

Chart of Recommendations Directed to the City of Thunder Bay

Guiding Statements:

- i) All of the Treaty Partners, including indigenous communities and governments, Canada and Ontario, must respect the treaty rights of others and work together towards fulfilling treaty obligations;
- ii) First Nations governments exercise inherent control over their education systems;
- iii) First Nation communities seek to have a greater responsibility to govern their own spiritual, cultural, social and economic affairs;
- iv) Without the improvement of conditions in First Nations reserve communities, a gap in education outcomes between Indigenous and Indigenous students will remain; non-Indigenous students will remain;
- v) Canada should support individual First Nations communities as they develop local solutions to the effects of colonial policy, and;
- vi) In order to ensure timely delivery of publicly funded services to First Nations children, where jurisdictional divisions or disputes within or between governments threaten to delay or impede the provision of services, Jordan's Principle should apply.

SHORT-TERM = 1 - 2 YEARS			
Recommendation 7. Recognition of the autonomy of First Nations through the use of guiding statements when implementing recommendations			
Parties Named	Actions	CTB Responsibility	Status
Canada, Ontario, City of Thunder Bay (CTB), Thunder Bay Police Service (TBPS), Nishnawbe Aski Nation (NAN), Northern Nishnawbe Education Council (NNEC), Keewaytinook Okimakanak (KO), Dennis Franklin Cromarty High School (DFCHS), Matawa Learning Centre (MLC)	Guiding Statements (above) reviewed at initiating meeting for initiatives, included in first meeting packages, displayed and included in reports.	Director - Corporate Strategic Services	<i>Implemented</i>

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Recommendation 49. Consultation with Community Partners, and provide students prior to their move to Thunder Bay with firsthand information, re: community supports and opportunities in Thunder Bay

Parties Named	Actions	CTB Responsibility	Status
Canada, Ontario, CTB, NAN, NNEC, KO, DFCHS, MLC	<p>Meetings reported in detail in first and second annual reports. Broad range of City functions (including but not limited to Aboriginal Liaison Office, Recreation & Culture, Transit, Crime Prevention Council, Thunder Bay Drug Strategy, Human Resources and Emergency Services) participate in orientation events and programs each semester and annual events such as orientation events held by NAN, Confederation College and Lakehead University. As well, CTB participated in:</p> <ul style="list-style-type: none"> • DFC Experience-Feb 27-Mar 1, 2018: Aboriginal Liaison Office: \$8000 funding for the event; Respect Initiative and Recreation and Culture also supported event • Neighbourhood events: Together We Are Stronger, through North Caribou Lake First Nation Friendship Agreement (three events in three neighbourhoods) • Presentations in the schools • Superior High School Indigenous Student Orientation Day, October 2017 - Aboriginal Liaison Office, Crime Prevention Council, Transit; October 2018 Lakehead Public School Board held four days of orientation sessions for all public high schools • Funding for Matawa Student Orientation Video - Crime Prevention Council, Aboriginal Liaison Office • Funding for the video Chi Pi Kaaki Too Yang-Coming Together to Talk, in partnership with Thunderstone Pictures - Aboriginal Liaison Office; youth event held April 2019 • In May 2019, Matawa Education and Care Centre brought 16 grade 8 students from their remote communities to participate in orientation activities, including recreational events facilitated by City staff, tours and a welcome feast at City Hall. They were introduced to the Youth Inclusion Program Manager and other staff. YIP will hold annual gathering for grade 7&8 students from northern communities to orient them to Thunder Bay and will also travel to northern communities to connect with youth prior to arriving for school. 	Aboriginal Liaison Office leads coordinated approach	<i>Implemented</i>

Recommendation 60. Avoid or resolve Zoning By-law issues, re: construction of facilities (e.g. student residence on college campus)

Parties Named	Actions	CTB Responsibility	Status
NNEC, CTB	Under Council's leadership, CTB working with requests as leads move forward with projects. For example, CTB assisted MLC with property and building for new learning centre (Grandview Lodge), which opened September 2018.	General Manager - Development Services	<i>Content or intent of recommendation is already in place</i>

