



WINNIPEG INDIGENOUS EXECUTIVE CIRCLE

URBAN INDIGENOUS COMMUNITY PLAN WINNIPEG

2022





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ACKNOWLEDGEMENTS



We acknowledge that we live and operate in Winnipeg, on Treaty One land – homeland of the Anishinaabe, Cree, Oji-Cree, Ojibway, Dakota, and Dene peoples, and in the heart of the Metis Nation.

We also respectfully acknowledge that our water is sourced from Shoal Lake #40 First Nation and we recognize the many Indigenous Nations who make up the urban Indigenous population of Winnipeg.

We also acknowledge the previous plans developed for our community. This work would not be possible without the planning done previously for the urban Indigenous community.



This initiative is possible with the contributions and leadership of Eagle Urban Transition Centre through the Assembly of Manitoba Chiefs and the Urban Indigenous Community Plan, Advisory Committee:

JARRED BAKER

— Eagle Urban Transition Centre

DIANE REDSKY

— Ma Mawi Wi Chi Itata Centre Inc.

DAWN SANDS

— North End Community Renewal Corporation

CRYSTAL LABORERO

— Laborero Consulting



We also thank all the members of the Winnipeg Indigenous Executive Circle that participated in the process through sharing information, providing their thoughts and perspectives and contributing to a plan that will provide a Vision of the Future for Indigenous people in Winnipeg.



INTRODUCTION

The Winnipeg Indigenous Executive Circle (WIEC) was established in 2014 by Indigenous Executive Directors from Indigenous-led organizations focused on restoring Indigenous systems of governance to work as a collaborative to advance the well-being of Indigenous Peoples in Winnipeg.

In 2017, WIEC developed the first phase of an urban Indigenous community plan which informed four (4) strength-based priority areas of focus and working groups:



HOUSING



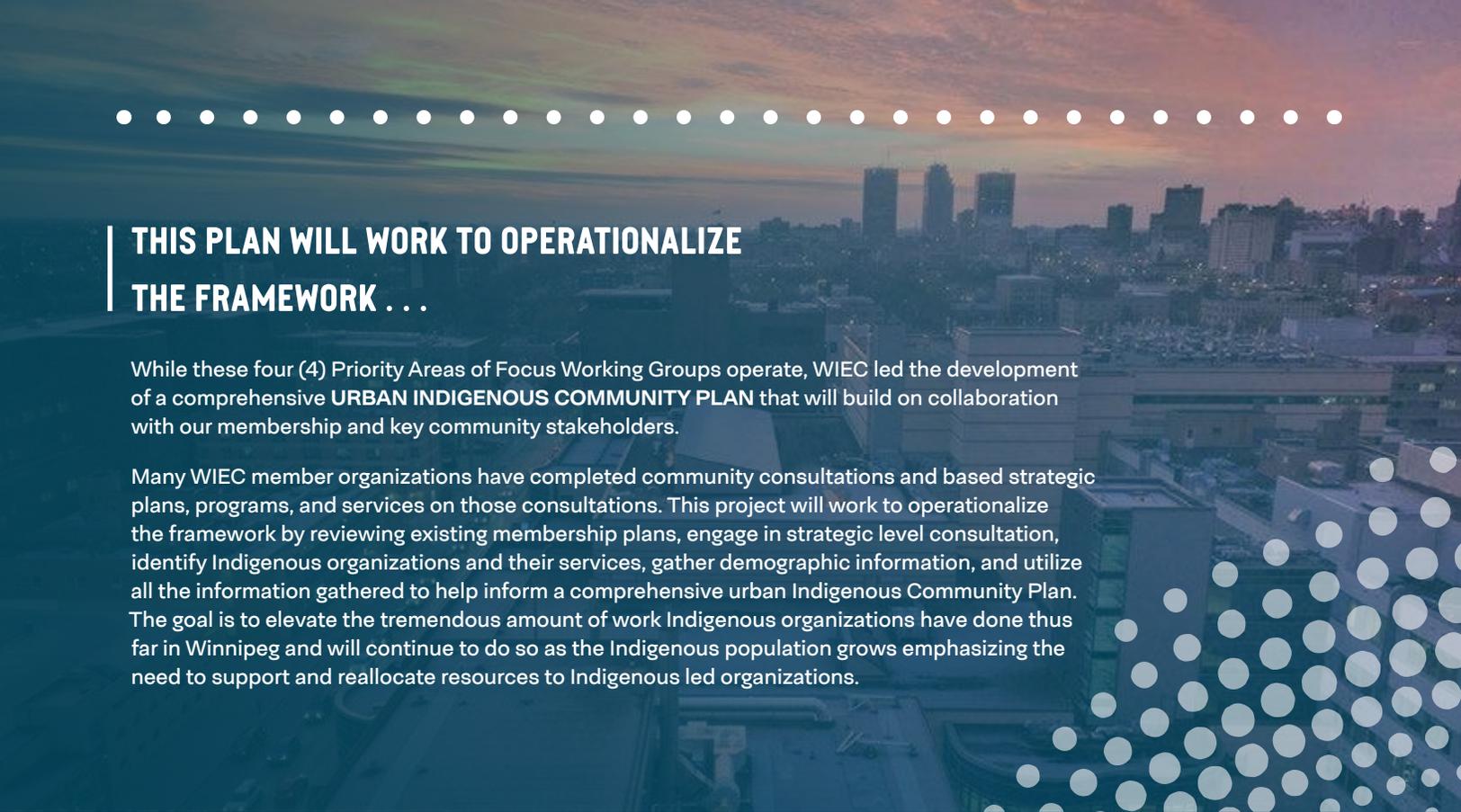
**STRENGTHENING
FAMILIES**



**HEALTH &
WELLNESS**



**EDUCATION
& TRAINING**



THIS PLAN WILL WORK TO OPERATIONALIZE
THE FRAMEWORK . . .

