



TOWN OF
HALTON HILLS
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REPORT

TO: Mayor Bonnette and Members of Council

FROM: Catherine McLeod, Manager of Culture and Equity, Diversity and Inclusion

DATE: July 30, 2021

REPORT NO.: ADMIN-2021-0041

SUBJECT: Update on Truth and Reconciliation, and Equity, Diversity and Inclusion Initiatives

RECOMMENDATION:

THAT Report No. ADMIN-2021-0041, dated July 30, 2021, regarding an update on Truth and Reconciliation, and Equity, Diversity and Inclusion initiatives be received;

AND FURTHER THAT Council endorse the Halton Equity, Diversity and Inclusion Charter developed by the Halton Equity and Diversity Roundtable, appended as Appendix 1 to this report.

KEY POINTS:

The following are key points for consideration with respect to this report:

- The Town is committed to advancing Truth and Reconciliation (TR) and Equity, Diversity and Inclusion (EDI) - both as an employer and as a provider of public services.
- Endorsing the *Halton Equity, Diversity and Inclusion Charter* (Appendix 1) reinforces and demonstrates the Town's ongoing commitment to taking action on equity, diversity and inclusion, and alignment with the values outlined in the Charter.
- Truth and Reconciliation and Equity, Diversity and Inclusion are separate but related initiatives.
- Relationship building and consultation with the community and key stakeholders are fundamental to advancing these complex, growing and changing initiatives.
- Important progress has already been made on Truth and Reconciliation, and Equity, Diversity and Inclusion - providing a foundation for future work.

- Dedicated human and financial resources are required to continue advancing these initiatives.
- Truth and Reconciliation, and Equity, Diversity and Inclusion are corporate-wide initiatives that require internal coordination and collaboration, and have implications for all Town departments and services.

BACKGROUND AND DISCUSSION:

Council affirmed its commitment to advancing Truth and Reconciliation (TR) via the approval of report ADMIN-2020-2025 (dated September 18, 2020), and to Equity, Diversity and Inclusion through Resolution No. 2021-0024 to join the Coalition of Inclusive Municipalities at its February 2021 meeting.

The purpose of this report is to update Council on the Town's advancement of Truth and Reconciliation (TR), and Equity, Diversity and Inclusion (EDI) initiatives between November 2020 and August 2021. Next steps in continuing to advance TR and EDI are also highlighted. In addition, the report recommends that Council endorse the *Halton Equity, Diversity and Inclusion Charter* (Appendix 1). Going forward, an annual update report on Truth and Reconciliation, and Equity, Diversity and Inclusion will be presented to Council.

1. Overview

Truth and Reconciliation (TR) and Equity, Diversity and Inclusion (EDI) are separate, but related initiatives. Although progress has already been made, the Town is in the initial phases of advancing these initiatives, with a focus on addressing internal (i.e. employee-facing) and external (i.e. public-facing) processes, policies and practices. Significant and sustained effort will be required going forward. Dedicated human and financial resources are required, given that the Town is in the early stages of addressing these issues. In addition, comprehensive and ongoing training for Town leadership and staff is integral to ensure that TR and EDI are integrated into Town projects from the development stage onwards. TR and EDI have cross-departmental implications and require internal collaboration and coordination in the development and implementation of initiatives.

Cultural Services is providing leadership and corporate coordination for TR and EDI initiatives. This is reflected in an expanded role and increased resource capacity for the section's lead, now as the "Manager of Culture and Equity, Diversity and Inclusion" - formerly Senior Arts and Culture Specialist.

1.1 Equity, Diversity and Inclusion (EDI)

To advance EDI, an EDI Strategy will be developed. This will be an umbrella strategy to address EDI broadly as well as to break out initiatives related to specific forms of discrimination, including:

- Racism;
- Religious discrimination;
- Discrimination based on sexual orientation or gender; and
- Ableism.

Within each of these forms of discrimination there are important distinctions that need to be addressed. For example, Antisemitism and Islamophobia have different roots, context and presentation, and need to be addressed differently, as do Anti-Black and Anti-Indigenous racism and transphobia and homophobia - among others.

