



Reconciliation Regina Community Action Plan (CAP)



CAP Background

A major commitment of Reconciliation Regina is the creation of a Community Action Plan (CAP), focused on actions the City of Regina, Reconciliation Regina, and Community Champions have undertaken, or plan to undertake, in response to the 94 Calls to Action.

The CAP is based on a several methods of engagement, including:

Community survey to collect data on opinions, attitudes and knowledge of the Calls to Action;

A questionnaire to gain a better understanding on what, if any, actions have been taken or are planned, to fulfill the Calls to Action;

A follow-up questionnaire involving direct contact with Community Champions to ensure all important information was recorded.

All data received will be used to recognize the commitments of these organizations and embedded within the CAP.

The progress of CAP will be monitored, tracked and reported back.

CAP Development and Objectives

Development

- CAP was drafted using feedback received from Community Champions;
- Strategy / workshop sessions (beginning in 2017);
- Consultation with the Office of the Treaty (OTC) Commissioner and other provincial reconciliation coalitions;
- Comparative research and analysis of data focused on other Canadian municipalities' and organization's action plans, locally, nationally and internationally;
- Work completed in Australia and New Zealand on CAP development, measurement and evaluation.

Objectives

- Actions reflective of Reconciliation Regina's operational and financial capacity;
- Ability to monitor, track, measure and report back on progress;
- Incorporate the Vision, Mission and Values and Board Strategic Plan;
- Ability to analyze the achievements and key learnings.

CAP Format & Content

TABLE OF CONTENTS

Acknowledgement of Treaty 4 and Homeland of the Metis

Reconciliation Regina Logo

Message from the Mayor

Message from Reconciliation Regina Board Chair

Board Members

Reconciliation Regina Vision, Mission and Values

Treaties, Residential Schools and the Regina Industrial School

History of Reconciliation Regina and Actions to Date

City of Regina Actions to Date

Results from Public Survey

Action Plan

CAP

1. Relationships

Reconciliation Regina values a collaborative approach. Whatever the strength of the individual, we will accomplish more together.

Reconciliation Regina's relationships with Indigenous and non-Indigenous peoples, communities, organizations, stakeholders and partners are built on trust, mutual understanding, collaboration, integrity and shared experiences.

These relationships are key as they deepen our awareness and understanding of our role in the journey towards reconciliation.

We will continue to connect and strengthen our relationships through the Reconciliation Regina Community Action Plan commitments.

Action	Deliverable	Timeline	Responsibility
1. Reconciliation Regina Community Action Plan Advisory Committee is formed and actively monitors action plan development and implementation	<p>Assists in the development, endorsement and launch of the Action Plan.</p> <p>Meets quarterly to provide feedback and advice regarding the development and implementation of actions.</p> <p>Ensures that Indigenous peoples are represented on the Committee.</p> <p>Develop and review Terms of Reference for the Advisory Committee.</p>	<p>Dec 2019/20</p> <p>Jan, Apr, July & Oct 2020</p> <p>Dec 2019/20</p> <p>Jan 2020</p>	<p>Board of Directors, Advisory Committee, Project Coordinator.</p>
2. Maintain and build reciprocal relationships with Indigenous and non-Indigenous people, communities and organizations that benefit all and support positive reconciliation outcomes.	<p>Continue to engage with the community to increase the number of Community Champions.</p> <p>Identify, develop and implement an engagement plan to work with Indigenous stakeholders in the community.</p> <p>Meet with local Indigenous peoples and organizations to develop guiding principles for future engagement.</p> <p>Identify opportunities to connect Indigenous Elders and Traditional Knowledge Keepers with Recondition Regina initiatives.</p>	<p>Oct 2019 – Ongoing</p> <p>Jan 2020</p> <p>Mar 2020</p> <p>Oct 2019 – Ongoing</p>	<p>Board of Directors, Project Coordinator</p>

