



**City of Kamloops & Tk'emlúps te Secwépemc
Truth and Reconciliation Commission Calls to Action
Ongoing Action Plan
October 2021**



UPDATED APRIL 2023

Strategy: To work towards the implementation of the City of Kamloops (COK)\Tk'emlúps te Secwépemc (TteS) Letter of Understanding under the guidance of UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Sir Wilfred Laurier Memorial by actioning the Truth and Reconciliation Commission (TRC) Calls to Action specific to language and culture.

The grey shaded areas are the actions update from the original October 2021 reporting.

TRC Recommendation	Lead	Initiative	Actions	Update/ Outcome
13. We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.	TteS Language and Culture COK management and union staff COK Community and Protective Services	Provide Secwepemctsin lessons to City Council & Administration and general public.	<ul style="list-style-type: none"> • City hosted Secwepemctsin lunch and learn session for City Council and staff led by TteS Language and Culture Department. • City included Secwepemctsin language course in Activity Guides. 	Ongoing

TRC Recommendation	Lead	Initiative	Actions	Update/ Outcome
<p>19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long-term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.</p>	<p>COK Community and Protective Services Kamloops Aboriginal Friendship Society (KAFS) The Mustard Seed Government of Canada</p> <p>TteS management TteS Community Services COK Community and Protective Services</p> <p>COK Community and Protective Services TteS Chief and Council TteS Community Services</p>	<p>Clémentem Mini Storage Facility and Gathering Place</p> <p>Jointly attended Homelessness Strategy presentation</p> <p>City and TteS collaboration on 2023 Point in Time (PIT) Count</p>	<ul style="list-style-type: none"> City received Reaching Home Indigenous Homelessness and Designated Communities funding from Government of Canada to partner with Kamloops Aboriginal Friendship Society to operate a mini-storage for people experiencing homelessness (2019). The partnership evolved in 2021 to include the operation of the Gathering Place, a culturally safe and inclusive day space. The City provides additional supports to both services by providing the renovated building, outdoor space and administrative support. TteS and City attended presentation in Oct. 2022 to learn about upcoming priorities and seek ways to partner. City invited TteS involvement in creation of questions for and participation in 2023 Point in Time (PIT) Count with the intention to find ways to better serve and support Indigenous homeless populations on and off reserve. 	<p>Ongoing</p> <p>Ongoing</p>

TRC Recommendation	Lead	Initiative	Actions	Update/ Outcome
<p>43. We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation</p>	<p>COK Council and staff</p> <p>TteS Chief and Council</p>	<p>Learning implications and outcomes of implementing the UNDRIP.</p>	<ul style="list-style-type: none"> • Internal discussions continue on this important action. The City looks to the federal and provincial governments for guidance and framework. • City staff completed two-day training on implementing UNDRIP. • TteS provided free, prior & informed consent for the Riverside Park Flood Mitigation project. • City uses First Nations Connect referral portal for projects. • City protects against publication of archaeological sites in accordance with BC Heritage Conservation Act. • City provided archaeological knowledge on Kamloops region and best practice expectations to City contractors involved with Civic Operations projects, with support of TteS. • City led cultural mapping exercise with TteS Elders and Chief and Council. • TteS Chief and Council blanketed outgoing Mayor Ken Christian. 	<p>Ongoing</p>