1.2 Truth and Reconciliation (TR)

The Truth and Reconciliation Commission of Canada released a final report in December 2015. It contained 94 calls to action, including calls to redress the legacy of residential schools and advance the process of Canadian reconciliation.

The calls to action address federal, provincial, territorial and municipal governments, the corporate sector, specific organizations, institutions and associations, as well as the broader Canadian society as a whole. There is a role for everyone to play in reconciliation.

Truth and Reconciliation (TR) is a distinct process, incorporating:

- Relationship building with Indigenous Nations and peoples;
- Recognition of treaty rights;
- Formal consultation processes on planning and development projects;
- Responses to the Truth and Reconciliation Commission (TRC) Calls to Action; and
- Responses to the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice.

2. Progress to Date

In the past year, the Town has moved forward on Truth and Reconciliation (TR), and Equity, Diversity and Inclusion (EDI).

This report highlights activities that took place between November 2020 and August 2021. Below, the first section (Section 2.1) highlights initiatives taken related to EDI. Section 2.2 highlights TR initiatives.

2.1 Equity, Diversity and Inclusion (EDI)

When joining the Coalition of Inclusive Municipalities, the Town endorsed the Coalition's 10 Common Commitments (Appendix 2). The initiatives in Equity, Diversity and Inclusion that have been advanced by the Town thus far relate to the following Common Commitments:

- #7 – *Challenging discrimination and promoting diversity and equal opportunities in housing.*
- #9 – *Challenging discrimination and promoting diversity and equal opportunities in education and other forms of learning.*
- #10 – *Promoting the respect, knowledge, and appreciation of cultural diversity and the inclusion of Indigenous and racialized communities in the cultural fabric of the municipality.*

The Town's progress in responding to these Common Commitments has been organized into the following themes: 1) Representation; 2) Recognition; 3) Communications; 4) Policy Development; 5) Programming; 6) Accessibility; 7) Capacity and Relationship Building; and 8) Affordable Housing.

2.1.1 Representation

- **Halton Equity & Diversity Roundtable (HEDR)**

Halton Hills is represented on the Coordinating Committee of the Halton Equity & Diversity Roundtable. The Halton Hills Public Library is represented on the Roundtable's Outreach and Community Engagement Working Group.

- **Halton EDI Community of Practice**

The Halton EDI Community of Practice is an informal network formed following the completion of the *Building Literacy in Equitable Practices* course presented by Sheridan College in partnership with the Halton Equity and Diversity Roundtable. Both Town and Library staff participated in the Sheridan course. Many participants in the course found the opportunity to consult, share and discuss EDI issues with colleagues representing organizations, institutions and individuals engaged in EDI work across Halton Region invaluable. Participants took it upon themselves to form a Community of Practice (CoP) to continue the conversation. The CoP has more than 20 members and meets monthly as well as communicating regularly through a group email. Town and Library staff participate in the CoP.

- **Halton Newcomer Strategy Committee**

The Library is represented on this committee by the Community Librarian

2.1.2 Recognition

The Town has recognized dates and events important to equity, diversity and inclusion in a number of ways:

- Mayor Bonnette recognized Black History Month and Pride Month at Council meetings (February 1 and May 25, 2021 respectively).

- The Town and Halton Hills Public Library (HHPL) presented coordinated programming in recognition of Black History Month and Indigenous History Month.
- A Pride crosswalk was painted outside of the Acton Branch of the Halton Hills Public Library. There are now Pride cross walks at both HHPL branches.
- The Pride flag was again flown at Town Hall for Pride Month.
- The Library & Cultural Centre Plaza design was amended to incorporate three flag poles to allow for special event flags to be flown, in addition to the Canadian and Mississaugas of the Credit First Nation flags.