Recommendation 74. Student welcome orientation session (including provision of City maps, transit maps, community centres, and activities)

Parties Named	Actions	CTB Responsibility	Status
CTB	See Recommendation 49	Aboriginal Liaison Office leads coordinated approach	<i>Content or intent of recommendation already is in place</i>

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Recommendation 91. Timely reporting of missing students and consistent practices among institutions, re: students reported missing and sudden death investigations (i.e. timely reporting, public awareness, information sheets, social media search, press releases, best practices for interviews, internal search plans, global search plans, missing person risk factors, training)

Parties Named	Actions	CTB Responsibility	Status
NAN, CTB, TBPS, NAPS, NNEC, KO, DFCHS, MLC	In August 2019, Inquest partners relaunched the “Am I Missing” public awareness campaign that was developed in 2018. The updated campaign included a billboard, interior posters for City of Thunder Bay public transit (buses), posters, postcards, a video and social media posts. The postcards were translated into Cree, Oji-cree and Ojibwe for distribution into all First Nations communities within northwestern Ontario’s NAN territory. The goals of the campaign are to raise community awareness about potential risk factors associated with missing persons, educate the community about how to respond in the event of a missing person, and clarify that it is unnecessary to wait 24 hours before reporting a missing person. Work is underway to update and re-launch the 2020 campaign, which will be launched to coincide with the return of Indigenous youth to Thunder Bay for their education in August. Alternatives will be discussed if youth are not returning to Thunder Bay due to concerns about COVID-19.	Crime Prevention Council Coordinator and Corporate Communications	<i>Implemented; relaunched in 2020</i>

Recommendation 99. Use of social media and internet to notify students of opportunities (e.g. employment, recreation, volunteering) and consult with students on best way to notify students of opportunities

Parties Named	Actions	CTB Responsibility	Status
CTB	As recommended by community organizations at the Youth Partners’ Forum at the Kinsmen Youth Centre (January 2017), the City of Thunder Bay developed a Youth Opportunities TBay Facebook page in February 2017. The page allows community groups to provide content related to youth opportunities and services including recreation, events, employment, education, health and wellness and other supports available in the community for youth. The City will continue to monitor and promote the page, and seek new partners for content. Youth Move has an active Facebook page to promote Youth Move activities across its five sites. The Youth Inclusion Program has created a new Instagram account which they will use to connect with program participants and promote opportunities.	Director-Recreation & Culture	<i>Implemented</i>

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Recommendation 100. Use of social media to explore options for promoting youth opportunities and programming, including Twitter, Facebook			
Parties Named	Actions	CTB Responsibility	Status
CTB	As recommended by community organizations at the Youth Partners' Forum at the Kinsmen Youth Centre (January 2017), the City of Thunder Bay developed a Youth Opportunities TBay Facebook page in February 2017. The page allows community groups to provide content related to youth opportunities and services including recreation, events, employment, education, health and wellness and other supports available in the community for youth. The City will continue to monitor and promote the page, and seek new partners for content. Youth Move has an active Facebook page to promote Youth Move activities across its five sites. The Youth Inclusion Program has created a new Instagram account which they will use to connect with program participants and promote opportunities.	Director-Recreation & Culture	<i>Implemented</i>

Recommendation 102. Consult and liaise with NNEC, Dennis Franklin Cromarty High School, Keewatinook Okimakanak, and Matawa Learning Centre to develop a plan to assist students to City programs, including transportation			
Parties Named	Actions	CTB Responsibility	Status
CTB	The First Nation Secondary School Pass (FNSSP) 'Pilot Program' was introduced on September 1, 2017 for First Nation students who were living in Thunder Bay to attend secondary school for the 2017-2018 school year. The price for the pilot program was introduced at a discounted rate of \$41.25 per eligible student per month and is subject to the City's annual budget process and related user fee increases. Transit Services presented an agreement to the interested communities/organizations based upon the Council approved pilot program Terms and Conditions. Nine (9) communities/ organizations initially confirmed their participation in the pilot program. Students are provided with their pass, a summary of the rules of the pass as well as transit maps and transit travel training/orientation that may be required to assist them with using the public transit system. During the original pilot program the process of pass distribution for Transit Administration and student educators was streamlined. Since inception in 2017, student participation in the program has grown from 222 to 328. As part of the 2020 budget, the program was continued for the 2019-2020 school term. An internal review of the Transit Division's Fare and Revenue Strategy will be completed as part of introducing an Electronic Fare Management System by Q1 2022. Administration will be providing a separate report to City Council prior to the introduction of EFMS that will include recommendations for all discounted fare pass programs.	Manager - Transit	<i>Implemented</i>