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<p>47. We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.</p>	<p>COK Council and staff TteS Chief, Council, and staff SSN management</p>	<p>Both Councils undertaken joint efforts to share info on cultural heritage and history with staff and general public.</p>	<ul style="list-style-type: none"> • Council agreed to acknowledge Kamloops as unceded ancestral lands of TteS. • Council formally supported TteS application for addition to reserve. • Staff developed operational policies (e.g. chance find procedures when artifacts or remains are uncovered) • Hired an archaeology contractor followed by a permanent, full-time City archaeologist • Sir Wilfred Laurier Memorial Plaque. • Riverside Park improvements and cultural revitalization elements. • Joint creation of street banners acknowledging Kamloops and Tk'emlúps' shared history and landscape. • City worked with TteS Council, staff, elders, and knowledge keepers on naming of Xget'tem' Trail, a traditional travel route. • City and Ttes raise Secwepemc Nation flag at City Hall. • City working with TteS Business & Econ Development Dept. & Lands, Leasing & Taxation on addition to reserve application and master services agreement. • City & TteS advancing archaeological practices beyond City capital projects to operational work, including preservation and protection of findings. • City engagement with Canadian Home Builders' Association of the Central Interior on provincial Heritage Conservation Act Transformation Project, which aligns with the Declaration on the Rights of Indigenous Peoples Act (DRIPA). • City developing relationship with Stk'emlúps' te Secwepemc Nation (SSN) to understand Title & Rights work. • City & TteS continue discussions on Stuart Wood. TteS supports temporary homeless shelter in building. 	<p>Ongoing</p>
<p>55. We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation.</p>	<p>COK management</p>	<p>Reporting on City efforts to advance TRC's Calls to Action.</p>	<ul style="list-style-type: none"> • City reports its actions to advance the Truth & Reconciliation Calls to Action at Community to Community Forums (Oct. 2021 & Apr. 2023). 	<p>Ongoing</p>

<p>57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, 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.</p>	<p>COK Council COK management and union staff TteS Language and Culture TteS Chief and Council TteS Engineering Services TteS Parks TteS Museum</p>	<p>Cultural awareness and diversity training for City staff, Orange Shirt Day, Canada Day, and September 30 Day of Truth and Reconciliation</p>	<ul style="list-style-type: none"> • Providing cultural competency training for City staff, including “Impacts of Residential Schools and Colonization:”, “Working Effectively with Indigenous Peoples” and “Indigenous Consultation and Engagement”. • City flags at half mast upon discovery of The Missing. • Mayor’s remarks upon the finding of Le Estcwéy (The Missing). • Mayor and Kúkpi7 remarks regarding Indian Residential Schools during virtual Canada Day event. • Mayor’s remarks for National Day for Truth & Reconciliation. • Videos of remarks found at Kamloops.ca/Local-Truth-and-Reconciliation • City supplied 42 volunteers and catering (through Rocky Mountaineer) for memorial events for The Missing, which provided excellent learning opportunities for the volunteers. • Creation of TteS section on City website, which includes links and info on history, truth and reconciliation, and additional resources. • Kúkpi7 and COK External Relations Manager completed conference presentations to Local Government Leaders Association (2021) and Local Government Management Association (2019) regarding relationship and efforts on reconciliation. • City provides Indigenous Awareness training to all City staff in 2022. 804 staff completed. • City provides KAIROS Blanket Exercise to City staff in 2022. 47 staff completed. • City created Relationship Building With Indigenous and Non-Indigenous Peoples in Secwepemcù'ecw" course, with guidance by Sk'elep Consulting, to offer to City staff in 2023. • Some City Emergency Support Service volunteers completed Indigenous Awareness training. More to follow. • City staff participate in TteS Book Club. • City staff participated in provincial reconciliation working group with other local governments. • City CAO and TteS Executive Director, Finance completed conference presentations at Chartered Professional Accountants Association Public Sector (2022) and Local Government Association of BC CAO (2023) conferences. • City approved staff to provide Indigenous relations course to other local governments. 	<p>Ongoing</p>
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<p>67. We call upon the federal government to provide funding to the Canadian Museums Association (CMA) to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and to make recommendations.</p>	<p>Kamloops Museum and Archives (KMA) TteS Language and Culture TteS Museum</p>	<p>Repatriation of cultural objects in their collection</p>	<ul style="list-style-type: none"> • KMA would like to engage in the facilitation of an Indigenous collections and repatriation policy with TteS. KMA believes the framework for this policy should be guided by TteS and that KMA should facilitate and support the process on what the structure of the policy will look like, its contents, and its outcomes. • Kamloops Museum consistently engages with TteS Language & Culture Dept. and TteS Museum for approvals on TteS photo usage and other items, including those related to Kamloops Indian Residential School. 	<p>Ongoing</p>
<p>77. We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation</p>	<p>KMA/Secwepemc Museum and Archives</p>	<p>Le Estcwéy (The Missing)</p>	<ul style="list-style-type: none"> • Records search and create repository for all KIRS records. • KMA completed a comprehensive archives scan for materials related to Residential Schools. These materials have been transferred to the National Centre for Truth and Reconciliation (NCTR), and the information is shared with TteS community. If and when any additional materials are found, they will be sent to the NCTR (e.g. in the unprocessed photographic fonds). 	<p>Ongoing</p>
<p>87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.</p>	<p>Kamloops Sports Council COK management TteS Chief and Council</p>	<p>Kamloops Sports Hall of Fame</p>	<ul style="list-style-type: none"> • Preliminary discussions between the City and Kamloops Sports Council have occurred, with the intent to review the existing Kamloops Sports Hall of Fame display at the Tournament Capital Centre to ensure Indigenous athletes and traditional sports are represented. The next step is discussions with TteS. 	<p>Ongoing</p>

