



City of London

**2025-2035**

# **ReconciliAction Plan**



**London**  
CANADA



# Contents

Land Acknowledgement	2
Introduction	3
Message from Elder	5
About Alfred Day	6
Advancing Reconciliation	7
Key Principles of the ReconciliAction Plan	9
City of London Actions to Date	15
Developing the ReconciliAction Plan	17
<b>Themes:</b>	
Services and Strategic Planning	20
Civic Engagement and Elected Leadership	32
First Nations Relations	38
Meaningful Partnerships	44
Recommendations for Community-Based and Public Sector Organizations	52
Accountability and Next Steps	54
Acknowledgement	55
About the Artists	57
Terminology	58
References	60

# Land Acknowledgement

We acknowledge that the City of London is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak and Attawandaron peoples.

We acknowledge all the treaties that are specific to this area: the Two Row Wampum Belt Treaty of the Haudenosaunee Confederacy/Silver Covenant Chain; the Beaver Hunting Grounds of the Haudenosaunee NANFAN Treaty of 1701; the McKee Treaty of 1790, the London Township Treaty of 1796, the Huron Tract Treaty of 1827, with the Anishinaabeg, and the Dish with One Spoon Covenant Wampum of the Anishnaabek and Haudenosaunee.

This land continues to be home to diverse Indigenous people (First Nations, Métis and Inuit) whom we recognize as contemporary stewards of the land and vital contributors to society. We hold all that is in the natural world in our highest esteem and give honour to the wonderment of all things within Creation. We bring our minds together as one to share good words, thoughts, feelings and sincerely send them out to each other and to all parts of creation. We are grateful for the natural gifts in our world, and we encourage everyone to be faithful to the natural laws of Creation.

The three Indigenous Nations that are neighbours to London are the Chippewas of the Thames First Nation; Oneida Nation of the Thames; and the Munsee-Delaware Nation who all continue to live as sovereign Nations with individual and unique languages, cultures and customs.

This Land Acknowledgement is a first step towards reconciliation. Awareness means nothing without action. It is important that everyone takes the necessary steps towards decolonizing practices. We encourage everyone to be informed about the traditional lands, Treaties, history, and cultures of the Indigenous people local to their region.

# Introduction

“Shekoli swakweku! Alizabeth George-Antone ni:yukyats. Ohkwa:li niwakitalo:t^. On^yota a:ka niwakuhutsyo:t^. On^yota'a:ka ukwehuwe ne nu: teknakehle.

Hello everyone. My name is Alizabeth George-Antone. I am Bear Clan, and I am from the Oneida Nation of the Thames. I am the Indigenous Liaison Advisor for the City of London.



Colonialism has had devastating impacts on the Indigenous people of Turtle Island (North America), causing a ripple effect across generations. However, our Indigenous communities are also very resilient, strong, and proud Nations who have rich, diverse, and distinct cultures, languages and ceremonies that have connected us to these lands since Creation. One of the most well-known treaties in this area, The Dish with One Spoon, exemplifies our connection to each other, the land, and our responsibility to future generations.

Across Turtle Island, all levels of government, including municipalities, have been called upon by the Truth and Reconciliation Commission to address historical injustices and trauma experienced by Indigenous people, and to advance the process of reconciliation.

It was only four years ago, with confirmation of the remains of 215 children who were students of the Kamloops Indian Residential School, that the world finally acknowledged and started to understand the devastating harm that was caused to generations of Indigenous families across Canada – harm that continues to be felt today. In that short time work has been started however there remains much to be done in honour of all the Indigenous children who never made it home to their families.

I am honoured to share the City of London's ReconciliAction Plan. This plan was created with the feedback and voices of our local Indigenous communities. It is a living document, meaning that there will always be opportunities for feedback and evolution of the Plan to meet the changing needs of the Indigenous community. This plan builds on the City's existing commitments to Indigenous people for the next Seven Generations and reflects our responsibility to plan for all the faces who are yet to come.

This Plan does not replace the vital work led by Indigenous communities; rather, it reinforces the City's commitment to listening, learning, and taking meaningful action in true partnership with Indigenous leaders and communities.

The City of London recognizes the importance of building meaningful relationships with the original people of this territory and is committed to the overall well-being of First Nations, Inuit, and the Métis. Over the next decade, the Plan aims to foster reconciliation, healing, and positive change through specific actions and initiatives. City staff will play a key role in supporting implementation of these actions, working across all service areas to advance reconciliation in everyday decision-making and service delivery. The City of London will continue to collaborate with Indigenous leaders and community members to and community members to fulfill the actions within the Plan, ensure transparency and accountability, and restore right relations.

Yaw^ko/Miigwech/ Anushiik/Thank you."

- Alizabeth George-Antone, Indigenous Liaison Advisor, City of London

# Message from Elder

Elders play a significant role in Indigenous communities. They are educators, who provide cultural knowledge, wisdom, and history. They lead by example, guiding how to treat others and to honour all of Creation. It was with this thought in mind when Al Day was invited to share the following statement for the City of London's ReconciliAction Plan:

"First contact between the Europeans and Indigenous Nations marked the beginning of a significant change to the way of life for the Indigenous Peoples. First Peoples' prophecies foretold, these newcomers would bring a different perspective towards Mother Earth and to the values of life itself.

Over time, the Indigenous way of being, their view of identity and of family were dramatically impacted. These imposed strategies reduced the First Peoples of this land to doubting the very fabric of their existence.

The Truth and Reconciliation Commission of Canada issued their report in 2015 and recommended 10 principles and 94 Calls to Action to the various levels of government in Canada.

Call to Action 43, emphatically calls on these levels of government to adopt and implement the United Nations Declarations on the Rights of Indigenous People (UNDRIP) as the framework for reconciliation for all sectors of Canadian society. This report outlines the City of London's commitment to take the required steps to advance the municipally focused Truth and Reconciliation Calls to Action. In closing, it is the fervent expectation of the Indigenous Nations; that all levels of government adopt UNDRIP as the framework that establishes a path, which will lead to reconciliation."

- Alfred Day

# About Alfred Day



Alfred, a member of the Anowal (Turtle) Clan, his On<sup>ʌ</sup>yota a:ka name is Lutahawit and he is a citizen of the On<sup>ʌ</sup>yota a:ka Nation. He has called the Oneida Settlement home since birth and has been married to his partner, Laurel, for fifty-seven years. They are proud parents of Paul and Bryan.

Alfred has dedicated over forty years to community involvement, contributing to sports, community service, and holding formal leadership roles. His advocacy work includes policy analysis and lobbying efforts on behalf of First Nations, US Tribes, and his home community, successfully securing government considerations for the Oneida Settlement.

Alfred played a key role in the creation of the Southern First Nations Secretariat and the Ontario First Nations Technical Service Corporation. He represented Oneida on various boards and agencies, including six years as vice-president of the Tecumseh Community Development Corporation and seven years as Director of Economic Development for the Southern First Nations Secretariat. Al was the Executive Director of the N'Amerind Friendship Centre from 2011 until his retirement in 2023. He also contributed to the London Community Foundation, serving on the Grants Committee for seven years and as a board director for six.

# Advancing Reconciliation



## A Message from Mayor Josh Morgan

“On behalf of London City Council, it is an honour to share this message of hope and renewal as we deepen our commitment to reconciliation with First Nations, Inuit, and Métis communities in London. At the heart of the City of London’s mission is a pledge to ensure that every resident has the opportunity to thrive. Reconciliation is not just a goal—it is a necessity in building a more inclusive, equitable, and united London.

The ReconciliAction Plan is a testament to this commitment, providing a clear roadmap through four pillars: services and strategic planning, civic engagement and elected leadership, First Nations relations, and meaningful partnerships. These pillars are not just ideals but actionable steps that guide our shared journey toward restoring trust and repairing relationships with Indigenous Peoples. By working together with Indigenous communities, we can transform aspirations into meaningful actions and create a legacy of equity and respect for generations to come.

Together, we have the power to build a London where reconciliation is not just a promise but a shared reality.”

- Mayor Josh Morgan



# Key Principles of the ReconciliAction Plan

In developing the ReconciliAction Plan, the City of London gained insight from collective Indigenous ways of being and received guidance from traditional teachings, including the Seven Grandfather Teachings of the Anishinaabeg, the Haudenosaunee Teaching of the Great Law of Peace, Lūnaapéewak worldview, and the Truth and Reconciliation Commission Calls to Action.

## **The Seven Grandfather Teachings**

The Seven Grandfather Teachings (sometimes referred to as ‘gifts’) —humility, truth, wisdom, respect, honesty, bravery, and love—were given to the Anishinaabeg by the Seven Grandfathers. These teachings are foundational values for living in balance and harmony with all of Creation.

### **1. Humility**

**Acknowledgment of past wrongs:** One of the fundamental aspects of the ReconciliAction Plan is the acknowledgement of the historical wrongs committed against Indigenous people in Canada. This includes addressing the harmful impacts of colonization, residential schools, and systemic discrimination against Indigenous communities.