Recommendation 103. Liaise with Dennis Franklin Cromarty High School and Matawa Learning Centre to provide copies of "The Key, and other materials, re: recreational programs			
Parties Named	Actions	CTB Responsibility	Status
CTB	The Key Coordinator was in contact with staff from MLC and DFCHS in Fall 2016, and both are now added to the distribution list.	Director-Recreation & Culture	<i>Implemented</i>

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Recommendation 104. Promote P.R.O. Kids to NAN, NNEC, Dennis Franklin Cromarty High School, Keewaytinook Okimakanak, Matawa Learning Centre			
Parties Named	Actions	CTB Responsibility	Status
CTB	PRO Kids staff have met with named parties. In 2017, 226 applications were made to PRO Kids from Indigenous service agencies. In addition, many more Indigenous families are referred through DSSAB. New referrals have been received from DFCHS and MLC. In 2018, 215 referrals were made from Indigenous service agencies. Many more indigenous families are referred through TBDSSAB or other community services. PRO Kids continues to reach out to Indigenous agencies by providing application forms and presentations to staff to encourage referrals.	Director-Recreation & Culture	<i>Implemented</i>

Recommendation 105. Use of the Recreation & Facilities Master Plan "Stakeholder + Public Consultation Plan" to assess the needs of the community, re: youth and youth programming, including tapping into the voices of First Nations and Métis youth			
Parties Named	Actions	CTB Responsibility	Status
CTB	Partners Forum was held on Jan. 19, 2017 for input on City-wide youth programming including opportunities at the Kinsmen Youth Centre. Discussion included: education & employment, welcoming students to Thunder Bay, mental health & addictions, recreation and extracurricular activities and interests. Recreation & Facilities Master Plan consultations included a forum specific to Indigenous peoples' access to recreation (barriers and opportunities), with a focus on youth. Feedback from this consultation, as well as feedback received from students at the NAN Student Orientation, continues to shape planning for the needs of Indigenous youth in recreation. In Nov 2018, the Recreation and Culture Division participated in Indigenous Sport and Wellness Ontario's (ISWO's) community round table "Recruiting Indigenous Participants into Local Sport Programs" to explore ways to increase engagement and participation of Indigenous youth. The discussions at this table, led to discussions at Youth Inclusion Project table, regarding potential alignment of YIP with Thunder Bay's hosting of the Ontario Native Basketball Invitational Tournament April 18 – 21/19. Community consultations held with Indigenous groups in May 2019 for design of a splash pad. Suggestions include teachings and education at the splash pad on the sacred importance of water and need for a water keeper.	Director-Recreation & Culture	<i>Implemented</i>

Recommendation 106. Once Recommendation No. 105 has been achieved, identify and pursue funding and resources to meet these needs, including Federal and Provincial funding			
Parties Named	Actions	CTB Responsibility	Status
CTB	Community, Youth & Culture funding program grant was approved in January 2017 for a sports equipment lending library hosted by MLC that would be open to all First Nations Youth attending school in Thunder Bay. Staff have reviewed needs related to the outcomes of Recommendation 105 and participated in preparation of the submission to Public Safety Canada in June 2016 for Youth Inclusion Program. Public Safety Canada is providing \$5.6 million in funding over the next five years. A Youth Inclusion Manager, two Program Supervisors, two Youth Navigators and two Coordinators have been hired through the Recreation and Culture Division to implement the Youth Inclusion Program. Event Development Grant approved in March 2019 for the Wake the Giant Music Festival.	Director - Recreation & Culture	<i>Implemented</i>

