

## Indigenous Engagement

<b>Effective Date</b>	June 1, 2024
<b>Approving Authority</b>	Executive Leadership Team
<b>Policy Owner</b>	Director, Indigenous Relations & Community Development, City Manager's Office

### PURPOSE & SCOPE

#### Purpose

- 1 The City is committed to active, respectful and ongoing participation in shared processes with Indigenous communities. The City will prioritize mutually beneficial relationship building through ongoing dialogue, collaboration, communication and engagement and it further recognizes that there is an ongoing need for reflection and implementation of Indigenous worldview (ways of knowing, being, learning, etc.) into everyday policies, procedures and initiatives. It is imperative that all City personnel and elected officials follow consistent approaches when identifying when and how to engage with Indigenous community.
- 2 All City of Regina personnel and elected officials shall apply an Indigenous lens to all the work they do. The degree to which that lens is applied is dependent on the initiative and if City personnel and/or elected official is unsure, they need to consult Indigenous Relations.
- 3 This is an acknowledgement of our recognition of our relationship and responsibility to the land the City of Regina occupies within Treaty #4 Territory. It is also a commitment to honour the intention and spirit of Treaty.
- 4 The purpose of this document is to:
  - (a) provide general guidelines to City personnel and elected officials on how to assess when and how to engage with Indigenous community and foster respectful, positive, and trusting relationships with Indigenous community, and
  - (b) provide clarity, efficiency, risk reduction, and accountability through a cohesive corporate approach regarding Indigenous engagement.

#### Scope

- 5 This policy applies to all City of Regina personnel and elected officials working on behalf of the City of Regina.

## **POLICY PROVISIONS**

### **Background**

- 6 In February 2022, an Indigenous Relations Department was formed with the intention of advancing the City of Regina's commitment to Truth and Reconciliation.
- 7 In summer 2023, an internal review of Indigenous engagement among business units highlighted a lack of a cohesive and accountable approach to including Indigenous worldview and engaging with Indigenous community.
- 8 In October 2023, City Council unanimously endorsed the development of an Indigenous Framework, at the request of Administration, to weave Indigenous ways of knowing, being and learning into all City practices, programs, policies and procedures.
- 9 While the Indigenous Framework is in development (expected to be completed in fall 2024), this document will serve as an interim guide for when and how to engage Indigenous community. Upon Indigenous Framework adoption, this policy will be reviewed with the Indigenous Framework lens.
- 10 The City is pursuing the development of cultural protocols including a variety of draft policies related to cultural practices and ceremony.

### **Definitions**

- 11 The following definitions apply to this policy:
  - 11.1 Business unit means City of Regina operational unit.
  - 11.2 Elected official means the Mayor and City Councillors.
  - 11.3 Indigenous communities mean the collective of people who are defined by those who reside in Saskatchewan, who are non-status or status Indian under the Indian Act (Canada), are Métis People and or Inuit People.
  - 11.4 Indigenous cultural competency means an individual's ability to understand and respect values, attitudes, beliefs and norms specific to Indigenous peoples.
  - 11.5 Indigenous Framework means an informed fundamental set of guiding principles and direction for the City, which will last as long as the sun shines, the grass grows, and the waters/rivers flow.
  - 11.6 Indigenous Relations means the business unit at the City of Regina that is responsible for this policy and other related work specific to advancing the City's relationship with Indigenous Communities.
  - 11.7 Indigenous worldview means the set of beliefs and values that are honoured by and held by Indigenous peoples: ways of knowing, being and learning. This includes how they interact with the world around them, including land, animals and people.

- 11.8 Initiative means a standard term used to represent, but which is not limited to, a program, project, service, application or software upgrade.
- 11.9 Personnel means employees, contractors (if required/advised by contract), consultants, student employees or interns, and volunteer staff of the City of Regina.
- 11.10 Treaty means a framework for living together and sharing the land Indigenous peoples traditionally occupied which provides the foundations for ongoing co-operation and partnership to move forward together. Specifically, Treaties are agreements made between the Government of Canada, Indigenous groups and often provinces and territories that define ongoing rights and obligations on all sides.
- 11.11 Worldview means an individual or group's comprehensive conception or apprehension of the world.