While these four (4) Priority Areas of Focus Working Groups operate, WIEC led the development of a comprehensive **URBAN INDIGENOUS COMMUNITY PLAN** that will build on collaboration with our membership and key community stakeholders.

Many WIEC member organizations have completed community consultations and based strategic plans, programs, and services on those consultations. This project will work to operationalize the framework by reviewing existing membership plans, engage in strategic level consultation, identify Indigenous organizations and their services, gather demographic information, and utilize all the information gathered to help inform a comprehensive urban Indigenous Community Plan. The goal is to elevate the tremendous amount of work Indigenous organizations have done thus far in Winnipeg and will continue to do so as the Indigenous population grows emphasizing the need to support and reallocate resources to Indigenous led organizations.

The intent of the Urban Indigenous Community Plan is to:

- **SHOWCASE** the power of the urban Indigenous community
- **PROVIDE** a mechanism and/or framework to operationalize a vision
- **CREATE** an opportunity to evolve and expand WIEC
- **INCREASE** capacity for Indigenous people and Indigenous organizations in Winnipeg
- **FACILITATE** discussions between and with Indigenous organizations about future services and programming
- **INFORM** organizations to avoid duplication of services and create programs that meet the needs of our people
- **ADVISE** and provide support to organizations
- **CREATE** additional opportunities to work in collaboration especially in areas of common interest
- **PLAN** ahead collectively to meet the needs of the community
- **CONNECT** with others regionally and nationally
- **REALLOCATE** much needed resources to Indigenous led organizations as they have the experience and expertise required to provide culturally appropriate responses.



PROMOTE POSITIVE DIALOGUE
AND RELATIONSHIP-BUILDING
TO ACHIEVE RECONCILIATION. . .

APPROACH

Our approach is aligned with WIEC's objectives:

- Draw upon the **SHARED PRIORITIES** of each member service organization's strategic and community plans to create a common vision;
- **ENGAGE** Winnipeg Indigenous and non-Indigenous communities;
- **PROMOTE** gender equality;
- **RESTORE** Indigenous governance systems, through reclamation of Indigenous ways of life;
- Through **SELF-DETERMINATION**, promote positive dialogue and relationship-building to achieve truth and reconciliation;
- Form **COLLABORATIVE PARTNERSHIPS** to restore Indigenous ways of being, to influence policy, and enhance resources and services to improve and increase positive outcomes for Indigenous Peoples in Winnipeg;
- Promote, strengthen, and advocate for resource equity and **SUSTAINABILITY** for urban Indigenous-led service organizations; and

- To **CO-DEVELOP** an action plan as set out all the rights of Indigenous Peoples as set out in the UN Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission of Canada's Calls to Action, leading to systemic change. This includes rights related to lands, territories, and resources.

In addition, our values are:

- **STRENGTH BASED APPROACH** We will focus on positive attributes / strength-based instead of deficits.
- WIEC **RESPECTS AND UNDERSTANDS** the important role each of its members and other key stake-holders/organizations play in serving community.
- Each organization has a **UNIQUE** and valuable place in the community and your relationship with individual community members is vital in that process. We respect your relationships.



THIS PROJECT USED A DIVERSITY OF METHODS TO LEARN, LISTEN AND GATHER INFORMATION...

METHODOLOGY

There is a deep understanding and respect for the many contributions WIEC members make in supporting each other, the community, and the lives of urban Indigenous people. We used a diversity of methods to learn, listen and gather information to inform the Urban Indigenous Community Plan. Exploring our community using these methods enabled us to identify key priorities, set goals and identify strategies required to achieve success.

1. MEMBERSHIP INTERVIEWS AND STRATEGIC PRIORITIES

The premise of the approach is the understanding that each WIEC member has done the planning work necessary for their organization. We continue to respect and value your work in the community and the members served.

2. NON-MEMBER PARTICIPATION

Participation from key organizations that are not yet WIEC members is extremely important to this process.

3. **SURVEY** WIEC members completed a survey that gathered vital organization information that demonstrates the scope of our collective strength, wisdom and opportunities of our community.

4. **RESEARCH** The research identified provided us with some context of who we are as organizations, where we are located and what kind of services are provided. The demographic and statistical information will demonstrate all the things we already know.

5. **CONSULTATIONS** One on one conversations/interviews were conducted to ensure individuals were able to share their views openly and honestly.