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Recommendation 107. Coordinate participation of Dennis Franklin Cromarty High School and Matawa Learning Centre students in recreation programs and events, including use of skating rinks			
Parties Named	Actions	CTB Responsibility	Status
CTB, NNEC, KO, DFCHS, MLC	Partners Forum was held for input on City-wide youth programming including opportunities at the Kinsmen Youth Centre. Discussion included: education and employment, welcoming students to Thunder Bay, mental health and addictions, recreation, extracurricular activities and interests. Community, Youth & Cultural funding Program Grant was approved in January 2017 for a sports equipment lending library hosted by MLC that would be open to all First Nations Youth attending school in Thunder Bay. Other opportunities will be sought and Administration will have increased awareness of the needs of First Nations and Métis communities. Children & Youth staff invited partners including DFCHS and MLC to attend the Partner's Forum at the Kinsmen Youth Centre and offered the use of the Kinsmen Youth Centre for youth programming. Since then partnerships have formed with both institutions to use space at the Kinsmen for youth programming. Staff assisted in the coordination of a hockey program hosted by MLC at the Kinsmen Youth Centre outdoor rinks and will continue to pursue options for future use of skating rinks by DFCHS and MLC Students. A new swimming partnership was developed between DFC and the Canada Games Complex. DFC Experience-Feb 27-Mar 1, 2018: Aboriginal Liaison Office: \$8000 funding for the event; Respect Initiative had an information booth. Recreation and Culture also supported the event. Through the Youth Inclusion Program (YIP), both DFCHS and MLC are expanding their hockey programs, through arrangements to access ice time in City areas at reduced rates. A broomball league is being explored for the first YIP site in winter 2019. Thunder Bay Indigenous Friendship Centre carved a snow sculpture for SnowDay 2019. DFC students submitted nominations for students for annual Thunder Bay Arts and Heritage Awards. DFC Students have been included in City of Thunder Bay's celebrations of National Youth Arts Week with student work featured in Youth Arts Showcase at Kinsmen Youth Centre.	Director-Recreation & Culture	<i>Implemented</i>
Recommendation 108. Develop policy and procedures for dealing with incapacitated youth (under 18), including addressing the safety of youth who are denied or removed from, or exit, Transit Services, including training of Operators and Controllers			
Parties Named	Actions	CTB Responsibility	Status
CTB	Procedures, protocols and training to address the safety of all riders who appear to be unable to care for themselves and/or are in apparent distress while ensuring the safety and well-being of the passenger, other passengers, and the operator.	Manager - Transit	<i>Content or intent of recommendation is already in place</i>
Recommendation 109. Develop and report on employment equity targets for Indigenous youth hired by the City			
Parties Named	Actions	CTB Responsibility	Status
CTB	Every three years the Corporation provides an Employment Equity report that includes an update and review of its workforce demographic and outreach efforts related to Indigenous peoples, persons with disabilities, women, and visible minorities. Effective July 1, 2018 the Corporation will also track workforce data related to Indigenous youth applications and hires.	Director - Human Resources & Corporate Safety	<i>Alternate recommendation has been implemented</i>

