

Efforts to create and use a decolonizing lens include:

- *The Path to Reconciliation Act* as the primary guiding framework for reconciliation. Under the act, Manitoba is guided by the TRC's Calls to Action and the principles set out in UNDRIP.
- Manitoba reports annually on the measures taken to further reconciliation and engagement with Indigenous nations and people.

Applying a decolonizing lens involves the inclusion of Indigenous perspectives in planning process, employing Indigenous peoples in the Manitoba government, and developing culturally responsive systems that involve First Nation, Métis, and other Indigenous laws, and cultural and spiritual practices in program and service delivery. We are working with Indigenous organizations, communities, and people to decolonize programs and services in education, health, justice, economic development, employment, agriculture, the arts, and child welfare.

Efforts to include Indigenous perspectives in the planning process include:

Core Operating Support

- Providing operating grants to First Nation and Métis, and other Indigenous organizations to address their identified priorities.

Education

- Working with Manitoba First Nations Education Resource Centre (MFNERC) on the Early Childhood Working group to develop resources for early childhood development in First Nation Communities such as *The Manitoba First Nations Guide to Support Early Learning*.
- Developing *The First Nation, Métis and Inuit (FNMI) Education Policy Framework* and associated legislation with First Nation, Métis, Inuit and other Indigenous organizations,

educational service providers and stakeholders to improve education and training outcomes for Indigenous students.

- Working with federal partners and MFNERC to develop a Manitoba First Nations School System.
- Providing operating grants to the Louis Riel Institute and the Manitoba Metis Federation to provide Métis specific learning opportunities and planning and policy capacity.
- Collaborating with the Union nationale métisse Saint-Joseph du Manitoba on ways to involve Elders and other community members in French and French Immersion schools to support inclusion of Indigenous perspectives in education.

Health and Social Services

- Supporting the Intergovernmental Committee on First Nations Health with Nanaanddawewigamig / The First Nations Health and Social Secretariat of Manitoba (FNHSSM) and federal partners.
- Supporting the Manitoba Metis Federation and other Indigenous organizations to inform health and socio-economic policies, programs and services.
- Creating a First Nations Atlas Update with the Manitoba Centre for Health Policy (MCHP) and FNHSSM to better understand health care use and socioeconomic determinants of First Nations health for policy development in Manitoba.

Child and Family Well-Being

- Developing a Manitoba Customary Care model to reduce the number of children in care of the traditional foster care system with First Nation, Métis, and general Child and Family Services (CFS) authorities, agencies, provincial and territorial organizations, and communities.
- Supporting a network of regional parent-child coalitions across the province that includes First Nation, Métis, and other Indigenous representation to share knowledge and best practices among parent and child centred coalitions.

Economic Development

- Developing the Look North Strategy with northern and Indigenous communities and Indigenous and non-Indigenous businesses focused on long-term economic growth and job creation in the north.
- Creating Urban Economic Development Zones with Entitlement First Nations and federal partners.
- Providing support for First Nation and Métis lending institutions that support First Nation and Métis businesses.

- Supporting economic opportunities for Indigenous livestock producers and communities with a particular focus on bison production with the hiring of an Industry Development Specialist in Aboriginal Livestock.

Efforts to increase the number of Indigenous employees include:

- Increasing the number of Indigenous teachers within the Aboriginal Education Action Plan, as well as improving pre-service and professional learning opportunities for all educators.
- Improving employment hiring practices through ongoing consultations and expansion of Indigenous networks that include partners such as Urban Circle Training Centre, Louis Riel Institute, Red River College's Aboriginal Student Support and Community Relations, and the Centre for Aboriginal Human Resource Development.
- Increasing the representation of Indigenous staff in community corrections and custody positions with Manitoba Justice.
- Creating an Indigenous Staff Advisory Group comprised of First Nations, Métis, and Inuit corrections staff and Indigenous Spiritual Caregivers. The Staff Advisory Group provides advice on hiring and Indigenous perspectives on issues and initiatives related to corrections.
- Employing Indigenous workers through Manitoba Victims Services branch who provide support to victims of crime.
- Supporting Indigenous Cultural Initiatives involving arts education or traditional dance that foster First Nation, Métis and Inuit cultural knowledge, especially among youth through the Indigenous Arts Consultant position with Manitoba Sport, Culture and Heritage.