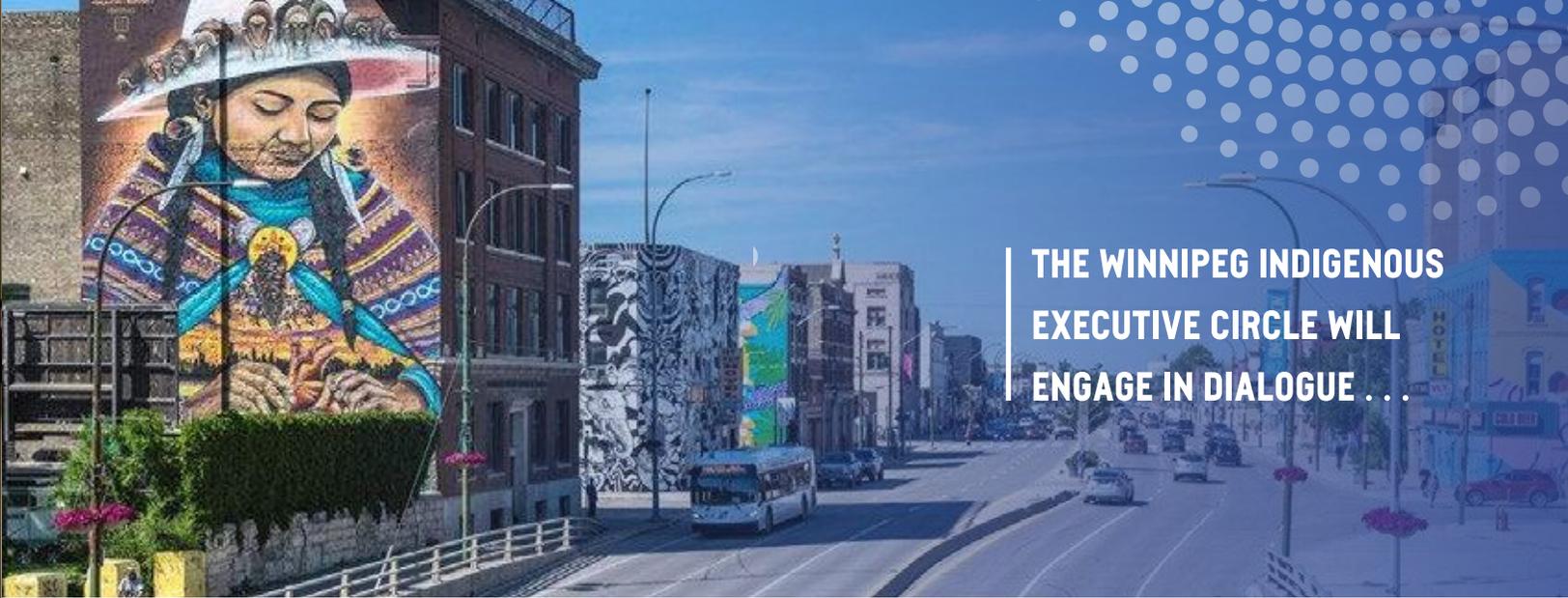
WINNIPEG INDIGENOUS EXECUTIVE CIRCLE



GOVERNANCE

The UN Declaration on the Rights of Indigenous Peoples (the UN Declaration) is the international framework for the realization of the human rights of Indigenous Peoples, including the right to self-determination. Effective implementation of the UN Declaration will result in significant improvements in the social, economic, cultural, political, civil and spiritual way of being of Indigenous Peoples. In this regard, the Winnipeg Indigenous Executive Circle will be guided by articles 3, 5 and 43.

The Truth and Reconciliation Calls to Action, issued in June 2015, will also guide the work of the Winnipeg Indigenous Executive Circle. These Calls to Action are aimed at promoting reconciliation of Indigenous Peoples, governments, churches and all sectors of society in Canada. The Calls to Action are aimed at promoting the rights of Indigenous Peoples and overcoming inequalities faced by Indigenous Peoples created by the imposition of the residential school system on Indigenous students and their families and facilitating healing for all involved.



THE WINNIPEG INDIGENOUS EXECUTIVE CIRCLE WILL ENGAGE IN DIALOGUE . . .

VISION

The Winnipeg Indigenous Executive Circle is a collaborative to advance the well-being of Indigenous Peoples in Winnipeg.

MANDATE

The Winnipeg Indigenous Executive Circle is comprised of Indigenous Executive Directors of Indigenous-led service organizations, focused on restoring Indigenous systems of governance. The Winnipeg Indigenous Executive Circle will engage in dialogue aimed at enhancing policies, service delivery and systems through a unified voice. This will lead to reclamation of Indigenous ways of life and guiding reconciliation, resulting in a society that is more responsive to the needs and perspectives of Indigenous Peoples in Winnipeg.

GOAL

Through strong sectoral representation and broad-based membership, the Winnipeg Indigenous Executive Circle will effectively lead on strategic priorities of Indigenous-led service organizations in Winnipeg and foster reconciliation throughout the community.

VALUES

WIEC is guided by the Seven Sacred Teachings. These are set out below, with a brief description of how they will be applied to its work:

- **LOVE**

Love guides our work to ensure the survival, dignity and well-being of Indigenous Peoples in Winnipeg.

- **TRUTH**

We will respectfully convey the truths of the urban Indigenous community, facilitating understanding and creating mutually beneficial relationships.

- **WISDOM**

We will draw on the wisdom of our people to guide our work

- **COURAGE**

We will take a leadership role in addressing key issues that prevent us from achieving reconciliation.

- **HUMILITY**

We commit to honouring our values and self-evaluating the ways we work to achieve our shared goals.

- **RESPECT**

We will operate in an inclusive manner, to ensure that the diverse voices of all Indigenous Peoples and individuals are heard.

- **HONESTY**

We will share the realities facing our Indigenous community, identifying necessary changes to ensure the survival, dignity and well-being of Indigenous Peoples.