**By acknowledging these injustices, the Plan seeks to create a foundation for reconciliation and healing.**

## 2. Truth

**Truth-telling and sharing of experiences:** The ReconciliAction Plan emphasizes the importance of truth-telling, particularly through documenting and sharing the stories of Indigenous survivors of residential schools and other historical trauma.

**By amplifying Indigenous voices and experiences, the Plan aims to educate the public and promote understanding and responsibility.**

## 3. Wisdom

**Education and awareness:** Education and awareness are key components of the ReconciliAction Plan. This includes providing training on Indigenous history, culture, and Treaty Rights for City staff.

**By raising awareness about the impacts of colonialism and systemic discrimination, the Plan seeks to challenge stereotypes and foster positive change in attitudes and behaviors toward Indigenous people.**

## 4. Respect

**Collaborative partnerships:** The ReconciliAction Plan emphasizes the importance of collaborative partnerships between Indigenous communities, governments, and non-profit organizations.

**By working together on common goals—such as improving access to healthcare, employment, education, and housing for Indigenous people—the Plan seeks to address systemic inequalities and promote positive change and relationships.**

## 5. Honesty

**Treaty rights and land acknowledgments:** The ReconciliAction Plan calls for upholding Treaty Rights and acknowledging the traditional territories of Indigenous people. This includes integrating land acknowledgments into public ceremonies and events and ensuring meaningful consultation with Indigenous communities regarding land use and resource management decisions.

**By recognizing the rights and sovereignty of Indigenous people, the Plan seeks to promote reconciliation and respect.**

## 6. Bravery

**Economic development and employment opportunities:** The Plan prioritizes creating economic development and employment opportunities for Indigenous people through investments in Indigenous-led businesses, entrepreneurship programs, and job training initiatives.

**The Plan seeks efforts aimed at reducing poverty, improving quality of life, and promoting self-sufficiency within the local and urban Indigenous community.**

## 7. Love

**Healing intergenerational trauma:** The ReconciliAction Plan recognizes the intergenerational impacts of historical trauma on Indigenous communities and supports programs and services that promote healing. This includes counseling, cultural healing practices, and family support programs.

**By addressing the root causes of trauma and supporting healing at the individual and family level, the Plan aims to break the cycle of violence and promote resilience.**

## **The Haudenosaunee Teaching of the Great Law of Peace**

The Haudenosaunee Great Law of Peace is about Peace, Power, and Righteousness and the importance of having one heart and one mind. It has been in place since time immemorial. Five Nations came together and decided to join in peace and stop fighting among themselves because there is great strength in unity.

**With one heart, one mind, and in unity, the Plan seeks to promote positive change and relationships.**

## **Lūnaapéewak Worldview**

“We are of the Earth”

In Lūnaapéew/Lenape worldview, their connection to Kukuna Ahkay (Mother Earth) is of vital importance. All life on Kukuna Ahkay came before human beings who are dependent on her for food, water, clothing, and shelter. Their understanding of this comes from the foundation of their belief system—a creation story. This story lays the framework for all their stories and how universal laws, tribal laws, leadership, family relationships, and individual life paths are informed. This has helped to create a value system that includes kindness, honesty, reciprocity (caring/sharing), and respect. To be Lūnaapéewak is to know and live by the idea that everything begins and ends with creation.

**Through kindness, honesty, reciprocity, and respect, the Plan seeks to promote connection and reconciliation.**

## Truth and Reconciliation Commission Calls to Action

The Constitution Act of Canada, which states that the Constitution is the supreme law of Canada. It sets out the foundational principles of Canada's democratic government and includes the Canadian Charter of Rights and Freedoms. Section 35 of the Constitution explicitly recognizes and affirms the existing Aboriginal and treaty rights of the Aboriginal peoples of Canada. It also defines "Aboriginal peoples of Canada" to include First Nations, Inuit, and the Métis.

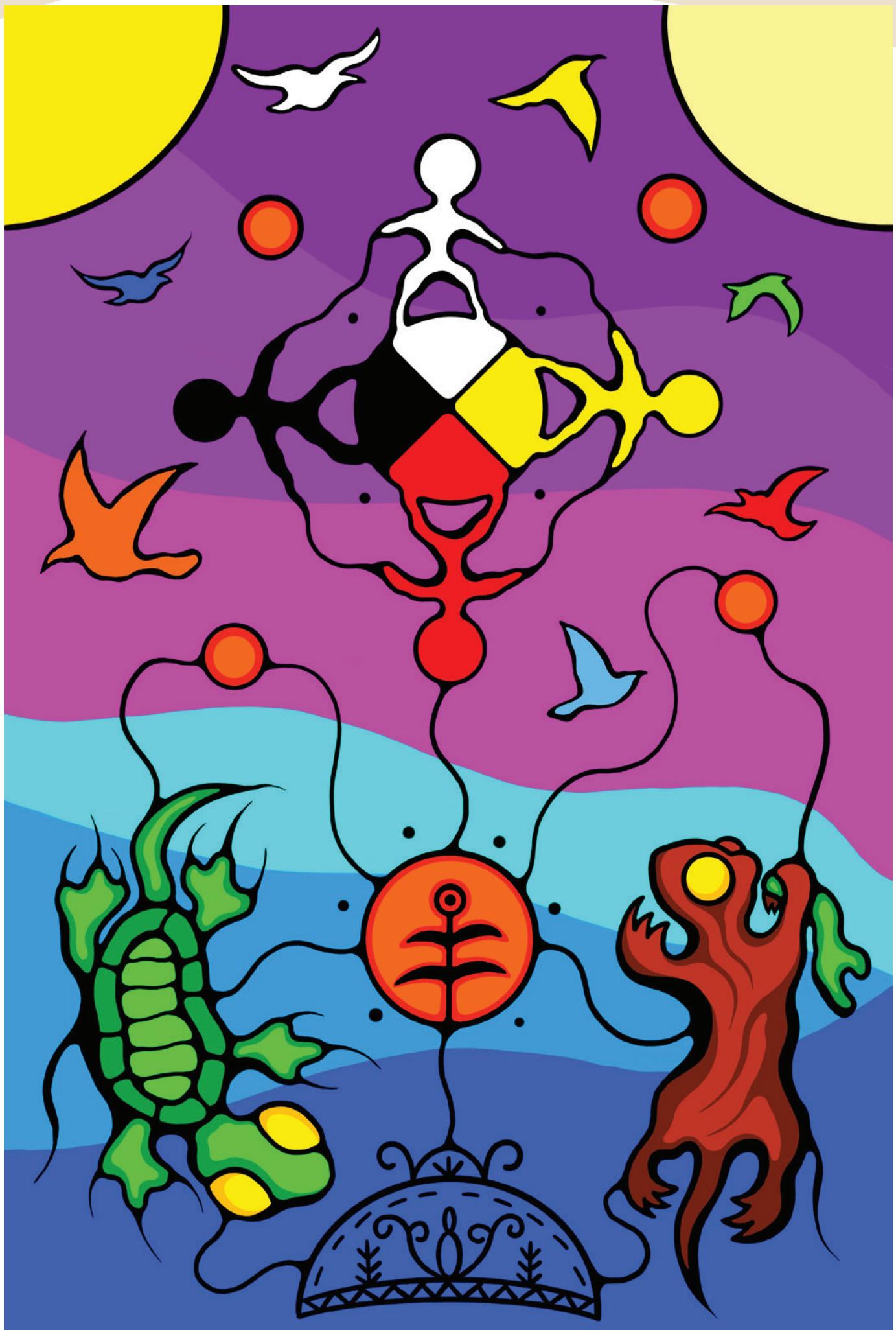
Additionally, Section 25 of the Constitution Act protects the Aboriginal and Treaty rights recognized in Section 35, ensuring that no other provision of the Charter can take away or supersede these rights.

On June 2, 2015, the Truth and Reconciliation Commission (TRC) of Canada released its final report, which included 94 Calls to Action aimed at addressing the legacy of residential schools and advancing reconciliation in Canada. The TRC was constituted and created by the Indian Residential Schools Settlement Agreement, and over the course of six years, the Commission traveled across the country to hear the stories of survivors and their families.

*A Municipal Guide to the Truth and Reconciliation Commission's Calls to Actions, October 2023.*

The 94 Calls to Action – available at <https://nctr.ca/records/reports/#trc-reports> – are actionable steps designed to aid the healing process and prevent these abuses from ever happening again in the future through:

1. Teaching all Canadians the reality of Indigenous peoples' treatment.
2. Creating educational and economic opportunities for Indigenous Canadians so they can fully participate in society.