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Recommendation 111. Post "Declaration of Commitment" (dated March 29, 2010) in all City Buildings			
Parties Named	Actions	CTB Responsibility	Status
CTB	Plaques with Declaration of Commitment to Urban Aboriginal People created and posted at 45 locations in City Buildings. The Declaration is read at Council's Committee of the Whole meeting closest to the annual National Aboriginal Day, most recently June 18, 2018.	Director-Corporate Strategic Services/City Clerk	<i>Implemented</i>
Recommendation 113. Take into account the need to appoint Indigenous representative(s) on the Thunder Bay Police Services Board			
Parties Named	Actions	CTB Responsibility	Status
Ontario, CTB	In December 2017, Celina Reitberger, a member of Fort William First Nation, became the Provincially appointed member of the Thunder Bay Police Services Board. In January 2019, Georjann Morriseau was appointed as a Civilian Board Member to the Thunder Bay Police Services Board.	Thunder Bay Police Services Board with City Council and Ontario	<i>Implemented</i>
Recommendation 115. Consult with Community Partners, TBPS, NNEC, DFCHS, KO, Independent First Nations Alliance (IFNA), Shibogama and MLC on Terms Of Reference for safety audit of rivers frequented by First Nation students (e.g. improved lighting, emergency button poles, under-bridge barricades, increased police patrols)			
Parties Named	Actions	CTB Responsibility	Status
CTB, TBPS, NNEC, KO, DFCHS, MLC	Inquest partners came together in 2019 to revisit priority river areas identified for safety and security audits. A re-assessment of the improvements to lighting, landscaping and other upgrades was conducted with the Safety and Security Specialist who led the initial audits, and no further improvements were identified. Work will continue on an ad-hoc basis with inquest partners, who will continue to monitor and encourage greater positive activity/use within these natural river areas, in an effort to continue to improve safety for all users. The Thunder Bay Police Service continued with Project Floodway, their initiative that includes regular patrols of these priority river locations. Project Floodway data shows a significant decline in incidents at these locations since it was launched in 2017.	Crime Prevention Council Coordinator	<i>Implemented</i>

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Recommendation 117. Consult with Community Partners to arrange for speakers/instructors to attend schools to provide information on topics which are aimed to engage the students			
Parties Named	Actions	CTB Responsibility	Status
CTB, NNEC, KO DFCHS, MLC	<p>Various CTB Departments have implemented elements of this recommendation:</p> <ul style="list-style-type: none"> •Superior High School Indigenous student orientation day, Oct. 2017 - Aboriginal Liaison Office, Crime Prevention Council, Transit. Lakehead Public Schools grade 9 orientation sessions, fall 2018. •Presentations on opioids, overdose prevention and naloxone to Catholic Board and Public Board principals, and at MLC human trafficking workshop - Thunder Bay Drug Strategy •Youth 4 Community grant - Drug Awareness Committee. Bay Safe implemented project to engage with youth through Mary J. L. Black Library, Castlegreen Youth Hub, Kinsmen Youth Centre, and resource centres at Vale/Limbrick, Windsor/Picton/Blutcher and Academy. Focus was on providing information on harm reduction and safer partying - Coordinated through Thunder Bay Drug Strategy •Community safety and well-being presentation at MLC human trafficking workshop - Crime Prevention Council •Youth Inclusion Program is connecting with youth from all named parties to engage the students and invite their involvement and participation in programming. 	Various	<i>Content or intent of recommendation is already in place</i>
Recommendation 118. Review the Calls to Action from the Truth and Reconciliation Commission, including Number 57, and consider appropriate action			
Parties Named	Actions	CTB Responsibility	Status
CTB	<p>The Corporation offers enhanced Indigenous Cultural Awareness training to all new employees. In consultation with the Indigenous community and the Corporation's union representatives, CTB has redeveloped the staff Indigenous Cultural Awareness training module and learning offerings to enhance the current training curriculum that includes skills-based training related to the history of Indigenous peoples and residential schools, intercultural competency, conflict resolution, human rights and anti-racism. The training program will launch in fall 2020, and will now include a mandatory six-hour training session for all existing City staff and all new City Staff. In winter of 2020, the Walk a Mile training curriculum will begin to undergo a comprehensive evaluation and review of completed participant surveys, with recommendations for future use.</p>	Indigenous Relations & Inclusion/Human Resources & Corporate Safety	<i>Implemented; curriculum prepared</i>
Recommendation 119. Review the United Nations Convention on the Rights of the Child and the United Nations Declaration of the Rights of Indigenous Peoples			
Parties Named	Actions	CTB Responsibility	Status
CTB	<p>Considered in renewal of the Aboriginal Strategy and other cultural awareness training and activities in 2017. Also considered in the Indigenous Relations & Inclusion Strategy in 2020 that will be presented to City Council in fall 2020.</p>	City Clerk/Aboriginal Liaison Office (now Indigenous Relations & Inclusion)	<i>Implemented</i>