THE INDIGENOUS COMMUNITY OF WINNIPEG

Manitoba is located in the traditional territories of the **CREE, DAKOTA, DENE, OJIBWAY** and **OJI-CREE FIRST NATIONS**, as well as the **MÉTIS** nation. According to Indigenous and Northern Affairs Canada, there are 63 First Nations in Manitoba, including six of the 20 largest bands in Canada. There are also five First Nations linguistic groups: Cree, Ojibway, Dakota, Ojibway-Cree and Dene. Winnipeg is also home to a growing Inuit community that migrate here from a number of areas of the far north.

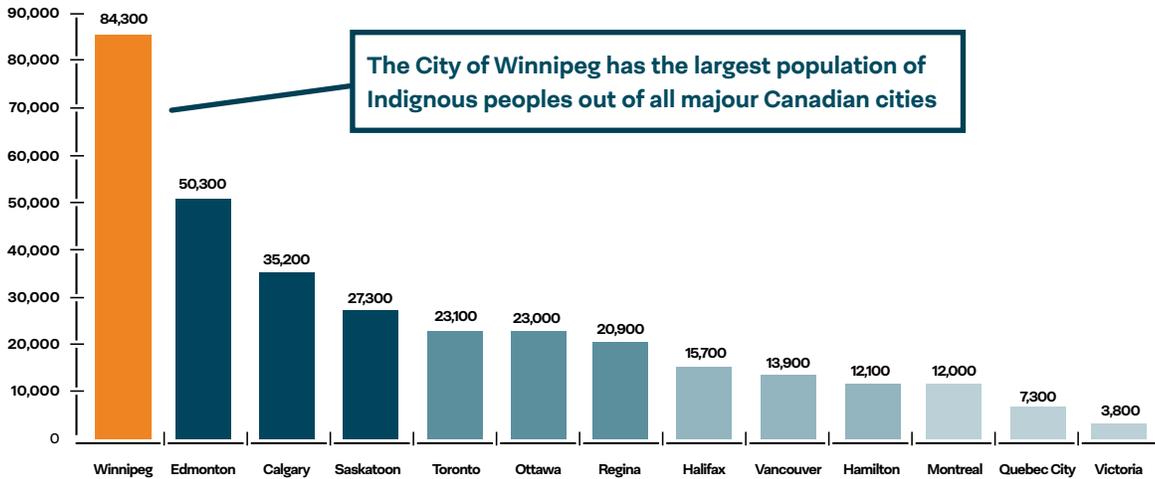
Winnipeg is located at the junction of the Red and Assiniboine Rivers which is often referred to as “the forks”. The name Winnipeg has its origin in the Cree language with “Win” meaning muddy and “nipee” meaning water and its location has always been a meeting place. As early as 4,000 B.C., the Forks was a stopping place where First Nation people camped, gathered provisions, and traded.

Winnipeg has the largest Indigenous population of any city in Canada. According to the 2016 Census, Indigenous people make up over **12%** of the total population of Winnipeg. Winnipeg is also unique as the birthplace of the Métis Nation and home of the largest Métis community in Canada, accounting for a majority of the city’s Indigenous population. Winnipeg is located in Treaty 1 territory. Indigenous people include First Nations, Metis, Inuit and non status people.

84,305 INDIGENOUS PEOPLES RESIDE IN THE CITY OF WINNIPEG, REPRESENTING 12.2% OF THE POPULATION

Source: Statistic Canada, 2016 Census of Population

NUMBER OF INDIGENOUS PEOPLES IN CITIES



The City of Winnipeg has the largest population of Indigenous peoples out of all major Canadian cities

SOURCE: Statistics Canada, 2016 Census of Population. Please note that some values might be rounded to the nearest hundreds for ease of presentation.

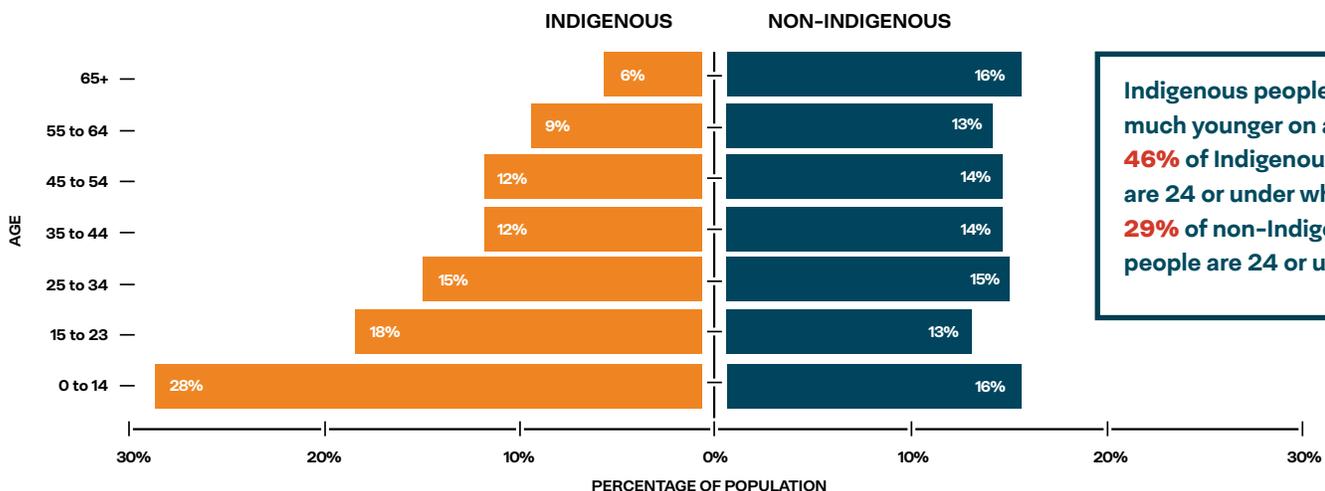
In Winnipeg, **54%** of Indigenous people identify as Métis, **44%** identify as First nations, and **2%** identify as multiple, Inuit, or other. **18%** of Manitobans identify as Indigenous and **38%** of Indigenous Manitobans reside in the City of Winnipeg.