2.1.3 Communications

- Mayor Bonnette made statements against anti-Asian racism (May 3 Council Meeting) and anti-Muslim racism (Mayor's message).
- EDI pages were posted on the Town and HHPL websites.
- Social media posts were made on Town accounts for Black History Month, Emancipation Day and International Women's Day - with links to associated Town programming and resources.
- A calendar of dates relevant to EDI was compiled to be considered for 2022 communications.
- HHPL partnered with Pflag-Halton on their 'Show your Pride' social media campaign
- The Newcomer Resources Program has been updated with new website content for residents new to Canada and new to Halton Hills.

2.1.4 Policy Development

- Community Development Halton (CDH) was retained by the Town to perform an environmental scan to identify gaps in services and data in Halton Hills in relation to EDI and to analyze strategies, policies and initiatives from comparator municipalities to help identify municipal best practices.
- The Town joined the Coalition of Inclusive Municipalities (February 2021).
- Town Human Resources staff consulted with other municipalities for input into the internal EDI Strategy.
- The Community Partnership Program (CPP) approved in principle at the June Council meeting supports groups and events that are open, accessible and diverse.
- The Town launched the Affordable Housing Engagement Strategy and held consultations through Let's Talk and a virtual Open House.

2.1.5 Programming

- Black History Month: The Town celebrated Black History Month with enhanced programming in 2021. Cultural Services and the HHPL provided programming. Highlights included:

- “Tracing Black Lives in Guelph 1890-1945” - a virtual lecture series delivered by Dr. Jade Ferguson, Associate Professor at the University of Guelph;
 - Video interviews by Francesca Durham from Culture Days 2020 with interdisciplinary artist Mosa McNeilly and hip-hop artist Promise;
 - Family Storytimes featuring Black authors and illustrators;
 - A selection of artwork from the Helson Gallery’s past group exhibition by the Halton Black History Awareness Society for Emancipation Day 2019; and
 - #ReadingBlackout campaign with Library staff sharing books and information by Black writers on teen and adult social media channels
- Indigenous History Month: The Town celebrated Indigenous History Month for the first-time. Cultural Services and HHPL provided programming. Further detail is included in the Truth and Reconciliation portion of this report.
 - The Helson Gallery hosted the 4th annual Emancipation Exhibition by the Halton Black History Awareness Society in the Sisnett Lobby. To promote the exhibition:
 - A [video](#) on Emancipation Day was created featuring Francesca Durham, Emancipation Art Exhibition Project Curator, of the Halton Black History Awareness Society, and of artworks from the exhibition; and
 - Musician Dejean Hamilton, also known as Luckystickz, performed in the new Library and Cultural Centre Plaza.
 - The HHPL promoted inclusion and diversity in their programming through a range of initiatives including:
 - Launching the Rainbow Reads collection;
 - Featuring Black, Indigenous and racialized, 2SLGBTQ+ and other diverse authors and illustrators at storytime;
 - Presenting diverse speakers in the Halton Hills Lecture Series;
 - Partnering with Black Voices Halton to present a Black Voices Open Mic;
 - Launching Read Woke: a year-long reading challenging aimed at amplifying marginalized voices, challenging the status quo, and working to create a more inclusive and connected Halton Hills;
 - Conducting a Diversity Equity and Inclusion audit of the children’s picture book collection (ongoing); and
 - Creating Storywalks using own voice materials by Black, Indigenous and Racialized authors.
 - The Town and HHPL support the work of the Halton Equity and Diversity Roundtable and promote opportunities for the public to participate in their programs such as a resident-led working group, COVID-19 impact surveys, and the Equity & Diversity Bookclub of which HHPL is a presenting partner.

- Outreach to diverse artists and arts and cultural organizations for [Culture Days programming](#). Confirmed activities include:
 - A voyage of Exploration into Blending Cultures: Peking Opera meets Contemporary Dance – Halton Hills Chinese Association;
 - Halton Hills Lecture Series: Enslavement in Early Ontario 1760 – 1834 – HHPL;
 - Haus of Parks Family Friendly Drag Show – TroyBoy Parks and Eras Parks;
 - Highlife Music: A Nigerian Music Project – Council for Nigerian Professionals and African Caribbean Council of Halton;
 - Music Premier – Promise Shepherd & Family;
 - CCAH Reading Corner: Kaaro Tomi, Good Morning Tomi – Canadian Caribbean Association of Halton;
 - Try Dance Week: Bollywood – Bollywood Dance Studio;
 - Mocassin Identifier – HHPL; and
 - Understanding Truth & Reconciliation: 94 Calls to Action – Grandmother’s Voice.