# City of London Actions to Date

Since the release of the Truth and Reconciliation Commission's Report in 2015, the City of London has sought to understand and act in accordance with the Calls to Action. The following are some of the actions the City has taken so far:

- In accordance with Call to Action #45, the City ensures its environmental consultation work respects Treaty relationships, guided by principles of mutual recognition, mutual respect, and shared responsibility for maintaining these relationships into the future.
- Consistent with Call to Action #47, **Civic Administration developed Anti-Racism and Anti-Oppression Foundations training**, which includes an introduction to Indigeneity and Anti-Indigenous racism, as well as the concepts of European sovereignty and the Doctrine of Discovery. This training was made available to employees in early 2023, and 476 employees have completed it to date. A broader rollout is planned for 2025.
- In addition to broad rollout of the Anti-Racism and Anti-Oppression Foundations training in 2025, **36 Housing Stability Services staff have completed Module 1 of the Indigenous Cultural Safety Training, developed by Atlohsa Family Healing Services**. Furthermore, 24 staff have completed Module 2. In response to Call to Action #57, this training, designed and led by Indigenous individuals, will be offered annually to support Housing Stability Services teams in understanding Indigenous perspectives.

- In 2021, Mount Elgin Industrial Residential School, located on Chippewas of the Thames First Nation, was identified as a potential site of unmarked graves of children. Respecting Call to Action #75, **the City offered support and is following the leadership of Chippewa of the Thames First Nation**, which has estimated the investigation will take 3-5 years to complete.
- In support of Call to Action #77, **the City participated in a comprehensive search for local institutional records related to the residential school system**, led by the London Public Library.
- **The City of London has declared September 30th as a statutory holiday for the National Day for Truth and Reconciliation**, in honor of Survivors, their families, and communities, consistent with Call to Action #80.
- While Call to Action #82 focuses on provincial and territorial capitals, **the City of London supported the creation of a public art installation** led by the Residential School Survivors Legacy Project Team and the Residential Survivors Group. Unveiled on September 30, 2022, the seven-panel mural—created by Indigenous artist Mike Cywink in collaboration with Indigenous youth and the Survivors Group—now faces York Street from the exterior of the N'Amerind Friendship Centre.
- In late 2021 members of Civic Administration met with local Indigenous sports leaders from Oneida Nation of the Thames, Chippewa of the Thames First Nation, and N'Amerind Friendship Centre **to collaborate on ways to initiate more public education on the historical significance of traditional games such as lacrosse**. This collaboration also aims to acknowledge contributions Indigenous people have made in the world of sports, consistent with Call to Action #87.
- In alignment with Call to Action #88, **Tourism London continues to engage with local Indigenous groups to explore opportunities for hosting Indigenous sporting events**, including the North American Indigenous Games. Relationship-building with local First Nations also extends to the creation of an Indigenous Welcome Video—produced by a local Indigenous videographer—which is featured at various events.

# Developing the ReconciliAction Plan

The invaluable insights gained from the Seven Grandfather Teachings, the Haudenosaunee Great Law of Peace, Lūnaapeewak wisdom, the Truth and Reconciliation Commission's Calls to Action, and community feedback all guided the development of strategies and actions under four main themes.

## In-person Focus Groups

A series of in-person engagement sessions were held to gather feedback from Indigenous youth, Elders, residential school survivors and their families, service providers, urban Indigenous community members, and members of nearby First Nations. Participants were invited to share their experiences with City programs and services, and to offer insights on how the City can better respond to the needs of Indigenous communities.

These in-person sessions included focus groups, one-on-one conversations, and leadership meetings with First Nations and Indigenous organizations. Engagement also extended to staff working in local health, education, housing, and social services organizations.

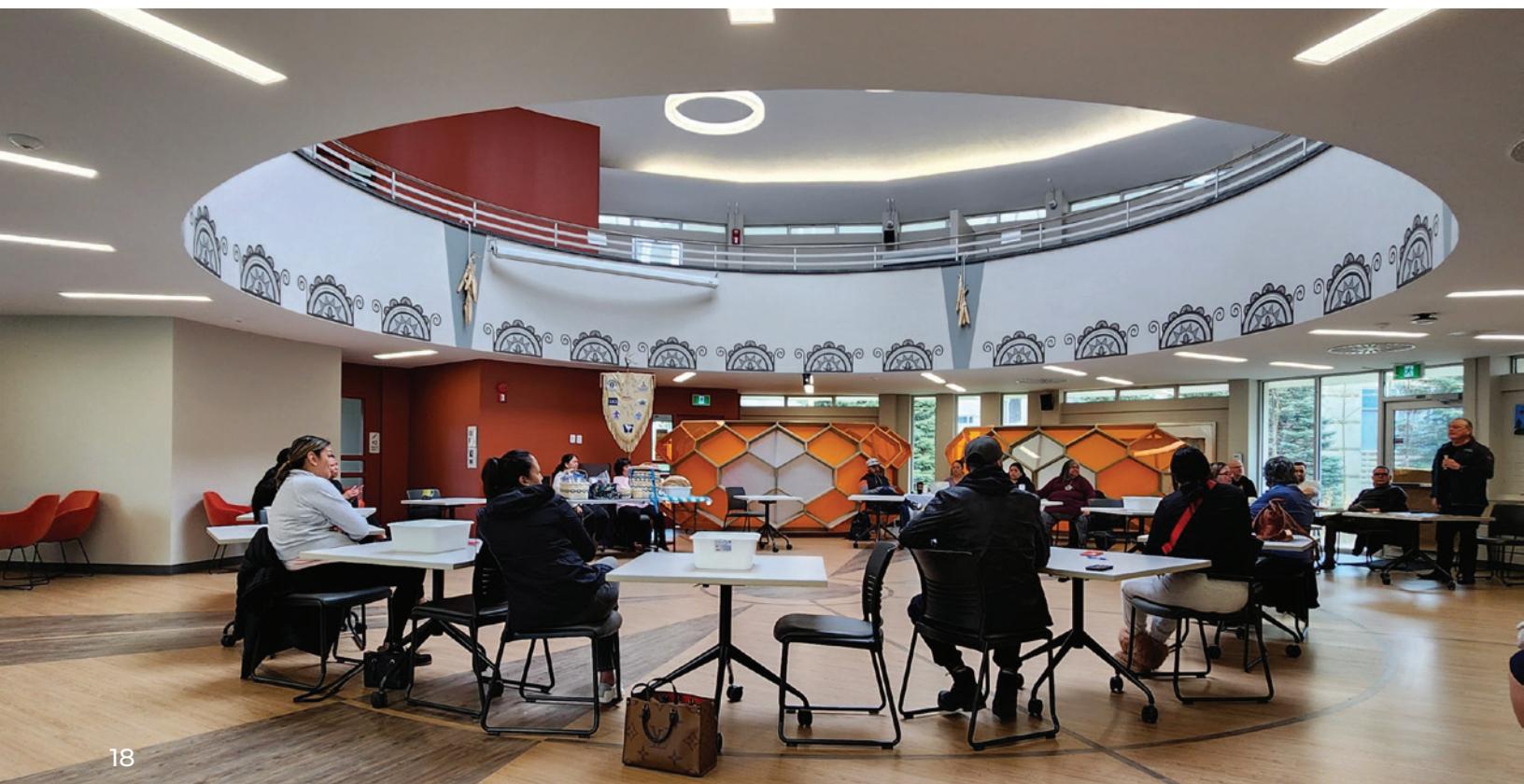


## Survey

An anonymous online survey, consisting of multiple-choice, ranking, and open-ended questions, was distributed via QR code at various in-person engagement events, including the Fanshawe College Year End Gathering Pow Wow held on March 21, 2024.

At each of the five focus group sessions, respondents were encouraged to fill out the online survey. The survey aimed to assess the experiences of the local and urban Indigenous community in the following areas:

- Experiences of Indigenous people using City of London programs and services
- Barriers Indigenous people face when accessing City of London services
- Perceptions of safety of Indigenous communities within the City of London
- Sense of representation of Indigenous people within the City of London
- Ways the City of London can better support the Indigenous community



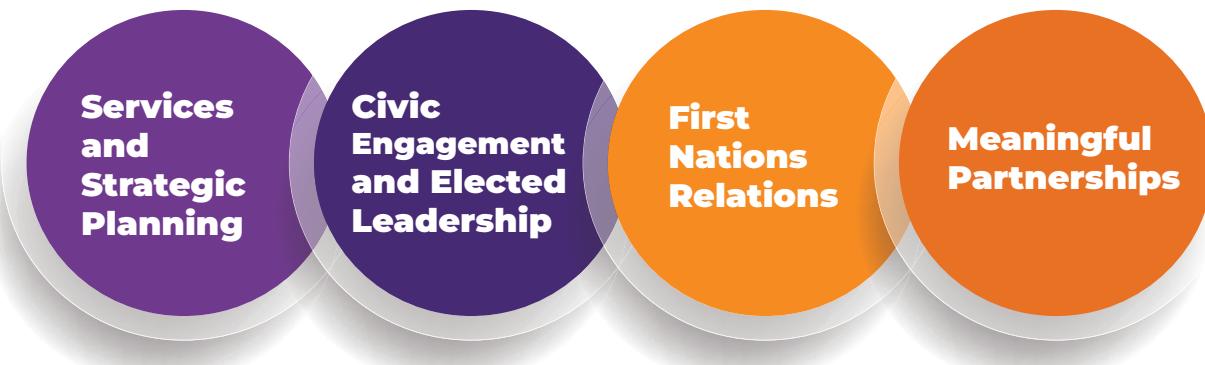
## Themes, Strategies, and Actions

The Indigenous community's voice raised a wide range of topics, concerns, and opportunities through survey responses and focus group discussions. Both forums emphasized the importance of leadership and the City of London's opportunities to unite the community by ensuring Indigenous voices are included and elevated.