The proportion of Indigenous Manitobans living in the City of Winnipeg has increased from **34%** of Indigenous Manitobans to **38%** of Indigenous Manitobans over the last 20 years indicating that the Indigenous population in Manitoba is becoming increasingly more urban over time.

The Indigenous community in Winnipeg is young and growing quickly. According to census data, Indigenous people in Winnipeg are much younger on average; **46%** of Indigenous people are 24 years of age or younger compared to **29%** of non-Indigenous people are 24 years or under.

THE INDIGENOUS POPULATION IN MANITOBA AND THE CITY OF WINNIPEG IS ONE OF THE FASTEST GROWING DEMOGRAPHICS

WINNIPEG POPULATION PYRAMID



Indigenous people are much younger on average; **46%** of Indigenous people are 24 or under while only **29%** of non-Indigenous people are 24 or under.

SOURCE: Statistics Canada, 2016 Census of Population.



Map created with data from City of Winnipeg and Census.

Indigenous people live in all neighbourhoods throughout Winnipeg as demonstrated here. However, there is a concentration of Indigenous people living in the **NORTH END** and **INNER CITY OF WINNIPEG**.

Temporary or permanent migration can be voluntary or involuntary, and there are many underlying reasons for the growth in the urban Indigenous population. The top reasons Indigenous people migrate to Winnipeg include;

- **Work**
- **Education**
- **Family**
- **Health**

In addition, Indigenous people may migrate to urban centres for reasons such as escaping violence or discrimination, for example the discrimination faced by **TWO-SPIRIT, LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER, QUESTIONING, INTERSEX and ASEXUAL (2SLGBTQQIA+)** people. It may also be due to a lack of services in communities, such as: housing, elder care homes, specialized medical services, women's shelters, supports for youth in care or child welfare programming. The size of the urban Indigenous population can also be partially attributed to government policies that severed connections to communities, including **the residential school system, the 60's scoop, discrimination in the Indian Act** and other disruptive policies and actions.

According to the Urban Aboriginal Peoples Study, Winnipeg, 2011;

THE TOP LIFE ASPIRATION FOR INDIGENOUS PEOPLES IN WINNIPEG IS A GOOD JOB OR CAREER.

This is more important to them than to urban Indigenous peoples in general. They also aspire to be well-educated, to successfully raise their families and to own their own homes.

FOR INDIGENOUS PEOPLES IN WINNIPEG, THE DEFINITION OF SUCCESS REVOLVES AROUND FAMILY AND FRIENDS.

Compared to UAPS participants in larger cities, they place greater importance on financial independence and home ownership, and less value on having a strong connection to their identity and living in traditional ways.

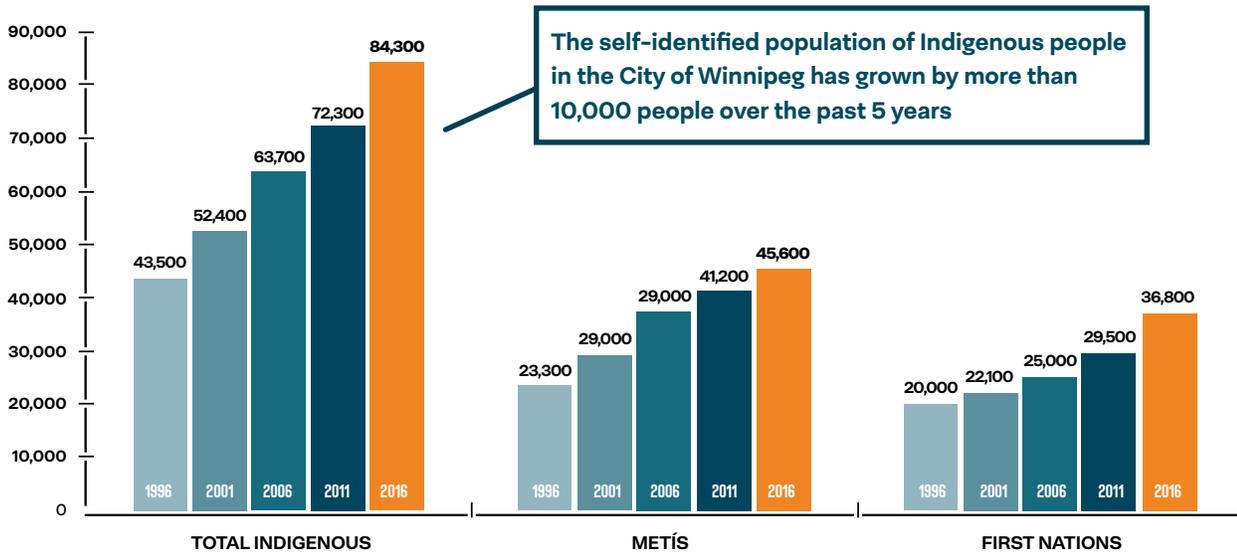
WINNIPEG'S INDIGENOUS PEOPLES ARE MOST LIKELY TO HOPE FOR A BETTER EDUCATION FOR THEIR DESCENDANTS.