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Recommendation 120. Canada and Ontario should meet with and consult with the City of Thunder Bay in order to discuss funding requirements or additional resources necessary to assist the City in implementing and supporting the Recommendations aimed at supporting Indigenous youth travelling to the City in order to access a secondary education program

Parties Named	Actions	CTB Responsibility	Status
Canada, Ontario, CTB	Discussed at meetings on various issues with David Zimmer, Minister of Indigenous Relations and Reconciliation, and with Minister Patty Hajdu and MP Don Rusnak. Patti Hajdu and Don Rusnak provided letters of support for the Youth Inclusion Program submission to Public Safety Canada. Funding request successful, Public Safety Canada providing \$5.6 million in funding over five years.	Intergovernmental Affairs Committee	<i>Implemented</i>

Recommendation 143. Prepare an Annual Report, including: implementation of Recommendations (i.e. accepted in whole, in part, or not at all); explanation of decision to implement or not; progress of implementation of recommendations; steps taken and steps planned

Parties Named	Actions	CTB Responsibility	Status
Canada, Ontario, CTB, TBPS, NAPS, NAN, NNEC, KO, DFCHS, MLC, LCBO, P.A.R.T.Y., Office of Chief Coroner (OCC)	First annual report presented to Council on June 12, 2017; second annual report on June 25, 2018; third annual report on June 24, 2019, fourth annual report on August 10, 2020.	Director-Corporate Strategic Services	<i>Implemented</i>

Recommendation 144. Agree on a process re: where Annual Reports are to be posted, acknowledging the limited resources of First Nations parties (e.g. on one of the party's website)

Parties Named	Actions	CTB Responsibility	Status
CTB, Canada, Ontario, TBPS, NAPS, NAN, NNEC, KO, DFCHS, LCBO, P.A.R.T.Y. Program, OCC	NAN offered its website to host all reports including CTB's, which are also posted on the CTB website.	Director-Corporate Strategic Services	<i>Implemented</i>

Recommendation 145. Revise current policies to reflect new tasks and procedures where Recommendations are accepted

Parties Named	Actions	CTB Responsibility	Status
CTB, Canada, Ontario, TBPS, NAPS, NAN, NNEC, KO, DFCHS, LCBO, P.A.R.T.Y. Program, OCC.	Policies, procedures and processes revised as necessary, per recommendation.	Director-Corporate Strategic Services	<i>Implemented</i>