2.1.6 Accessibility

- Recreation and Parks provides inclusion support for recreation programs. In 2021, 64 participants were paired with a Professional Instructor to facilitate their experience in summer day camp. Overall, recreation program capacities were modified this year due to the pandemic to align with provincial guidelines resulting in reduced attendance.
- The Town and HHPL launched digital card decks for ActiVan and the Library with MagnusCards™, a free life-skills app dedicated to removing accessibility barriers for people with cognitive and intellectual disabilities.

2.1.7 Capacity and Relationship Building

- The Mayor, Councillors and senior staff met with representatives of the Halton Hills Alliance for Social Change.
- The Mayor, Councillors and senior staff participated in the African Caribbean Council of Halton’s Black History Month Virtual Proclamation & Celebration ‘The Black Family’.
- The Mayor created a video for the Virtual Halton Black History Freedom Festival presented by the Halton Black History Awareness Society.
- The Town’s Manager of Culture and Equity, Diversity and Inclusion, and the Library’s Manager of Community Engagement and Community Librarian completed the Building Literacy in Equitable Practices microcredit course offered by Sheridan College and the Halton Equity and Diversity Roundtable.

- The Town and HHPL are engaged in relationship building with diverse groups and organizations in Halton Hills and Halton Region, including:
 - African Caribbean Council of Halton;
 - Grandmother's Voice;
 - Halton Black History Awareness Society;
 - Halton Black Voices;
 - Halton Hills Alliance for Social Change;
 - Halton Indigenous Community Circle;
 - Halton Multicultural Council; and
 - Pflag Halton.

2.1.8 Affordable housing

Identifying and delivering on affordable housing solutions is one of Council's Strategic Plan priorities and aligns with #7 – *Challenging discrimination and promoting diversity and equal opportunities in housing*. To date, the Town has taken numerous actions to support the provision of affordable housing, including:

- Assigning dedicated staff resources to lead local affordable housing initiatives;
- Forming an Affordable Housing Working Group to develop and recommend actions that address the Town's affordable housing needs;
- Waiving and deferring Town fees and charges for the development of affordable housing;
- Building relationships with public, private and non-profit sector partners to identify and partner on affordable housing opportunities;
- Assessing and advancing Town-owned properties to facilitate the provision of additional affordable housing;
- Incorporating affordable housing as a focus area in the update of the Town's Community Improvement Plan; and
- Launching the Affordable Housing Engagement and Awareness Strategy which has included public consultation through Let's Talk and a virtual Open House.

2.2 Truth and Reconciliation (TR)

To advance TR initiatives, an interim workplan and budget was approved by Council at its November 2020 Meeting. Progress thus far has been organized into these areas:

- 2.2.1 Relationship Building
- 2.2.2 Consultation on Development Projects, Plans and Studies
- 2.2.3 Responding to the Truth and Reconciliation Commission's Calls to Action

2.2.1 Relationship Building

"Reconciliation is about forging and maintaining respectful relationships. There are no shortcuts." - Justice Murray Sinclair

Reconciliation is about relationship building, not checking off tasks. In order to build trust and strong relationships, the Town needs to be intentional in developing relationships with the Mississaugas of the Credit First Nation (MCFN) as Treaty holders, Indigenous Nations with relationships and history to the land where the Town is located, and the local diasporic Indigenous population (1.7% according to the 2016 census).

Town staff are developing relationships with MCFN leadership and staff as initiatives are planned and projects advanced. As an example, Chief Laforme has been invited to offer opening remarks for the Town's Culture Days video in addition to Mayor Bonnette's remarks. Building and maintaining positive relationships takes time and this process is ongoing.

In addition, staff are forming relationships with local Indigenous organizations and individuals, including Grandmother's Voice and the Halton Indigenous Community Circle.