They also hope to see their children and grandchildren financially secure and living in a world without racism and discrimination



WINNIPEG INDIGENOUS POPULATION OVER TIME

1996 to 2016



SOURCE: Statistics Canada, 2011 National Household Survey, Aboriginal Peoples based on identity for 1996, 2001, and 2006 Census, and Statistics Canada, 2016 Census of Population. Please note that some values might be rounded to the nearest hundreds for ease of presentation.

Over time the urban Indigenous population in Winnipeg has grown significantly almost doubling in 20 years. This kind of growth present challenges but also tremendous opportunities and strengths. These increasing demographics suggest other significant factors for the Indigenous community;

- ✓ **EDUCATION RATES** are increasing for both high school attainment and post-secondary
- ✓ **GROWING MIDDLE CLASS** – wealth accumulation
- ✓ **CONTRIBUTE TO THE LOCAL ECONOMY** – purchasing power, GDP
- ✓ **INCREASES IN HOME OWNERSHIP**
- ✓ **CONTRIBUTION** to the municipal, provincial and federal tax bases
- ✓ **INCREASES NEED** for community based, Indigenous led programs and services
- ✓ **PARTICIPATION IN EMPLOYMENT** is diversifying and increasing representation in the workforce



THE POWER OF INDIGENOUS-LED ORGANIZATIONS

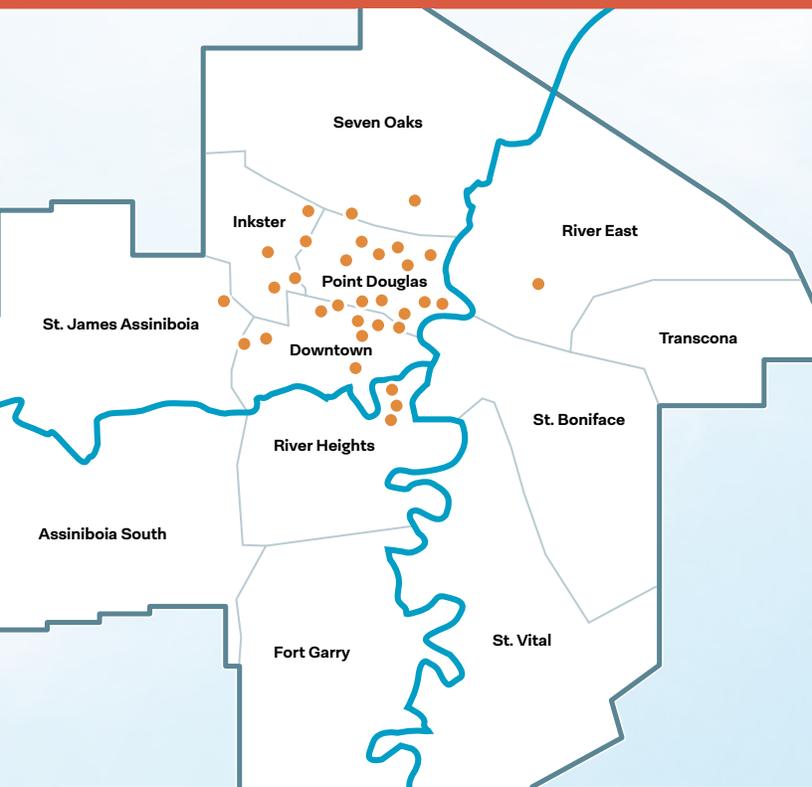
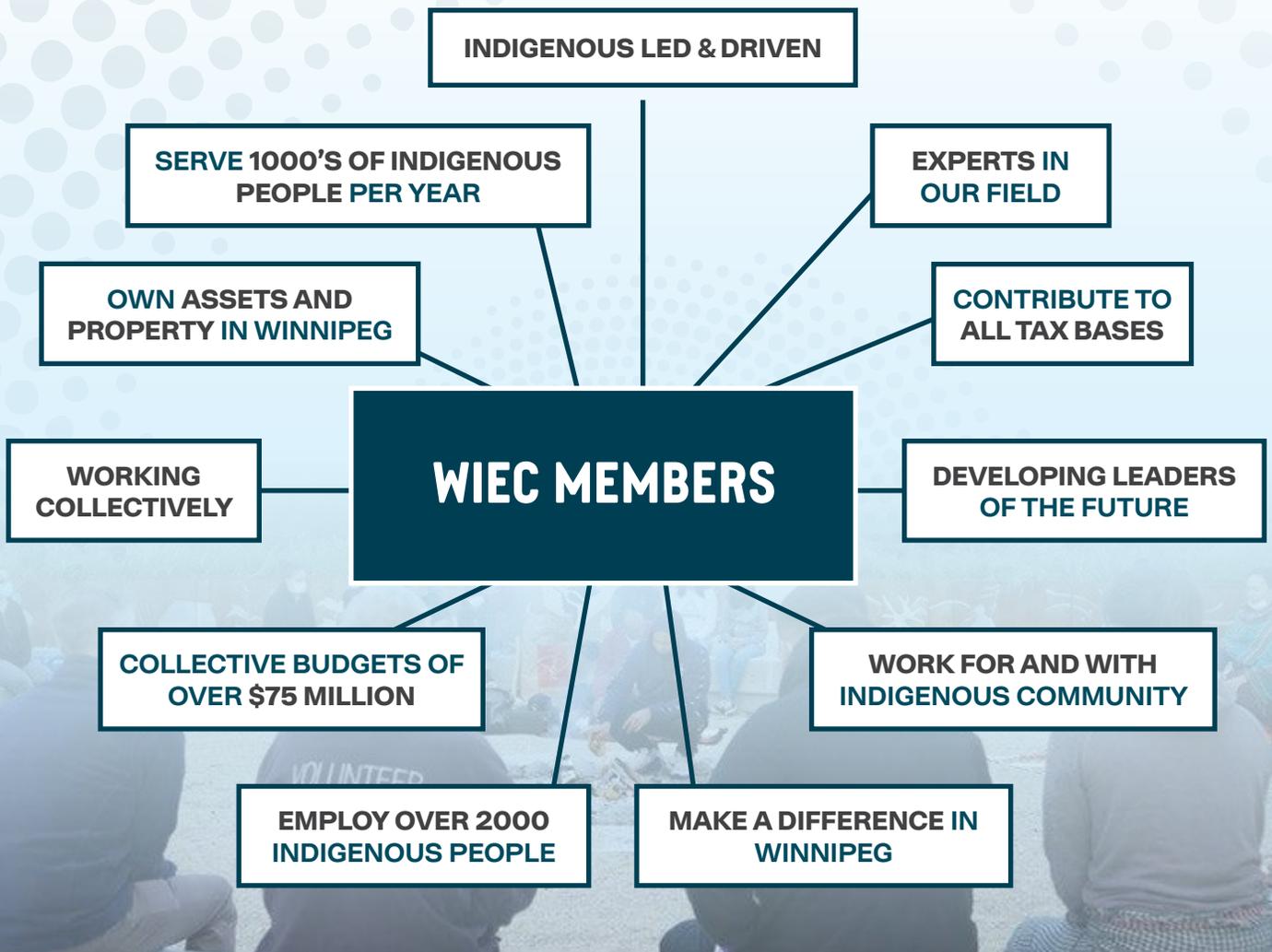
There is progress with respect to social conditions and the challenges Indigenous people face. However, the gaps that persist between the social and economic conditions of Indigenous people in Winnipeg compared to those of the general population continue to pose challenges. Areas of particular social concern include housing, employment, education, health, justice and family and cultural growth. Many communities, like Winnipeg, are implementing community-based strategies stressing the importance of history, governance, culture and healing; unique qualities and values; the link between self-government and economic development; and the role and importance of traditional economies.