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<p>88. We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.</p>	<p>TteS Chief and Council TteS management and staff COK Council COK management</p>	<p>TteS & City to host 2027 North American Indigenous Games (NAIG)</p> <p>Joint recreation facilities</p>	<ul style="list-style-type: none"> In mid-2022, TteS approached the City requesting support and participation in hosting the 2027 NAIG. In October 2022, City Council approved support of up to \$500,000 for in-kind, facilities, and potential financial support. TteS, City, and many community partners are working closely on the bid. The successful host is expected to be announced in the coming months. City and TteS continue discussions regarding potential for joint recreation facilities and use. 	<p>Ongoing</p>

<p>92. We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:</p> <p>i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects. ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects. iii. Provide education for management and staff on the history of Aboriginal peoples, 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.</p>	<p>TteS Chief, Council, and staff COK Council and staff</p>	<p>Consultation Protocol, Indigenous Procurement Policy, Cultural Heritage Protocol, Cultural Heritage Policy, and Cultural Awareness and Diversity Training</p>	<ul style="list-style-type: none"> • Cultural Heritage Working Group to meet and draft frameworks for protocol and policy as well as oversee Secwepemc cultural curriculum development. • TteS Council and staff attend City management meetings to present on cultural heritage protocols, Indian Residential Schools, and Rights and Title. • Planned quarterly meetings between City and TteS staff to review upcoming City projects. • City commits to collaborative watershed management plan. • Joint meeting of HR departments scheduled to promote City employment opportunities, joint training, resource-sharing. • City hosted cultural awareness training for local business association leaders (42 ppl). All attended and cost-shared. • City draped City Hall, Kamloops Indian Residential School, and TteS harbour in orange following discovery of The Missing. • City hosted Secwepemctsin lunch and learn session for City Council and staff led by TteS Language and Culture Department. • City included Secwepemctsin language course in Activity Guides. • City and TteS co-present Chamber of Commerce State of the City Address. • City met with local corporate HR team to learn about their Indigenous recruitment practices, with the intent to implement where possible. • City, TteS and SSN created an improved City recruitment process for Indigenous applicants to provide a culturally safe & welcoming space. City positions are shared on TteS website. • City staff participate on the Chamber of Commerce’s Equity, Diversity, and Inclusion (EDI) Task Force to support its work on advancing EDI within their own organization and their membership. • City staff are consistently asked for Indigenous relations guidance by the private and non-profit sectors and always lends their assistance. • City & TteS Business & Econ. Development Department meet monthly to share info on projects of mutual interest and look for areas to partner. • City lobbies BC Transit with TteS for improved service on Route 18 and shares bus stop infrastructure discounts. 	<p>Ongoing</p>
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