MEDIUM-TERM = 2 - 4 YEARS			
Recommendation 75. Act as a resource to identify Community Partners including, but not limited to, Canada and Ontario who could provide support, and fund peer leaders mentors			
Parties Named	Actions	CTB Responsibility	Status
Canada, Ontario, CTB	<p>On August 28, 2018, Public Safety Canada announced \$5.6 million funding over five years for the five-year Youth Inclusion Program (YIP). YIP is designed to achieve positive outcomes for youth (primarily 12 – 24 yrs), improving their mental and physical health, resiliency, life skills, through community outreach, engagement, participation in recreational, social and cultural opportunities, and exposure to positive role models/mentors, especially for Indigenous youth from remote northern communities attending school in Thunder Bay. YIP achieves this in partnership with many communit partners. By June 2019, YIP had established itself in the Vale/Limbrick neighbourhood, offering weekly community BBQs throughout the summer and regular youth programming. In addition, by Fall 2019, YIP established a presence in the Windsor/Picton/Blucher neighbourhood offering weekly community meals in partnership with Our Kids Count through January 2020, as well as youth programming. In February 2020, YIP leased a separate unit in the Windsor/Picton/Blucher to accommodate youth group programming and serve as their administrative headquarters. YIP worked with the First Nations, Metis, and Inuit Graduation coaches at Hammarskjold, Superior C.V.I, Westgate C.V.I, and St. Patrick High School to facilitate monthly ‘Lunch and Learns’to support youth with school and build relationships with students who may need YIP support. Today, YIP actively supports 56 primary participants (youth at risk of reoffending, substance use, and expressing mental health concerns). In addition, between June 2019 – March 31 2020, YIP supported over 1,100 secondary participants and 250 additional participants through youth programming/community outreach. While COVID-19 required suspension of in person programming mid March to June 2020 to protect employees, youth and their families, YIP Navigators conducted virtual check-in with primary clients, delivered virtual programming reaching viewers from local and remote northern communities. YIP supported multiple City/community initiatives, including but not limited to,</p> <p>Indigenous Sport and Wellness Ontario’s (ISWO) Youth Basketball Invitational Tournament (April 2019), promotion of the ‘Wake the Giant’ cultural awareness orientation (spring 2019), weekly BBQs at Evergreen A United Neighbourhood (summer 2019), ISWO’s Wellness Warrior Train the Trainer’ sessions (Aug/Oct 2019), the development of a Community Safety Plan (Jan/Feb 2020), and a very successful virtual Youth Week (May 2020). Between March to June, YIP in partnership with others, collated and distributed on a weekly basis program supplies to support youth participation in various online skill development workshops and Roots to Harvest Student Nutrition Packages to approximately 150 participant homes. A mandatory independent third party evaluation plan for the YIP program received final approval from Public Safety Canada.</p>	<p>Director - Corporate Strategic Services, CPC Coordinator, General Manager - Community Services, Youth Inclusion Program Manager</p>	<p><i>Implemented</i></p>

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Recommendation 110. Review "Welcome Thunder Bay" and incorporate better reflection of Indigenous presence in the territory for millennia			
Parties Named	Actions	CTB Responsibility	Status
CTB	<p>The current ongoing Wayfinding Plan has made great efforts to acknowledge the local Indigenous community in the proposed signage. It has been developed to create an integrated system that orients people to their locations and directs them to selected primary destinations. Consultation and engagement sessions were held with Fort William First Nation band council and members. The project team collaborated with local Indigenous artists, including one from Fort William First Nation, both as an acknowledgement that the wayfinding system is on the traditional lands of FWFN and as a sign of welcome to the many other First Nation individuals who visit or live in Thunder Bay. The wayfinding materials depict important animals and places that are featured in Anishinaabe culture, stories and teachings and were considered appropriate by Fort William First Nation's Chief and Council. The sides of the kiosks include words of welcome printed in both English and Ojibwa, the language of FWFN. The plaques on the front of the kiosks read "You are on the traditional territory of Fort William First Nation, signatory to the Robinson Superior Treaty of 1850." Progress on implementation has been slowed by response to COVID-19. However, a tender for the fabrication of the downtown phase one signage in the value of approx. \$125,000 was awarded in the spring of 2020 with delivery expected in the fall of 2020 and installation in the fall of 2020 or spring 2021.</p> <p>Indigenous spaces and presence is also identified as an action item in the draft Indigenous Relations and Inclusion Strategy, which will further respond to this Recommendation and include Indigenous community input on development and implementation.</p>	Parks and Tourism	<i>Being Implemented</i>