As the urban Indigenous population increases so does the need for a variety of programs and services that support the community. Indigenous led and driven organizations are vital to implementing community-based strategies that will have positive impacts in the lives of Indigenous Winnipeggers. They know and understand the community in ways that provides for strong relationships, successful programs and services that meet people where they are at in their lives and are deeply rooted in Indigenous ways of being.

WIEC is a collective of Indigenous led and driven organizations that know the importance of working together while still maintaining their mandate to serve their members. They have come together to focus on common interests and have set a path forward with priorities in which to focus. They know and understand collective power, strengths and abilities. As demonstrated below WIEC members make significant contributions to the fabric of this city.

INDIGENOUS LED AND DRIVEN ORGANIZATIONS ARE VITAL TO IMPLEMENTING COMMUNITY-BASED STRATEGIES THAT WILL HAVE POSITIVE IMPACTS IN THE LIVES OF INDIGENOUS WINNIPEGGERS.





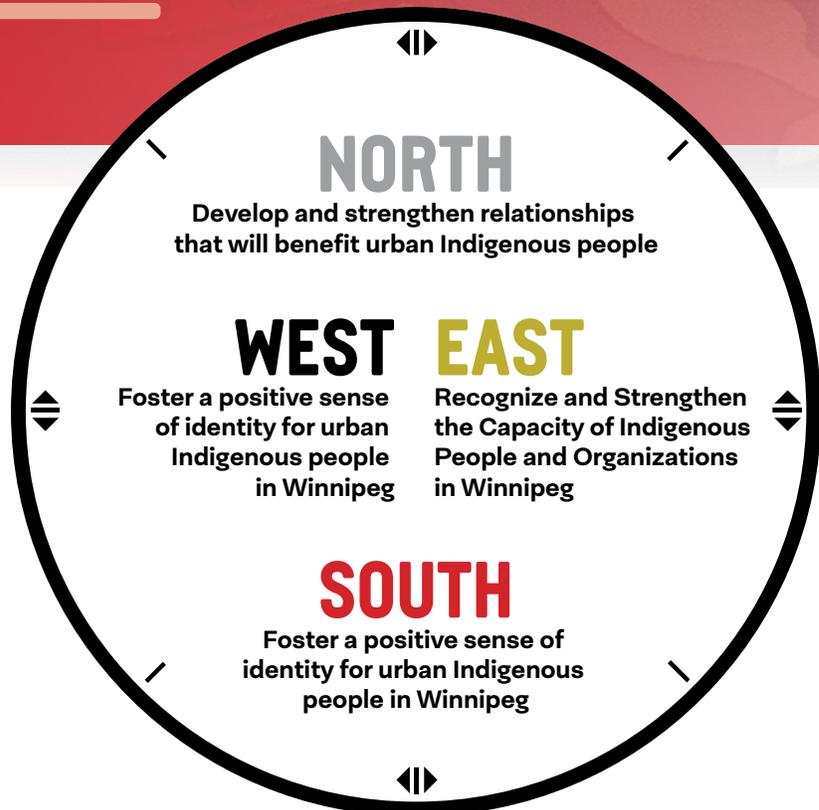
This map shows you where WIEC members are located in the City of Winnipeg.