The City can play a significant role in recognizing Indigenous people as descendants of the original people of Turtle Island, now contributing as residents, neighbors, employers, and employees within the economic and social fabric of London.

Through Indigenous community engagement, we learned that there is a clear desire for solutions that address the needs of Indigenous people within their distinct cultural, geo-political, and social contexts. The Indigenous community also identified the need to feel a sense of belonging, highlighting cultural preferences in the city's natural, built, and social environments.

Based on this feedback and the principles that guided the development of this plan, the following four main themes emerged:



Through discussions with Civic Administration, the City of London has developed a series of strategies and actions aligned with each of the four main themes. The following section outlines all strategies and actions, along with the City service area responsible for implementation. City of London service areas include the City Manager's Office, Social and Health Development, Neighbourhood and Community-Wide Services, Environment and Infrastructure, Planning and Economic Development, Finance Supports, Legal Services, and Enterprise Supports.

# Theme One:

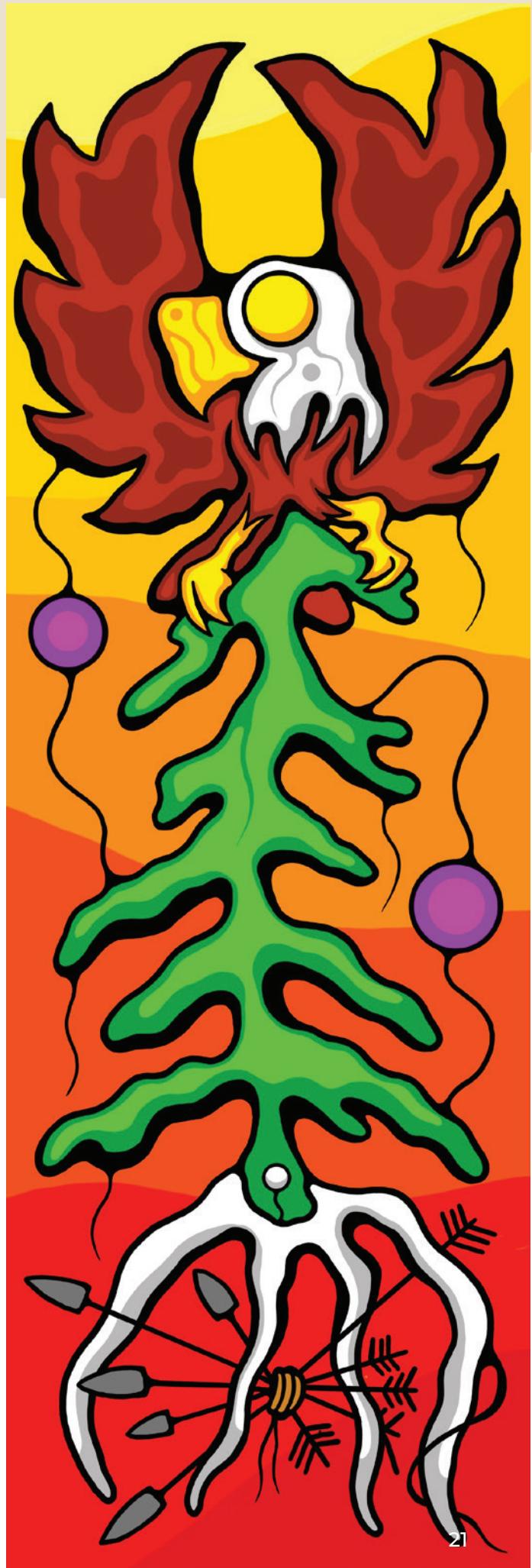
## Services and Strategic Planning

Indigenous community members have shared their concerns about accessing essential services such as housing, transportation, social services, health, education, and support for Elders. The ReconciliAction Plan emphasizes the need for enhanced service delivery, with a strong focus on integrating Indigenous perspectives into municipal planning and service implementation.

A significant finding was the need for ongoing professional development for municipal employees on topics that will improve service delivery when serving Indigenous residents. Many Indigenous people also expressed a lack of awareness regarding available City services and how to access them, highlighting the importance of clear communication and outreach.

### Key Insights:

- **Traditional Ecological Knowledge:** Working with Knowledge Keepers to incorporate Indigenous knowledge in areas like water source protection and environmental stewardship.
- **Duty to Consult:** Ensuring municipal development projects respect Indigenous rights and governance.
- **Trauma-Informed Service Delivery:** Understanding the ongoing impacts of Mt. Elgin Indian Residential School and other historical injustices and providing trauma-informed service delivery.



## Strategies and Actions

### **Strategy 1.1: Identify opportunities to fund, support, and promote Indigenous-led events and initiatives as part of City of London operational plans.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Promote Indigenous-led events to the public via Tourism London's website and social media platforms.	City Manager's Office
B. Continue the Municipal Accommodation Tax (MAT) Legacy Festival Funding partnership with Sunfest, an organization that supports and includes Indigenous people in its international events, following the guidelines set by the Tourism London MAT Adjudication Committee.	City Manager's Office
C. Continue to look for opportunities to collaborate with Indigenous businesses and individuals, such as through the Many Faces of Tourism campaign, mural campaign, and the Knowledge Sharing Through the Arts campaign.	City Manager's Office
D. Increase the use of municipal Recreation and Sport facilities and Parks system for Indigenous-led programs, services, and sports.	All
E. Support Indigenous-led arts and culture events and initiatives that promote public engagement, such as Indigenous markets at municipal community centres and the Heritage Fair.	Neighbourhood & Community-Wide Services
F. Identify opportunities through the City of London Community Arts Investment Program (CAIP) that can support the work of Individual artists, ad-hoc art groups led by professional artists/creators/practitioners of traditional arts, or artist collectives who reside in London and the surrounding First Nations communities.	Neighbourhood & Community-Wide Services

<b>Actions</b>	<b>City of London Service Area</b>
G. Engage in outreach, build partnerships, and remove barriers to Indigenous-led events and programming, with a focus on Indigenous-led special events, neighbourhood events, movie nights and Dundas Place events, through funding, supports, and updated resources.	Neighbourhood & Community-Wide Services
H. Partner with Indigenous organizations to provide specialized training for City staff to inform operational initiatives that support Indigenous-led tree and vegetation planting plans.	Environment & Infrastructure
I. Increase grounds maintenance support for the Mushkeeki Gitigan (Medicine Garden) at South Branch Park.	Environment & Infrastructure
J. Support Indigenous-focused funding requests and advocacy work led by Service Areas through Government Relations.	City Manager's Office
K. Provide funding to Nshwaasnangong Child Care and Family Centre to support access to culturally relevant, Indigenous-led licensed childcare and early years programs.	Social & Health Development
L. Fund in part, the Aboriginal Babies and Beyond Coalition (ABBC) book bundle program distributed by local First Nation and urban Indigenous organizations to families with infants, toddlers, and preschoolers.	Social & Health Development
M. Fund in part the Aboriginal Babies and Beyond Coalition (ABBC) Imagination Library to provide access to monthly book delivery for Indigenous children aged 0-4.	Social & Health Development
N. Promote Indigenous-led employment events and initiatives to service provider network and community partners.	Social & Health Development
O. Use Dearness grounds to hold Indigenous-led events, e.g., drum circles, socials, days of recognition.	Social & Health Development
P. Attend Indigenous-led cultural events that support Indigenous housing and homelessness responses, e.g., community fires.	Social & Health Development
Q. Increase and continue to offer office or desk space at Life Stabilization sites across London to Indigenous organizations.	Social & Health Development

**Strategy 1.2: Hire the necessary number of skilled Indigenous staff to oversee engagement with First Nation, Métis, and Inuit communities and support City departments in addressing Indigenous well-being outcomes within a cultural framework.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Establish an Indigenous relations communications and engagement approach.	City Manager's Office
B. Maintain an Indigenous Community Connector position to support neighbourhood engagement with Indigenous communities.	Neighbourhood & Community-Wide Services
C. Explore opportunities to partner with another Service Area to hire Indigenous staff to oversee Indigenous engagement aimed at increasing wellbeing outcomes for Indigenous people and communities across the region.	Social & Health Development

**Strategy 1.3: Increase Indigenous representation in employment and mentorship opportunities within the City of London's workforce.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Increase Indigenous representation in Tourism London's workforce.	City Manager's Office
B. Consider applicants with diverse backgrounds, including those who self-identify as First Nations/Métis/Inuit for employment.	City Manager's Office
C. Increase recruitment, training, internship, and mentorship opportunities by attending job fairs and community events to discuss the City's recruitment process, increasing advertisements on targeted websites, and annually reviewing the recruitment and selection process.	Enterprise Supports