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Recommendation 112. Encourage and support Anti-Racism, Respect, and Crime Prevention Committees, and develop a public education campaign identifying and discussing the issue of racially motivated crimes involving Indigenous communities			
Parties Named	Actions	CTB Responsibility	Status
CTB	Anti-racism Resources have been added to Anti-Racism & Respect Advisory Committee web page (www.thunderbay.ca/antiracism). The Racism Incident Reporting and Referral Service Pilot Program was launched June 27, 2017. Funding was extended into 2020.	Anti-Racism & Respect Committee/Director-Corporate Strategic Services	<i>Implemented</i>
	In February 2020, Council approved the addition of a new focus area of Anti-Racism and Reconciliation to the Community, Youth & Cultural Funding Program's project grant category, beginning with the October 2020 intake on a pilot basis. Targeted marketing will be directed to organizations whose programs and services are in alignment with the goals of the Funding Program.	Director Recreation & Culture	<i>Implemented</i>
	Inquest partners have worked collaboratively to develop a public education and awareness campaign on racially-motivated crimes against Indigenous persons. The campaign builds on a previous hate-motivated crime campaign and is informed by research on hate crimes, local incidents, and focus group work, including youth input. The campaign includes posters, postcards, and radio, print and social media ads. The campaign launch will coincide with the return of Indigenous youth to Thunder Bay for their education in August. Alternatives will be discussed if youth are not returning to Thunder Bay due to concerns about COVID-19.	Crime Prevention Council Coordinator	<i>Campaign developed for implementation this school year</i>
Recommendation 114. Consultation between numerous Community Partners, including Health Canada, Northwest LHIN, EMS, et al, to develop an alternative facility or intoxicated youth (e.g. shelter or detox unit for youth under 25)			
Parties Named	Actions	CTB Responsibility	Status
Canada, Ontario, CTB, NAN, NNEC, KO, MLC	Working group meetings have been held regularly through the coordinated effort of the Northwest Local Health Integration Network. This recommendation was included as an action in Thunder Bay Drug Strategy (TBDS) Strategic Plan 2017-2020. Three safe sobering sites (KO, NNEC, Matawa) are operational and include shared services among the three groups, as well as use of existing resources within each group. Funding, however, has only been secured for three years (2018/19, 2019/20, 2020/21), and efforts to find ongoing funding are important moving forward. Updated local level data was collected from the hospital, police and Superior North EMS, as well as provincial level data related to intoxicated youth. The review of this data indicated a need for a fourth safe sobering site (to serve all other youth not currently served by the existing sites). Inquest partners engaged community stakeholders and conducted a survey related to the development of a fourth site and determine interest. A draft Project Charter and Planning Committee has been established, but work has been on hold due to COVID-19.	Thunder Bay Drug Strategy Coordinator	<i>Three sites implemented. Fourth site to be implemented.</i>

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Recommendation 116. Work with First Nation expertise to develop a local and social media campaign, which addresses: challenges, health and safety, racism faced by First Nation students, and reporting racism			
Parties Named	Actions	CTB Responsibility	Status
CTB, NAN, DFCHS, MLC	Inquest partners have worked collaboratively to develop a public education and awareness campaign to increase the community's understanding of the challenges that Indigenous youth face when they come to Thunder Bay for their education. These challenges include social and health challenges, racism, discrimination and stereotyping, and difficulties around navigating an urban environment with which they are unfamiliar. The campaign includes posters, postcards, a video, and radio, print and social media ads. The campaign launch will coincide with the return of Indigenous youth to Thunder Bay for their education in August. Alternatives will be discussed if youth are not returning to Thunder Bay due to concerns about COVID-19.	Director- Corporate Strategic Services,	<i>Campaign developed for implementation this school year</i>

Recommendation 139. Pursuant to Recommendation Number 57 of the Truth and Reconciliation Commission's Calls to Action, provide skills-based training in intercultural competency, conflict resolution, human rights, anti-racism to staff			
Parties Named	Actions	CTB Responsibility	Status
Canada, Ontario, CTB	The Corporation offers enhanced Indigenous Cultural Awareness training to all new employees. In consultation with the Indigenous community and the Corporation's union representatives, CTB has redeveloped the staff Indigenous Cultural Awareness training module and learning offerings to enhance the current training curriculum that includes skills-based training related to the history of Indigenous peoples and residential schools, intercultural competency, conflict resolution, human rights and anti-racism. The training program will launch in fall 2020, and will now include a mandatory six-hour training session for all existing City staff and all new City Staff. In winter of 2020, the Walk a Mile training curriculum will begin to undergo a comprehensive evaluation and review of completed participant surveys, with recommendations for future use.	Manager - Indigenous Relations & Inclusion, Supervisor Staffing, Development and Support Services	<i>Curriculum complete; implementation starts 2020</i>