2.2.2 Consultation on Development Projects, Plans and Studies

The Provincial Policy Statement (PPS) and Growth Plan (2020) recognize the importance of engaging with Indigenous communities and providing necessary information to ensure their informed involvement on planning matters that may affect their rights and interests.

The need for Indigenous consultation was taken into account and proposed in the 2022 Budget process to ensure that adequate resources for Indigenous consultation were included in capital projects.

Indigenous consultation was a key component of the Cultural Heritage Master Plan RFP and process. The consultation phase is currently underway and 12 nations with traditional ties to the land where the Town is located were invited to participate.

The MCFN were also consulted on the construction of bike lanes and multi-use pathway on Maple Avenue as well as the Eighth Line Environmental Assessment Study. Planning is underway for other projects (both in progress and future projects), including the Stewarttown Secondary Plan, Premier Gateway Phase 2B Secondary Plan, Southeast Georgetown Secondary Plan and the Georgetown GO Station Secondary Plan Review. The MCFN are also consulted on archaeological and minor studies on a case-by-case basis.

2.2.3 Responding to the Truth and Reconciliation Commission's Calls to Action

- **Call to Action 57: Professional Development and Training for Public Servants**

"Professional Development and Training for Public Servants: We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal people, including the history and

legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.”

Town progress includes:

- Initial training was provided for Council, Senior Management Team and staff through the KAIROS Blanket Exercise. Three sessions were offered virtually with a total participation of 75.
 - Some Cultural Services and HHPL staff are taking/have taken the Indigenous Canada course through the University of Alberta.
 - Some Cultural Services and HHPL staff attended Planting our Seeds with Grandmothers Voice – a virtual 8-week series of public conversations presented by Grandmother’s Voice in partnership with the Town of Oakville.
- **Call to Action 45 iii: Renew and Establish Treaty relationships**

“Renew and establish Treaty relationships based on principles of mutual recognition, mutual respect and shared responsibility for maintaining those relationships into the future.”

The Town is located on the treaty lands of the Mississaugas of the Credit First Nation (MCFN). Treaty 19, also known as the Ajetance Purchase, was signed on October 28, 1818 by representatives of the Crown and Anishinaabe peoples.

Land and Treaty acknowledgements can be communicated in a variety of ways and circumstances. They are an important first step toward helping settlers recognize and respect Indigenous history, treaty rights and connection to the land.

Town progress includes:

- A procedural by-law workshop was held on May 17 to allow for treaty and land acknowledgements to be included before Council meetings. The first Council meeting to begin with a treaty and land acknowledgement was on June 14, 2021 during Indigenous History Month. The current treaty and land acknowledgment being used is recommended by the Mississaugas of the Credit First Nation on their website.

“We would like to begin by acknowledging that the land on which we gather is part of the Treaty lands and Territory of the Mississaugas of the Credit.”

- Select Town and HHPL programs have begun with treaty and land acknowledgements.

- Permission was granted by the Mississaugas of the Credit First Nation to use their logo on the Town's treaty and land acknowledgement plaques and the design and wording were approved.
- The Town's flag policy is in the process of being updated to allow the flying of the Mississaugas of the Credit First Nation flag at select Town facilities.
- An additional flagpole was installed at the Library & Cultural Centre to fly the Mississaugas of the Credit First Nation flag and requests to add additional flag poles at Town Hall and the Acton Arena and Community Centre have been proposed for the 2022 Budget.
- Three flags have been received from the Mississaugas of the Credit First Nation. Cultural Services is coordinating with the MCFN around protocols and timing for raising the flags while flags remain at half-mast in recognition of the locating of the unmarked graves of Indigenous children at former residential schools.
- **Calls to Action 79, 80 & 83: Indigenous Programming, Cultural Representation & Ceremony:**

Call to Action 79: *"We call upon the federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration."*

Call to Action 80: *"We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process."*

Call to Action 83: *"We call upon the Canada Council for the Arts to establish, as a funding priority, a strategy for Indigenous and non-indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process."*

The following initiatives respond to calls to Action #79, 80 & 83. Progress, thus far, in (i) Indigenous Programming and Representation; (ii) Responding to the legacy of Residential Schools; and (iii) National Day for Truth and Reconciliation includes:

Indigenous Programming and Representation

The Town strives for the meaningful inclusion of indigenous programming, representation and perspectives year-round.