<b>Actions</b>	<b>City of London Service Area</b>
D. Develop an inclusive mentorship program that specifically addresses the needs of Indigenous people and provides culturally appropriate guidance and mentorship practices.	Enterprise Supports
E. Identify and promote mentorship opportunities across Service Areas for Indigenous students and employees.	All
F. Expand efforts to increase representation of the Indigenous community in leadership positions.	Enterprise Supports
G. Consider industry partners with diverse backgrounds, including those who self-identify as First Nations/Métis/ Inuit for representation on the Tourism London's Board of Directors.	City Manager's Office
H. Hire contract staff to plan for Indigenous culturally safe spaces training.	Social & Health Development
I. Leverage professional and community networks and Indigenous-led organizations to encourage Indigenous representation in City of London employment opportunities.	All
J. Create and support a mentorship program throughout the City to connect new Indigenous leaders with those in current leadership positions.	All
K. As part of Dearness recruitment process, share job postings with Indigenous education and training institutions as well as community job centres.	Social & Health Development

## **Strategy 1.4: Coordinate and address gaps in the collection, reporting, and integration of Indigenous-specific data into decision-making.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Raise awareness and outline opportunities for business data owners and the Technology Investment Strategy Committee to address gaps in Indigenous-specific data.	Enterprise Supports
B. Improve the collection, maintenance, and use of Indigenous-specific data for decision-making, incorporating First Nations Information Governance Centre's Ownership, Control, Access, and Possession (OCAP) Principles.	All
C. Use Indigenous-specific data to identify gaps and opportunities to improve service provision for Indigenous people.	All
D. Work with Indigenous partners to identify systemic barriers for service system planning.	Social & Health Development
E. Share data with Indigenous-led organizations and communities as applicable.	All
F. Improve the understanding of gaps and integration of Indigenous specific data in decision-making to support Indigenous housing and homelessness responses.	Social & Health Development
G. Continue to collect Indigenous self-identification data at intake to improve, strengthen, and enhance service delivery, ensuring programs are culturally responsive and meet the needs of Indigenous community members.	Social & Health Development

## Strategy 1.5: Include Indigenous businesses and First Nations in procurement processes.

Actions	City of London Service Area
A. Continue to engage with Indigenous businesses for various purchasing and supply needs, including souvenir procurement, videography, music, and events.	City Manager's Office
B. Identify Indigenous businesses registered on e-tendering portal, inform City services of these businesses, and look to actively invite them to participate in upcoming procurement opportunities.	Finance Supports
C. Develop and implement a targeted outreach program to educate and connect Indigenous businesses and First Nations with the City's procurement opportunities, ensuring they have the knowledge and support needed to navigate the competitive bidding process.	Finance Supports
D. Promote Indigenous-owned businesses through available business directories.	City Manager's Office
E. Utilize the Equity Tool when making purchasing decisions, including contracting services.	All
F. Utilize Indigenous owned businesses to support operational needs, as allowed under procurement policy.	All
G. Explore procurement mechanisms to increase Indigenous-led employment services within the London Regional Employment Services network.	Social & Health Development
H. Continue to procure Indigenous-led services that support people at risk of or experiencing homelessness.	Social & Health Development

## **Strategy 1.6: Build awareness campaigns targeting Indigenous history, Treaties, and contributions, using City events and communication channels.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Expand Tourism London's website to feature more content on Indigenous culture and history.	City Manager's Office
B. Commemorate the May 5 Red Dress Day annual awareness campaign to remember and honour missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ peoples.	All
C. Recognize and honour Indigenous people throughout key City of London commemoration anniversaries.	All
D. Incorporate regular features on Indigenous history, Treaties, and contributions into City of London newsletters and resource bags (e.g. NeighbourGood, Age Friendly London Network, Child and Youth Network, and Community Safety and Wellbeing Network).	All
E. Work with Indigenous partners to create visual art such as banners, digital art, and messaging that represent Indigenous history and culture for Dundas Place.	Neighbourhood & Community-Wide Services
F. Incorporate awareness of Indigenous history, Treaties, and contributions with planning, acquisition, and design of park and open space lands.	Environment & Infrastructure
G. Incorporate Indigenous land acknowledgement language into project notices/communications.	Environment & Infrastructure / Housing & Community Growth
H. Build and implement a communications strategy to support the ReconciliAction Plan, the National Day of Truth and Reconciliation, and other Indigenous events, plans, and programs.	City Manager's Office

<b>Actions</b>	<b>City of London Service Area</b>
I. Add Indigenous cultural and historical information and videos to the TV Tour at the Dearness Home for visitors, staff and residents to see, especially around days of recognition.	Social & Health Development
J. Adapt City of London training for London Regional Employment Services' employment service provider networks.	Social & Health Development

**Strategy 1.7: Improve City staff and elected officials' understanding of Indigenous people and their current realities using a distinctions-based approach, including UNDRIP.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Develop and implement the Information Technology Systems departmental Anti-Racism and Anti-Oppression Plan, including actions to support the ReconciliAction Plan.	Enterprise Supports
B. Provide training for Emergency Management and Security Services personnel on cultural humility and trauma-informed practices to ensure interactions with Indigenous individuals are respectful and supportive.	Enterprise Supports
C. Develop policies to handle conflicts or safety concerns involving Indigenous community members with an emphasis on de-escalation and cultural understanding.	Enterprise Supports
D. Develop and deliver a training program specifically focused on Indigenous history, culture, and contributions, as well as the ongoing impacts of colonialism, the Doctrine of Discovery, and Treaties, to be delivered across the entire organization.	City Manager's Office
E. Identify and participate, as a member of the Human Rights team, in professional learning that supports the priorities and addresses the concerns of First Nations, Inuit, and Métis communities.	Enterprise Supports

<b>Actions</b>	<b>City of London Service Area</b>
F. Meet with the City's Indigenous Employee Resource Group to share information about the Human Rights division and hear from Indigenous employees about their priorities and concerns.	Enterprise Supports
G. Include training on Indigenous people and realities in London as part of Council orientation.	City Manager's Office / Legal Services
H. Develop guidance for providing personal and individual additions to the land acknowledgement for Council meetings.	City Manager's Office / Legal Services
I. Encourage Legal Services staff to attend cultural competency training, educational, and professional development events, including with respect to the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal Rights, and Indigenous law to enhance understanding of Indigenous people and Indigenous legal and government systems.	Legal Services
J. Add distinctions-based education to events that recognize Indigenous heritage, culture, and remembrance at Dearness Home highlighting the differences of each nation (language; tradition housing; ceremonies; days of significance).	Social & Health Development
K. Train staff on using a distinctions-based approach and incorporate this into Housing Stability Services operations and policy.	Social & Health Development
L. Fund and provide Indigenous cultural safety training to Child Care and Early Years operators and educators through an Indigenous-led facilitation, including City of London staff.	Social & Health Development
M. Share information, community led opportunities, and actively support Child Care and Early Years staff to participate in learning opportunities and events for increased understanding of Indigenous history, Treaties, and contributions.	Social & Health Development

<b>Actions</b>	<b>City of London Service Area</b>
N. Add Indigenous Cultural Awareness Training to mandatory training for all staff at Dearness Home.	Social & Health Development

**Strategy 1.8: Align City policies with the United Nations Declaration of the Rights of Indigenous People (UNDRIP) principles and ensure Indigenous sovereignty is respected in all policy frameworks.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Embed UNDRIP principles into the review and modernization of corporate policies and procedures.	All
B. Utilize the United Nations' Sustainable Development Goals and UNDRIP to guide all aspects of UNESCO City of Music initiatives.	City Manager's Office
C. Review and revise the Human Rights Investigation Procedure (under the Respectful Workplace (Anti-Harassment/Anti-Discrimination) Policy) to incorporate Indigenous methods of dispute resolution and restorative practices.	Enterprise Supports
D. Incorporate key principles of UNDRIP in long range park and forestry policy development and related initiatives.	Environment & Infrastructure
E. Build Indigenous consultation into The London Plan to ensure Indigenous communities are consulted on planning projects and on significant changes to the City's Official Plan (The London Plan).	Housing & Community Growth
F. Increase research and consultation with Indigenous community members in Bylaw modernization.	Housing & Community Growth
G. Consider the applicability of UNDRIP principles and Indigenous rights and laws when supporting Service Areas in the drafting and reviewing of municipal by-laws, policies, and procedures.	Legal Services

# Theme Two:

## Civic Engagement and Elected Leadership

Community consultation revealed a pressing need for more Indigenous representation within the City of London's programs, services, and decision-making processes. Indigenous people seek a sense of belonging, and they want City services to reflect their specific needs, concerns, and experiences, using a distinctions-based approach.

The ReconciliAction Plan calls for steps to improve civic engagement by increasing Indigenous representation and ensuring their active participation in all levels of municipal decision-making.