Efforts to support the development of culturally responsive systems include:

- Recognizing Indigenous laws enacted by Sioux Valley Dakota Nation through local courts and traditional means.
- Addressing the overrepresentation of First Nation, Métis, and Inuit offenders in the criminal justice system by adopting policies consistent with *The Restorative Justice Act* that support Indigenous communities in developing alternative approaches to sentencing and incarceration.
- Offering Indigenous youth safe and supportive environments as an alternative to involvement with gangs, crime, violence, and sexual exploitation.

- Delivering a Culturally Appropriate Program (CAP) that promotes awareness, personal development and healing for First Nation, Métis, and Inuit people in correctional centres and community corrections.
- Supporting First Nation, Métis, and other Indigenous community organizations delivering culturally appropriate support to victims of crime.
- Offering traditional healing and spiritual and cultural care provided through Winnipeg Regional Health Authority facilities, two northern nursing stations, correctional centres, community probation series, and through services provide to victims of crime and their families. These services and care include accommodation for smudging and ceremonies and support from Indigenous spiritual and cultural caregivers, Elders and Kookums (Grandmothers).
- Enhancing probation resources and programming in remote communities through the Centralized First Nations unit in collaboration with First Nations community leadership.
- Providing Indigenous Spiritual Care in adult and youth custody centres and accommodation for smudging in correctional centres and community offices.
- Offering culturally appropriate activities for First Nations and Métis children and families to improve attendance and success in school.
- Ensuring that Child and Family Service Authorities develop culturally appropriate standards for services, practices, and procedures related to child welfare under *The Child and Family Service Authorities Act*.
- Providing Indigenous parents and their children with support under the Community Schools Partnership Initiative's (CSPI) – Parent Child Programs in community schools to enhance student success through culturally appropriate activities.
- Offering appropriate cultural supports to Indigenous learners through adult learning centres.
- Supporting Indigenous peoples involved in apprenticeships in northern Manitoba through an Indigenous Training Coordinator.

Recognition and Reconciliation of Aboriginal and Treaty Rights

Manitoba has a duty to consult in a meaningful way with First Nation, Métis, and other Indigenous communities when a government decision could affect their ability to exercise their Aboriginal or treaty rights.

Efforts to support the reconciliation of Aboriginal and treaty rights include:

- Consulting with First Nations, Métis, and Indigenous communities on hydro electric, mining and infrastructure development projects.
- Working with Indigenous communities and organizations on a *Duty to Consult Framework* for respectful and productive consultations.
- Working jointly and cooperatively with First Nations, Canada and the Treaty Land Entitlement Committee to transfer provincial Crown land to Reserve land.

Land Based Initiatives

In addition to constitutional obligations, Manitoba recognizes the importance of Indigenous peoples' relationships to land and provides support for co-operative natural resources management.

Efforts to respect and support Indigenous nations and peoples' land interests include:

- Co-managing land and natural resources through resource management boards and land use plans.
- A Land Use Planning Gathering to build capacity, relationships, and networks within and among resource management boards, governments, and businesses.
- Partnering with four Manitoba First Nations and Ontario on a UNESCO proposal for the Pimachiowin Aki World Heritage site.
- Working with seven Indigenous communities on Integrated Watershed Management Plans.
- Implementing of self-governance and settlement agreements related to adverse effects of hydroelectric developments, treaty land entitlements and other natural resource related issues.
- Supporting communities through the Northern Healthy Food Initiative to access healthy and traditional foods and reconnecting to the land.

Looking Forward

The Path to Reconciliation Act establishes a transparent mechanism to monitor and evaluate the measures taken by the Manitoba government to advance reconciliation, including the measures taken to engage Indigenous nations and Indigenous peoples in the reconciliation process. The 2017 Annual Progress Report will serve as a starting point for monitoring and evaluating our progress towards reconciliation.

Reconciliation is rooted in respectful relationships between Indigenous and non-Indigenous peoples. Determining what specific actions should be taken can only be done in a collaborative fashion and in full partnership with First Nations, Métis, and Indigenous peoples. Manitoba will begin build upon meaningful engagement with Indigenous nations and Indigenous peoples to shape the priorities and framework of reconciliation and to guide the development of a reconciliation strategy in Manitoba. The strategy will also be guided by the TRC's Calls to Action and the principle of UNDRIP, and involve all sectors of society.

Reconciliation in Manitoba will be a collaborative effort - involving both Indigenous and non-Indigenous peoples in Manitoba and all sectors of society - as we journey together down the path to reconciliation.