<p>3. Acknowledge and celebrate local, provincial, and national Indigenous dates and initiatives of significance to to strengthen and maintain relationships between Reconciliation Regina, Indigenous peoples, organizations and the community.</p>	<p>Organize internal events each year and invite Community Champions, community stakeholders and members of established partnerships to participate and attend.</p> <p>Share all external and internal events via Reconciliation Regina website.</p> <p>Promote external community events and encourage Community Champions, community stakeholders and members of established partnerships to attend.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Board of Directors, Project Coordinator</p>
<p>4. Raise internal and external awareness of the CAP to promote reconciliation across our community.</p>	<p>Develop and implement a communication strategy to share the CAP and progress to all internal and external stakeholders through ongoing and active engagement.</p> <p>Highlight reconciliation efforts through ongoing active engagement with our community.</p>	<p>Nov 2019</p> <p>Oct 2019 – Ongoing</p>	<p>Project Coordinator</p>

<p>5. Ongoing consultation and connection with Community Champions regarding our shared commitments to reconciliation in our community.</p>	<p>Incorporate Community Action Plan commitments into community partnerships and initiatives with key stakeholders.</p> <p>Encourage and assist Community Champions and other community stakeholders in the establishment of Reconciliation Action Plans and/or strategies.</p>	<p>Oct 2019 – Ongoing</p> <p>Jan 2020 – Ongoing</p>	<p>Board of Directors, Project Coordinator</p> <p>Project Coordinator</p>
<p>6. Support external stakeholders to strengthen their commitment to reconciliation.</p>	<p>Establish a public noticeboard on the Reconciliation Regina website to promote their reconciliation events.</p>	<p>Nov 2019 – Ongoing</p>	<p>Project Coordinator</p>

<p>7. Preserve the history and role of Reconciliation Regina in advancing reconciliation between Indigenous peoples and the broader community.</p>	<p>Strengthen engagement with all internal and external stakeholders by sending quarterly updates on Reconciliation Regina work and progress.</p> <p>Scope, develop and implement opportunities that preserve the history and role of Reconciliation Regina in advancing reconciliation</p>	<p>Oct 2019 – Ongoing</p> <p>Oct 2019 – Ongoing</p>	<p>Project Coordinator</p>
---	---	---	-----------------------------------

CAP

2. Respect

Reconciliation Regina acknowledges that we are on traditional lands of the Treaty Four Territory, the original lands of the Cree, Ojibwe(OJIB-WĒ), Saulteaux (SO-TO), Dakota, Nakota, Lakota, and on the homeland of the Métis Nation.

Respect for Indigenous peoples, cultures and communities is the foundation of all Reconciliation Regina work.

We recognize the importance of building mutually beneficial relationships with Indigenous peoples, communities and organizations.

We respect and honour the Treaties, acknowledge the harms and mistakes of the past, and are committed to move forward in partnership with Indigenous peoples, communities and organizations.

Action	Deliverable	Timeline
<p>8. Investigate opportunities for Indigenous cultural learning and develop opportunities to increase understanding and appreciation of Indigenous peoples cultures, histories and achievements.</p>	<p>Develop a list of local Indigenous cultural awareness trainers in the community.</p> <p>Provide opportunities for Community Champions to participate in cultural training and increase cultural competency.</p>	<p>Jan 2020</p> <p>Mar 2020</p>
<p>9. Investigate opportunities for education and awareness training on the Calls to Action and engage the community in these learning opportunities.</p>	<p>Develop a list of local Calls to Action educators in the community and engage in community educational events and initiatives (i.e. Reconciliation Regina Conversation Series).</p> <p>Provide opportunities to participate in educational events and initiatives focused on the Calls to Action.</p> <p>Undertake a follow up to the survey focused on measuring the opinions, attitudes and knowledge of the Calls to Actions to test the level of knowledge of the original survey.</p>	<p>Oct 2019 – Ongoing</p> <p>Oct 2019 – Ongoing</p> <p>March 2020</p>

<p>10. Increase awareness and support for campaigns that promote the advancement of reconciliation through the development of a communication strategy.</p>	<p>Reconciliation Regina website is launched and shared with all stakeholders and community. Website will act as a hub for communicating the most relevant and up-to-date information and engagement opportunities (calendar of events, etc.).</p> <p>Launch of education/awareness, “individual commitments”, “share your story “and other community engagement communication tools and strategies.</p>	<p>Oct 2019 – Ongoing</p> <p>Nov 2019 – Ongoing</p>	<p>Project Coordinator & in consultation with Board of Directors</p>
<p>11. Demonstrate respect to Indigenous peoples, communities and organizations by embedding cultural protocols in all aspects of our work.</p>	<p>Identify and adopt a cultural protocol document to use for all initiatives, events and decision-making and share with the community.</p> <p>Develop, maintain and review a list of key contacts for advice and implementation of cultural protocols.</p>	<p>Mar 2020</p> <p>Mar 2020</p>	<p>Board of Directors, Project Coordinator</p>

CAP

3. Opportunities

Reconciliation Regina strives to make a positive difference in the community by identifying opportunities for community partnerships, events, initiatives and increased education and awareness.