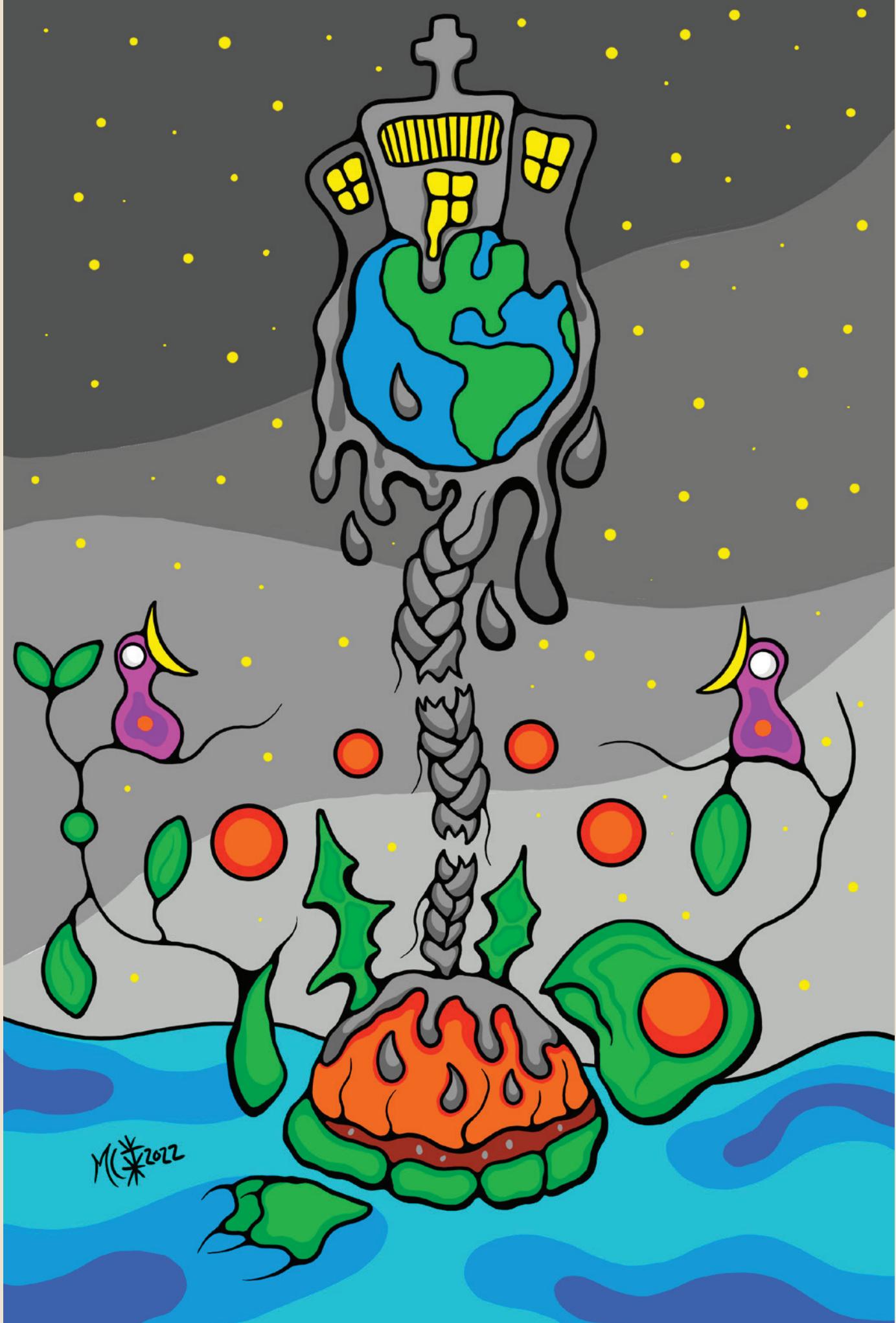
### Key Insights:

- **Representation Matters:** Indigenous residents want a more visible presence within the City's governance and leadership.
- **Inclusive Civic Processes:** Ensuring that the voices and perspectives of Indigenous communities are meaningfully and purposefully included in municipal decision-making and policy development.

Caption: For the anniversary of the London Township Treaty, the flags of the five signatory First Nations were displayed at London City Hall.



Caption: In 2024, London City Council met with Oneida Nation of the Thames Council, marking a historic step toward collaboration, deepening relationships, and advancing shared priorities through meaningful dialogue and reconciliation.



## Strategies and Actions

### **Strategy 2.1: Work with community to identify and mobilize social, financial, natural, built, and cultural elements of the city that are recognized and valued as assets to the Indigenous population.**

Actions	City of London Service Area
A. Work in partnership with neighbouring First Nations to explore options for a permanent, collaboratively designed display of their flags in City Hall or other meaningful location within the City, ensuring cultural respect and proper recognition.	Legal Services / Finance Supports / City Manager's Office
B. Consider opportunities to increase awareness of the Multi-Year Budget process within the London Indigenous community	Finance Supports
C. In partnership with local Indigenous communities, identify opportunities to recognize and highlight cultural elements and Truth and Reconciliation at City-led events.	All
D. Partner with Indigenous organizations to provide guidance to City staff who work on long range park planning and land acquisition initiatives to support master planning for public parkland and improved support and understanding of natural, built, and cultural elements valued as assets.	Environment & Infrastructure
E. Meet annually with Mushkeeki Gitigan (Medicine Garden) partners to identify work plans and needs.	Environment & Infrastructure

**Strategy 2.2: Work with community to develop a network of Indigenous thought leaders, community practitioners, and people with lived experience who can provide specialized expertise into municipal decision-making.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Work with Indigenous thought leaders to explore opportunities that welcome engagement from Indigenous communities in municipal decision-making processes.	Legal Services
B. Invite First Nation administrative staff and Indigenous scholars to provide training, learning, and professional development events to Legal Services staff with respect to First Nation legal and government systems and to enhance working relationships with local Indigenous experts.	Legal Services
C. Continue to invite Indigenous community members to contribute their perspectives through the newly developed Lived Experiences Advisory Council (LEAC), a group of current and former Ontario Works participants who help shape services and policies.	Social & Health Development

**Strategy 2.3: Invite and include local First Nation administrative staff and Indigenous scholars and experts as regular contributors to planning and assessment in all Service Areas.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Include feedback from First Nation administrative staff and Indigenous scholars and experts during the planning and development of City facilities.	Finance Supports
B. Complete and implement the Indigenous Consultation Plan as part of the expansion of the W12A Landfill, including establishing a Landfill Operating Committee.	Environment & Infrastructure
C. Hold regular meetings with Indigenous communities to encourage open dialogue on planning projects.	Housing & Community Growth
D. Increase consultation with Indigenous communities early in planning processes.	Housing & Community Growth

<b>Actions</b>	<b>City of London Service Area</b>
E. Identify and pursue opportunities to engage local First Nation administrative staff and Indigenous scholars in planning and assessment in all Service Areas.	All
F. Work with the Indigenous community to create an identity affirmation and verification process, including for grants, public appointments, housing, procurement, and hiring	City Manager's Office
G. Collaborate with Indigenous community organizations to respond to the National Inquiry into Missing and Murdered Indigenous Women and Girls Final Report and Calls to Justice.	City Manager's Office
H. Invite local Indigenous staff, scholars, and experts to contribute meaningfully to the City's 2027-2031 Strategic Plan process.	City Manager's Office
I. Continue to support the Indigenous Community-led Reference Table as part of the Whole of Community System Response.	Social & Health Development
J. Continue to deliver outreach services through specialized teams directly in Indigenous spaces across the city, such as drop-in supports, intake services, and ongoing case management to better meet the needs of Indigenous community members in culturally safe environments.	Social & Health Development

## **Strategy 2.4: Increase Indigenous participation in governance through leadership roles.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Consider industry partners with diverse backgrounds, including those who self-identify as First Nations/Métis/Inuit for representation on Tourism's Board of Directors.	City Manager's Office
B. Explore the creation of an Indigenous Elders circle to provide recommendations, advice, and information to Council on projects of interest to the Indigenous community.	City Manager's Office
C. Promote leadership roles on the London Homeless Coalition Steering Committee and the Strategy and Accountability table that reflect the understanding and needs of those experiencing homelessness in the community.	Social & Health Development

# Theme Three:

## First Nations Relations

Consultation highlighted the need for stronger, more direct intergovernmental relations between the City of London and local First Nation governments. There is a recognition that building meaningful cooperation with local First Nations will offer benefits for all residents, while also acknowledging the histories and contributions of the three local First Nations: Chippewas of the Thames First Nation, Munsee-Delaware Nation, and Oneida Nation of the Thames.

This theme emphasizes the importance of building relationships rooted in allyship, where municipal-First Nation relations are focused on mutual benefits and the well-being of all community members.

### Key Insights:

- **Intergovernmental Collaboration:** Creating opportunities for cooperation on shared challenges, such as housing, transportation, health, and education.
- **Acknowledging History:** Recognizing and honoring the pre-confederation histories of local First Nations, which have often been overlooked in the narrative of the City's growth.