- The HHPL, in partnership with Cultural Services, secured a grant to support Indigenous Programming.
- HHPL hired a self-identified Indigenous internship student to support Indigenous Programming.
- The Town, in coordination with the HHPL, presented programming for Indigenous History Month. Town and HHPL programming and information was presented on one 'go to' webpage. Highlights included:
 - *No Word for Art: Exploring the Indigenous Roots of Creativity with Naomi Smith*. Virtual lecture;
 - *Evolving Traditions: Indigenous Artists from the Town of Halton Hills Collection*. Art exhibition in the Sisnett Lobby;
 - *Moccasin Identifier Activity* held on Saturday mornings each week; and
 - *Read Woke* focused on Indigenous Authors for the month.
- Planning is underway for Indigenous programming for Culture Days, the National Day for Truth and Reconciliation, and Treaty Recognition Week - in addition to ongoing representation in programming year round.
- The Town's Public Art Advisory Board has decided that the public art to be installed in the Library & Plaza Courtyard will be artwork by an Indigenous artist.

Responding to the Legacy of Residential Schools

A national awakening was sparked by the location of hundreds of unmarked graves located at former residential school sites. This work is just beginning as the majority of residential school sites have yet to be searched. The Town undertook the following initiatives in response to recognize and honour Indigenous lives lost and the ongoing intergenerational impacts of the residential school system on survivors, families and communities:

- Canada Day messaging was shifted to direct the public to educate themselves on residential schools and Truth and Reconciliation.
- The Mayor issued two statements on the unmarked graves located at Residential Schools.
- A resource list of educational sources and materials was prepared for the public and provided on the Town's website.
- A residential school sites communications plan was developed.
- A display of orange ribbons was installed at the Gellert Community Centre.

- Displays of multi-coloured ribbons, representing ribbon skirts, were tied at both branches of the HHPL as part of *Ribbons to Remember*. The public was invited to add their own ribbons.
- Every Child Matters signs were posted at Town Hall.
- The Helson Gallery has been put on the waitlist to host the Witness Blanket exhibition, a multi-media installation to recognize the atrocities of the residential school system, honour the children, and symbolize ongoing reconciliation.

National Day for Truth and Reconciliation

- Recognize the National Day for Truth and Reconciliation through a Council resolution (see related item on the September 20, 2021 Council agenda).
- An Every Child Matters flag will be raised at the Library & Cultural Centre for the National Day of Truth and Reconciliation.
- The Town will engage in a public communications campaign.
- A Truth and Reconciliation webpage will be launched on the Town's website.
- HHPL will hold a Storywalk of a book by an Indigenous author.

3. Upcoming Initiatives and Next Steps

The actions taken to date (Section 2 above) represent the first steps on the path to Truth and Reconciliation (TR), and Equity, Diversity and Inclusion (EDI). They provide a foundation to continue to build on. Significant additional and ongoing work is required. The following sections briefly highlight the next steps on this journey.

3.1 Next Steps - Equity, Diversity and Inclusion (EDI)

- Endorse the *Halton Equity and Diversity Roundtable Charter* (see Appendix 1), pending Council approval of this report.

The *Halton Equity and Diversity Charter* was developed based on feedback from Halton residents and community stakeholders. The aim of the Charter is to foster equity, diversity and inclusion in Halton. The Charter has been endorsed by 17 organizations and over 30 individuals, including the Town of Oakville, City of Burlington, Halton Hills Public Library, and the Halton System Leadership Group – Community Safety and Well-Being. Endorsing the Charter by the Town aligns with the EDI actions taken to-date. The Charter is another step to demonstrate the Town's commitment to removing systemic barriers and championing inclusionary practices. Endorsing the Charter will require ongoing work to develop an action plan to respond to the Charter's commitments.