By expanding collaboration and working more closely with key stakeholders to strategically align and advance key initiatives, Reconciliation Regina provides opportunities for direct engagement with both Indigenous and non-Indigenous people, community and organizations through external and internal priorities and the Community Action Plan.

Action	Deliverable	Timeline	Responsibility
12. Investigate opportunities to engage leaders and decision-makers in the community (i.e. policy-makers, educators, influencers, etc.)	Develop an understanding of the mutual benefit of reconciliation from both Indigenous and non-Indigenous perspectives.	Nov 2019 - Ongoing	Board of Directors, Project Coordinator
	Facilitate the development of Reconciliation Action Plans and Strategies with Community Champions and other community stakeholders.	Jan 2020	
	Continue to build our relationship with the Office of the Treaty Commissioner and other provincial coalitions through annual meetings.	Annually	
	Facilitate the incorporation of Indigenous knowledge into City Hall and the municipality's daily operations.	Ongoing	
13. Explore opportunities to promote and support reconciliation focused outcomes for organizations.	Develop an Indigenous Policy framework to audit policies, procedures, and practices to identify where cultural and Calls to Action considerations could be incorporated to amend existing policy or develop new policy.	June 2020	Project Coordinator
	Tailor the "Indigenous Alley Toolkit" to the community outlining approaches to Indigenous engagement and partnerships.	June 2020	
	Publish quarterly newsletter highlighting the accomplishments and progress of Community Champions and other community stakeholders.	Nov 2019	

<p>14. Promote and support the incorporation of the Calls to Action into community initiatives and events.</p>	<p>Continue to incorporate Calls to Action into workplans, initiatives, events and services.</p> <p>Investigate incorporating the Calls to Action in measuring reconciliation progress in the community.</p> <p>Promote the Calls to Action as a resource for organizations to implement Calls to Action in their organizations.</p>	<p>Oct 2019 - Ongoing</p> <p>Oct 2020</p> <p>Oct 2019 – Ongoing</p>	<p>Board of Directors, Project Coordinator</p>
<p>15. Reflect on existing best practices and identify gaps and opportunities to support the future inclusion of cultural considerations and the Calls to Action into our work.</p>	<p>Review existing relationships with Indigenous organizations and consider ways to ensure these relationships are valued and strengthened.</p> <p>Consider organizations with whom we need to build relationships to support our reconciliation efforts.</p>	<p>Nov 2019</p> <p>Nov 2019</p>	<p>Board of Directors, Project Coordinator</p>

CAP

4. Tracking Progress and Reporting

Action	Deliverable	Timeline	Responsibility
16. Build and support the Reconciliation Regina Community Action Plan	Define resource needs for action plan development and implementation.	Oct 2019	Coalition Coordinator
	Define and develop systems and capacity needs to track, measure and report on action plan activities.	Oct 2019	Coalition Coordinator
	Complete annual review of action plan.	Oct 2020	Advisory Committee
	Report on Community Action Plan progress to the board each quarter.	Jan 2020	Advisory Committee
17. Report Action Plan achievements, challenges and learnings internally and externally	Publicly report our action plan achievements, challenges and learnings in the Reconciliation Regina quarterly newsletter and at Community Champion meetings.	Ongoing	Project Coordinator
18. Review, refresh and update the Community Action Plan	Board of Directors and Advisory Committee review, refresh, and update action plan based on learnings, challenges and achievements.	Oct 2020	Board of Directors, Project Coordinator, Advisory Committee
	Submit draft Action Plan to Board of Directors for review and formal endorsement.	Nov 2020	

Questions?