## Strategies and Actions

### **Strategy 3.1: Continue to work towards establishing memoranda of understanding (MOUs) and ‘friendship agreements’ with First Nations and Indigenous organizations to guide collaboration.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Establish agreements with First Nations and Indigenous organizations that facilitate remuneration for activities including but not limited to consultation, archaeological monitoring, and environmental monitoring.	Environment & Infrastructure
B. Develop Memoranda of Understanding and ‘friendship agreements’ with local First Nations communities and Indigenous organizations.	City Manager’s Office
C. Co-create Memoranda of Understanding with Indigenous organizations to support childcare fee subsidy for families across jurisdictions.	Social & Health Development
D. Update the current Memorandum of Understanding between the Housing Stability Services and Atlohsa Family and Healing Services.	Social & Health Development

### **Strategy 3.2: Form intergovernmental relationship-building forums between City and First Nations’ elected officials.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Continue to create and cultivate formal and informal relationship-building opportunities between City Council and First Nations’ leadership.	City Council / City Manager’s Office

### **Strategy 3.3: Develop and nurture collaborative staff-to-staff working relationships with regional Indigenous organizations and First Nations.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Collaborate to establish a community of practice with Indigenous partners to build best practices for communication and engagement.	City Manager's Office
B. Continue to foster positive working relations between Tourism London and Indigenous partners.	City Manager's Office
C. Identify and pursue opportunities to share Emergency Management & Security Services expertise and support with Indigenous communities.	Enterprise Supports
D. Continue to meet with surrounding First Nations communities and Indigenous-led service organizations to explore how to best ensure Indigenous people feel welcomed in Recreation and Sport programs and facilities.	All
E. Continue to work with N'Amerind Friendship Centre School to host information sessions regarding positions within the Fire Service and tours of the fire station(s).	Neighbourhood & Community-Wide Services
F. Build partnerships and collaboration through participation in community events i.e., National Indigenous People Day celebrations.	All
G. Identify and pursue opportunities to share Service Area expertise and support with local First Nation administrations.	All
H. Meet with staff of First Nations and Indigenous organizations to share information on projects and seek feedback in addition to the public consultation processes.	All
I. Continue Indigenous engagement and consultation related to major studies, environmental assessments, and projects.	Environment & Infrastructure

<b>Actions</b>	<b>City of London Service Area</b>
J. Increase collaboration on specific projects in areas such as cultural preservation, environmental stewardship, and traditional knowledge.	Environment & Infrastructure
K. Maintain a current contact list with Indigenous organizations and First Nations to support timely engagement for projects with Indigenous consultation requirements.	Environment & Infrastructure
L. Continue to develop and implement actions and knowledge from, and related to, the Climate Emergency Action Plan (CEAP) including working with local Indigenous communities through individual relationships and/or larger collaborative regional projects and programs.	Environment & Infrastructure
M. Direct, frequent connection between Child Care and Early Years Team and Indigenous partners and local First Nations to support collaborative service planning.	Social & Health Development



# Theme Four:

## Meaningful Partnerships

Indigenous organizations play a vital role in London, Ontario, yet many community members feel that there is room for the City to increase its support for these organizations. The ReconciliAction Plan underscores the importance of strengthening partnerships and fostering collaboration between the City and Indigenous organizations, as well as other partners, to advance reconciliation.

The City can play a significant role in supporting reconciliation efforts by elevating Indigenous voices, creating collaborative spaces, and investing in initiatives that contribute to long-term healing and empowerment.

### Key Insights:

- **Supporting Indigenous Organizations:** Expanding City resources directed to Indigenous-led initiatives and organizations.
- **Elevating Indigenous Voices:** Bringing together a range of community partners to amplify Indigenous perspectives and create more inclusive and supportive environments for all.



## Strategies and Actions

### **Strategy 4.1: Work with First Nations, Indigenous organizations, and other partners to identify, protect, commemorate, and promote local Indigenous histories.**

Actions	City of London Service Area
A. Promote and collaborate with partners, including the Museum of Ontario Archaeology and Ska-Nah-Doht Village and Museum.	City Manager's Office
B. Maintain inclusion of "Indigenous Tourism: Exploring the Land and Honouring Traditions" article in Tourism London visitor guide.	City Manager's Office
C. Seek out and engage more Indigenous businesses and partners through Tourism London's Communications, Research, and Membership department.	City Manager's Office
D. Seek out and engage Indigenous meetings and conventions through Tourism London's Meetings & Conventions department.	City Manager's Office
E. Work with First Nations and Indigenous organizations to identify, commemorate, and promote local Indigenous sense of belonging and place, through cultural heritage interpretive signage and plaques.	Neighbourhood & Community-Wide Services
F. Work with Indigenous partners to promote local Indigenous histories in City of London Community Gardens.	Neighbourhood & Community-Wide Services

<b>Actions</b>	<b>City of London Service Area</b>
G. Work with Indigenous Fellowship of Hamilton Road to provide signage and realize a self-guided tour of Mushkeekii Gitigan (Medicine Garden) in Dillabough Park.	Environment & Infrastructure/ Neighbourhood & Community-Wide Services
H. Seek out information from regional Indigenous organizations and First Nations and collaborate to include historical information and celebration of culture in restoration following park, open space, and infrastructure projects.	Environment & Infrastructure
I. Explore opportunities to identify, protect, commemorate, and promote local Indigenous histories as part of future infrastructure projects and collaborative implementation of programs.	Environment & Infrastructure
J. Integrate reflections and recognition of Indigenous histories and culture into future park projects.	Environment & Infrastructure
K. Explore opportunities to incorporate design elements into infrastructure projects that identify, commemorate, or promote local Indigenous histories (i.e. Rapid Transit Shelter Art).	Environment & Infrastructure
L. Embed Indigenous history into City-led events and communication campaigns and engagement initiatives.	City Manager's Office
M. Develop a communications strategy that includes, recognizes, and celebrates Indigenous communities and history as part of the London 200 programming.	City Manager's Office

## Strategy 4.2 - Promote Indigenous arts and culture.

Actions	City of London Service Area
A. Continue to work with and promote Indigenous artists, creators, and musicians via Tourism London's Culture & Entertainment Tourism department and the London Music Office.	City Manager's Office
B. Consider expansion to Knowledge Sharing Through the Arts campaign through the acquisition of additional artworks for Tourism London Welcome Centre.	City Manager's Office
C. Ensure Indigenous artists, creators, and arts and culture organizations are part of creating vibrant and healthy communities through cultural expression and participation.	Neighbourhood & Community-Wide Services
D. Provide awareness campaigns through the London Arts Council's Indigenous London Arts website supported by the City of London, that honour Indigenous ways of knowing and being and supports Indigenous artists and creators to continue to thrive in various artistic forms and cultural practices.	Neighbourhood & Community-Wide Services
E. Continue to develop and grow the City's Public Art and Monument Program to include Indigenous artists, creators/ practitioners of traditional arts, and Knowledge Keepers in the creation of public art/monument projects.	Neighbourhood & Community-Wide Services
F. Support the restoration and preservation of Indigenous music (both traditional and modern) in partnership with the London Arts Council's research, creation, and presentation of artistic programs and projects included within the London UNESCO City of Music Action Plan.	Neighbourhood & Community-Wide Services/City Manager's Office

## **Strategy 4.3 - Collaborate with Indigenous communities to establish Indigenous-friendly public spaces.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Partner with Indigenous organizations to provide context and expertise to incorporate local Indigenous histories, arts, and culture, and create a welcoming environment in public spaces.	Finance Supports
B. Explore new partnerships for including Indigenous-led recreation programs in the City's Recreation Registration System to further enhance outreach.	Neighbourhood & Community-Wide Services
C. Continue to collaborate and consult with Indigenous communities to establish culturally friendly and mindful public spaces through the City's Public Art and Monument Program and Community Arts Investment Program (London Arts Live) activations.	Neighbourhood & Community-Wide Services
D. Partner with Indigenous organizations to provide cultural awareness workshops and specialized training for Network and Community Plan partners	Neighbourhood & Community-Wide Services
E. Explore opportunities to integrate Indigenous-friendly spaces in London's public parks.	Environment & Infrastructure
F. Identify ways that employment service providers can improve their spaces to become welcoming for Indigenous staff, clients and community partners through London Regional Employment Services.	Social & Health Development

## **Strategy 4.4: Collaborate with Indigenous sports groups to revive traditional sports and foster public appreciation for Indigenous athletic activities.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Continue to work with and promote Indigenous sporting groups, individuals, and sports via Tourism London's Sport Tourism department.	City Manager's Office
B. In collaboration with surrounding First Nations communities, provide public education that shares the national story of Indigenous athletes in history.	All

## **Strategy 4.5: Increase awareness of municipal grants and funding opportunities that can support the work of Indigenous organizations and communities.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Continue to feature grants and funding opportunities that can be of benefit to Indigenous partners through Tourism London's Industry Newsletter.	City Manager's Office
B. Work with partners on projects funded by the Municipal Accommodation Tax (MAT) to promote and include reconciliation efforts in programming, following the guidelines set by the Tourism London MAT Adjudication Committee.	City Manager's Office
C. Increase awareness of the City of London Community Arts Investment Program (CAIP) that can support the work of Individual artists, artist collectives, or ad-hoc arts groups led by professional artists/creators/practitioners of traditional arts who reside in London and the surrounding First Nations communities.	Neighbourhood & Community-Wide Services
D. Maintain and enhance the arts and culture funding resource opportunity page on the London Arts Council's Indigenous London Arts website to promote funding opportunities that could support local Indigenous organizations and communities.	Neighbourhood & Community-Wide Services