- Continue to update the EDI webpage on the Town's website.
- Continued work and coordination with Community Development Halton on the environmental scan and analysis of best practices in EDI for municipalities.
- Research of appropriate introductory anti-oppression training for staff and schedule 2022 training in coordination with Human Resources.
- Present diverse artists for Culture Days.
- Develop policies on recognition of dates important to EDI.
- Pending 2022 Budget approval, engage consultants for Phase 1 of the development of an EDI Strategy. The first phase will focus on scoping the required work and identifying and prioritizing the actions that should be advanced as part of the Town's ultimate EDI Strategy and Action Plan to respond to the Coalition of Inclusive Municipalities Common Commitments.
- Pending 2022 Budget approval, retain consultants to develop and initiate implementation of an Affordable Housing Action Plan.
- Integrate and consolidate equity, diversity and inclusion values and initiatives into the updated Cultural Master Plan.

3.2 Next Steps - Truth and Reconciliation (TR)

- Recognize National Truth and Reconciliation Day.
- Install treaty and acknowledgement plaques in seven Town facilities.
- Launch the Truth and Reconciliation webpage on the Town's website.
- Update the Public Engagement Charter to include the protocols for Indigenous Consultation.
- Establish protocols for smudging at Town facilities in coordination with Fire as per the facilities' approved fire safety plan in conjunction with the Ontario Fire Code.
- Ongoing relationship building with the Mississaugas of the Credit First Nation, Indigenous residents of Halton Hills and other Indigenous Nations and organizations.
- Continuation of Indigenous consultation for development projects, plans and studies, including the Cultural Heritage Master Plan.
- Present Indigenous programming through Cultural Services and HHPL for Culture Days and Treaty Recognition Week, and additional ongoing Indigenous programming.
- Determine additional appropriate methods/opportunities for land and treaty acknowledgments.

- Research, develop and consult on a detailed land acknowledgement for the Town.
- Research additional training programs and opportunities and schedule training for 2022 in coordination with Human Resources.
- Pending 2022 Budget approval, engage consultants for Phase 1 of the development of a Truth and Reconciliation Strategy. The first phase will focus on developing the scope and confirming the best approaches for advancing the development of the Truth and Reconciliation Strategy.
- Integrate the process and values of truth and reconciliation into the updated Cultural Master Plan.

STRATEGIC PLAN ALIGNMENT:

This report aligns to the Town's Strategic plan recognizing the value to foster a healthy community that provides a clean environment and range of economic and social opportunities to ensure a superior quality of life in our community.

This report also identifies shaping growth as one of the Town's Strategic priorities.

RELATIONSHIP TO CLIMATE CHANGE:

This report is administrative in nature and does not directly impact or address climate change and the Town's Net Zero target.

PUBLIC ENGAGEMENT:

Public Engagement was not needed as this report is administrative in nature.

Although Public Engagement was not needed for this specific report, considerable public and stakeholder engagement has and will continue to be undertaken to research, develop and successfully implement a range of TR and EDI initiatives. Established protocols will be appended to the Public Engagement Charter.

INTERNAL CONSULTATION:

Halton Hills Public Library, Recreation and Parks, Planning and Development, Transportation and Public Works, Clerks, Human Resources, Corporate Communications, Finance, and Fire staff were consulted on this report.

FINANCIAL IMPLICATIONS:

This report is administrative in nature and does not have any financial implications.

Although this particular report is administrative in nature, successful implementation of TR and EDI initiatives will require ongoing staff and financial commitments. While to date, implementation has relied on existing budgets, an additional budget provision has been proposed for the 2022 Budget for Budget Committee's consideration, in relation to the next phases of TR and EDI work, including implementation activities and the first phase in the development of the EDI and TR Strategies.

Reviewed and approved by,

A handwritten signature in black ink that reads "Damian Szybalski". The script is cursive and fluid.

Damian Szybalski, Director of Economic Development, Innovation & Culture

A handwritten signature in black ink that appears to read "C. Mills". The signature is stylized with a large, sweeping initial "C".

Chris Mills, Acting Chief Administrative Officer