## **General**

- 12 To honour the intention and spirit of Treaty, the City of Regina must intentionally weave Indigenous worldview with the City's western worldview. To do this, City personnel must always show respect for Indigenous Peoples by pursuing appropriate engagement practices and following cultural protocols by prioritizing the achievement of acceptable Indigenous cultural competency levels.
- 13 All policy and procedure owners shall ensure that new and revised policies are examined for impact on Indigenous community in the initial planning phase or review phase to determine level of engagement required.
- 14 Indigenous worldview must be considered and then assessed regarding all City initiatives.
- 15 Established engagement procedures will be followed, when an assessment deems engagement to be necessary, for the situation, in accordance with protocols applicable to the impacted community.
- 16 In situations where City personnel and/or elected officials are unsure if protocol is required, or if protocol is not clear regarding the specific situation, consult Indigenous Relations.
- 17 City personnel and elected officials will notify Indigenous Relations of all engagement initiatives for tracking purposes on an ongoing basis.
- 18 Indigenous Relations will provide a report to Council on Indigenous engagement activities annually.
- 19 The City of Regina will demonstrate its commitment to Indigenous Peoples by initiating meaningful engagement that fosters mutually advantageous, respectful connections, and acknowledges and validates Indigenous rights and responsibilities. The scope of this meaningful engagement will extend to all Treaty #4 Nations within Saskatchewan's boundaries: Métis Nation – Saskatchewan, Métis Nation – Saskatchewan Western Region III, and Inuit communities.

- 20 Before initiating engagement with Indigenous communities, and before the following, please fill out the Indigenous Engagement Request Form (APPENDIX A) and submit via email to Indigenous Relations for consultation.
- 21 City personnel and/or elected officials will ensure notice is provided to all Treaty #4 Nations within Saskatchewan’s boundaries, Métis Nation – Saskatchewan, Métis Nation – Saskatchewan Western Region III, and the Inuit community and will:
  - (a) inform them about the initiative details, and
  - (b) ask them how they would like to be involved, which may include:
    - (i) participating in an ongoing Indigenous Advisory Committee lead by an Elder or Elder’s helper to help guide decisions regarding the initiative,
    - (ii) providing feedback/concerns without participating on an Indigenous Advisory Committee, and
    - (iii) being provided updates but without a desire to actively provide feedback.
- 22 City personnel and/or elected officials will wait for a response (45 days) from Indigenous community indicating their interest.
- 23 For those that do not respond to the initial communication, City personnel and/or elected officials will make all attempts to reach out directly to Nations who have land in and around the City of Regina and have been active participants in the work of the City of Regina.
- 24 For each initiative, City personnel and/or elected officials create a tracking document where they will record any interaction/correspondence with Indigenous community and share this document with Indigenous Relations.
- 25 City personnel and/or elected officials will continue engage with Indigenous community for as long as the initiative requires. The shape of this engagement will be determined largely based on what we hear from the Indigenous community. This may include, but not limited to, setting up an advisory committee, creating other ad hoc opportunities for feedback, and/or providing regular updates.

**Related Forms**

- 26 The Indigenous Engagement Request Form (Appendix A) relates to this policy.

<b>Date Approved</b>	August 12, 2024
<b>Date of Last Review</b>	April 30, 2024
<b>Date of Next Review</b>	April 30, 2025

## Appendix A

# Indigenous Engagement Request Form

Please return completed form via e-mail to IR@regina.ca

**Date of Request:** \_\_\_\_\_

**Name (First/Last):** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Department if applicable:** \_\_\_\_\_

**Description of initiative, including title if applicable:**

**Description of concerns:**