<b>Actions</b>	<b>City of London Service Area</b>
E. Increase awareness of the City of London Community Heritage Investment Program (CHIP) that can support museums, Indigenous heritage organizations and professionals who reside within the city of London.	Neighbourhood & Community-Wide Services
F. Promote the City of London Community Grants Program and Neighbourhood Small Events Fund to Indigenous communities, and Indigenous-led groups and organizations.	Neighbourhood & Community-Wide Services
G. Share funding opportunities with Indigenous-led childcare programs.	Social & Health Development
H. Share available funding opportunities with Indigenous employment service providers and communities.	Social & Health Development
I. Actively share housing grant opportunities to increase access to these funds for regional Indigenous organizations.	Social & Health Development

## **Strategy 4.6 - Create new housing partnerships and ensure Indigenous needs are reflected in all City housing programs.**

<b>Actions</b>	<b>City of London Service Area</b>
A. Continue to implement the updated Giwetashkад Indigenous Homelessness strategy to address Indigenous homelessness.	Social & Health Development
B. Participate in collaborative meetings and working groups that support relationships between Housing Stability Services and regional Indigenous organizations and First Nations.	Social & Health Development
C. Develop programs under the Roadmap to 3,000 that provide financial assistance for capital costs associated with adding or retaining affordable, long-term, stable housing for urban Indigenous people.	Housing & Community Growth
D. Prioritize and guide the review of affordable housing developments led by or supporting local urban Indigenous individuals or organizations.	Housing & Community Growth

# **Recommendations for Community-Based and Public Sector Organizations**

Through engagement, the Indigenous community also provided key recommendations that require action from other community-based and public sector organizations. These recommendations are listed below.

## **Education**

- Make Indigenous studies mandatory across all educational institutions.
- Increase Indigenous awareness across school boards, beginning in earlier grades, with a particular focus on Treaty awareness.
- Ensure that National Day for Truth and Reconciliation is observed as a date for reflection.
- Expand existing art programs at the secondary school level to incorporate Indigenous culture.
- Honour and celebrate days that recognize Indigenous heritage, culture, and remembrance.

## **Food Insecurity**

- Increase the accessibility of food hubs and food banks by working with Indigenous service organizations to understand and meet community needs, e.g., reducing transportation barriers.

## **Transportation**

- Increase transportation accessibility for community members, especially Elders, who need to attend medical visits and other appointments.
- Work with the local Indigenous organizations to address concerns accessing public and regional transit options.

## **Child Protection Services**

- Work with urban Indigenous organizations to expand the availability and awareness of culturally safe spaces for Indigenous children and their families.

## **Media**

- Mainstream media, including social media, should work to build trust with the local and urban Indigenous community through education and understanding of Indigenous perspectives and history, and ensuring online spaces are safe for community conversations.

# Accountability and Next Steps

The ReconciliAction Plan emphasizes the importance of accountability and monitoring to ensure the successful implementation of reconciliation initiatives. This includes establishing mechanisms for tracking progress, evaluating outcomes, and updating actions as goals are met.

## Implementation

- Once approved, an implementation strategy will be developed for monitoring and reporting on the ReconciliAction Plan.
- Coordination and reporting on the ReconciliAction Plan will be led by the Indigenous Community Liaison Advisor.
- Once the Strategies and Actions in the ReconciliAction Plan have been finalized, implementation will begin immediately with establishing metrics and timelines.
- The Plan will be reviewed in full every two years, with a progress report shared with community, including new actions to ensure progress continues over the life of the Plan.

By promoting transparency and accountability, the ReconciliAction Plan aims to build trust and confidence in the City of London's approach to reconciliation.

# Acknowledgement

The City of London would like to express deep gratitude to the Indigenous community members who shared their thoughts and perspectives through focus groups or surveys. Without you, this plan would not have been possible.

Yaw^ko to Lutahawit (English name is Alfred Day), Anowal (Turtle) Clan, On^yota a:ka Nation and Chi-Miigwech to Miskwaabano-Kwe (English name is Marilyn Debassige), Adik (Caribou) Clan, M'Chigeeng First Nation and Niimiaankwat Kwe (English name is Leslee Whiteeye), Myeengun (Wolf) Clan of Chippewas of the Thames First Nation and Anushiik to Axkook Pehpoosiit (English name is Brent Stonefish), Tulpe (Turtle) Clan, Eelünaapéewi Lahkéewiit (Delaware Nation at Moraviantown), for your valuable input and guidance.

Yaw^ko, Miigwech, and Anushiik to colleagues within the Corporation of the City of London for their contribution and support.



# About the Artists



## Nancy Deleary

Anishinaabekwe educator and visual artist Nancy Deleary has been immersed in art throughout her life, influenced by the artists in her family. Recognized early on by her community for her natural talent in drawing and design, Nancy's journey as an artist has been deeply rooted in exploring her identity. She has spent a lifetime researching ancestral artworks, seeking to reimagine and translate them into contemporary expressions.

For Nancy, art serves as a powerful tool for conveying ideas and emotions. Her work reflects her ongoing journey of self-discovery as an Indigenous person of this land, and through her art, she shares this personal narrative with others.

The mural *Way of Life - Bimaadziwin - Tsi' niyóht tsi tyúnhe'* by Nancy Deleary, displayed around the East Lions Community Centre's interior fireplace, is the first artistic interpretation of a Wampum Belt in London.



## Mike Cywink

Michael Cywink, originally from Whitefish River First Nation in Northern Ontario, has called the London area home for over a decade. During this time, he has worked closely with Indigenous youth throughout the city. As a muralist, artist, and graphic designer, Michael has contributed to numerous projects and murals across London.

His seven-panel mural *We Are Still Here* is prominently featured on the exterior wall of the N'Amerind Friendship Centre, visible to all who pass by. Jaims and Jordain Mirasty of Oneida Nation of the Thames, together with another youth participant, played a meaningful role in bringing the mural to life. This mural was created to honor the legacy of Residential School Survivors and the children who were lost through Canada's Residential School System.

Both *Way of Life - Bimaadziwin - Tsi' niyóht tsi tyúnhe'* and *We Are Still Here* were created through the City of London's Public Art and Monument Program in partnership with the London Arts Council.

# Terminology

**Indigenous:** Indigenous people are the original inhabitants in what is now called Canada and can be characterized into three distinct groups: First Nation, Inuit, and the Métis.

**First Nation(s):** First Nations people are the largest Indigenous group in Canada and live predominantly south of the Arctic. This term includes status and non-status Indigenous people (status is membership within the meaning of the Indian Act). First Nation and Indigenous are often used interchangeably.

**Métis:** Métis is a nation-specific term connected to an Indigenous people, who originated in western Canada. Métis people evolved from the intermarriage of First Nations people and European settlers beginning in the 18th century and arose with their own specific identity, unique culture, traditions, language and way of life.

**Inuit:** Inuit are an Indigenous people living primarily in Inuit Nunangat (four Inuit regions that include land, water and ice). The spoken language is Inuktitut. Inuit means people in Inuktitut, therefore it is a redundancy to use 'Inuit people'.

**Turtle Island:** In many First Nations creation stories, a turtle holds North America on its back, thus the name 'Turtle Island'.

**Two Spirit People:** "Two-spirit" refers to a person who identifies as having both a masculine and a feminine spirit and is used by some Indigenous people to describe their sexual, gender and/or spiritual identity. An English umbrella term to reflect the many words in different Indigenous languages describing the fluid and diverse nature of gender and attraction and its interconnectedness to community and spirituality.

**Indian Act:** The principal statute, introduced in 1876, through which the federal government administers local First Nations governments and manages reserve land. It outlines governmental obligations to First Nations peoples and determines “status”—a legal recognition of a person’s First Nations heritage, which affords certain rights such as the right to live on reserve land. It remains the primary document defining how the federal government interacts with the First Nations in Canada and their members.

**Chief and Council:** A body of elected officials under the Indian Act, to govern a First Nation community. The Indian Act does not recognize traditional forms of governance and does not reflect, consider or honour First Nations needs or values.

**Living document:** This Plan was developed with the local and urban Indigenous communities within a specific moment of time. It will therefore be updated with reliable and consistent information and can grow, in a culturally safe manner.

**Geo-political:** The influence of political, geographic, and demographic factors on the local political climate.

# References

## **Truth and Reconciliation Commission Reports and Calls to Action**

<https://nctr.ca/records/reports/#trc-reports>

## **United Nations Declaration on the Rights of Indigenous People (UNDRIP)**

[https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf)

## **Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls**

<https://www.mmiwg-ffada.ca/final-report/>

## **The Mishomis Book**

<https://www.upress.umn.edu/9780816673827/the-mishomis-book/>

## **The City of Toronto's Reconciliation Action Plan**

<https://www.toronto.ca/city-government/accountability-operations-customer-service/long-term-vision-plans-and-strategies/reconciliation-action-plan/>





**Anti-Racism and Anti-Oppression**  
City of London

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