WIEC members offer a variety of services and programs to thousands of Indigenous people in Winnipeg in areas such as housing, families, education, cultural, healing, employment, social supports, youth, justice, and overall well being. As the needs of Indigenous people become more complex so does the remedies to support them.



VISION FOR THE FUTURE:

FOUR STRATEGIC DIRECTIONS



NORTH:

DEVELOP AND STRENGTHEN RELATIONSHIPS THAT WILL BENEFIT URBAN INDIGENOUS PEOPLE.

WE ARE STRONGER TOGETHER

– Interconnection is at the heart of First Nations, Inuit and Metis worldviews and ways of knowing. Our beliefs indicate that we are all inter-connected and the core of who we are is based in our relationships.

The philosophy and practice of connecting through relationship can teach people a lot about relating to others and to themselves. This helps us to engage with others in holistic and meaningful ways that support health and well-being.

Relationships are cyclical, continuous and all encompassing rather than linear, separate and individualized. This means that everything is important to everything else, and that everything depends greatly on everything else. Relationships are important to the Indigenous community of Winnipeg. We need to maintain, build, and nurture our relationships.

CLAN INTERCONNECTED
 FRIENDS ALL MY RELATIONSHIPS
 GROUPS COALITIONS CIRCLE
 HOLISTIC COMMUNITY NETWORK
 CIRCLE RELATIONSHIPS TOGETHER
 HOLISTIC FAMILY HOLISTIC FRIENDS
 LINKS PARTNERSHIPS
 INTERCONNECTED CONNECTIONS
 GROUPS FRIENDS ASSOCIATIONS
 ALLIANCES TOGETHER
 COMMUNITY

✓ **Relationships**
 ✓ **Partnerships**
 ✓ **Alliances**
 ✓ **Connections**
 ✓ **Networks**

STRATEGIC ACTION:

1. **Strengthen the relationship with the City of Winnipeg** including other provincial, federal and Indigenous governments and **create more partnerships and alliances between Indigenous and non-Indigenous people and organizations.**
2. **Increase opportunities for Indigenous organizations** to come together over common issues.
3. **Enhance relationships with government systems** that impact our community.
4. **Create resources that inter-connect organizations** and is easily accessible for community members to navigate.
5. **Establish a sense of urgency around supporting Indigenous business and service providers** - Indigenous supporting Indigenous.
6. **Develop a network in which people and organizations can reach out to each other** to share, learn, and grow.



EAST:

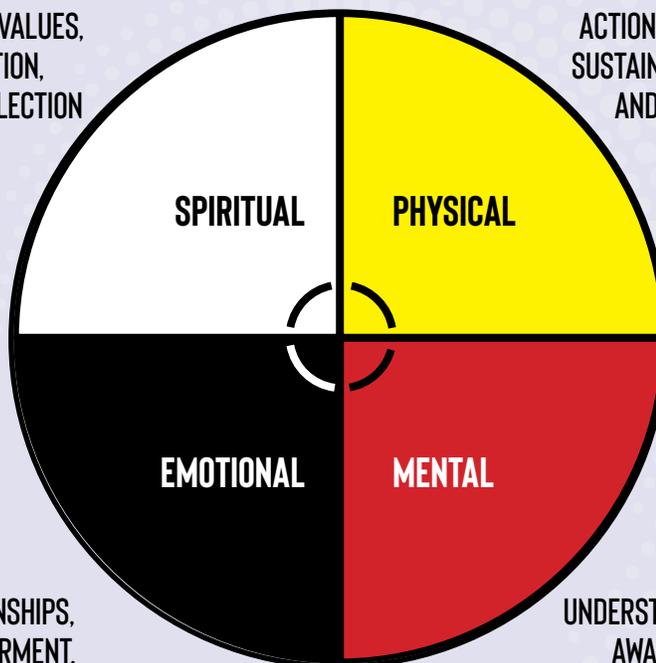
RECOGNIZE AND STRENGTHEN THE CAPACITY OF INDIGENOUS PEOPLE AND ORGANIZATIONS IN WINNIPEG.

COLLECTIVELY BUILDING CAPACITY

Capacity building describes processes and activities that boost individual and community potential. A comprehensive approach to capacity building nurtures quality and growth in all aspects of life and community development: **spiritual, physical, mental, and emotional.**

In this way, capacity building recognizes the strengths and gifts of the Indigenous community and helps strengthen the ability of individuals and organizations in order to develop creative solutions that address community issues.

DIGNITY, VALUES, CONNECTION, AND REFLECTION



ACTION, SKILLS, SUSTAINABILITY, AND HEALTH

RELATIONSHIPS, EMPOWERMENT, COOPERATION, AND EFFORT

UNDERSTANDING, AWARENESS, PERSPECTIVE, AND LEADERSHIP

STRATEGIC ACTIONS:

1. Develop and Implement **programs and services** that meet the needs of urban Indigenous people.
2. Create **mentorship and leadership opportunities** that support emerging leaders to develop and grow.
3. Develop a **mechanism to recognize and celebrate** the significant contributions of urban Indigenous people.
4. Collaborate on the **development of training for sector specific skills and abilities** to increase capacity of individuals and organizations.
5. Create **opportunities for shared services and resources** ie. Fundraising, HR, Evaluation, etc.
6. Strengthen WIEC **infrastructure, operations, and coordination.**

SOUTH:

AMPLIFY THE VOICES OF THE INDIGENOUS PEOPLE AND COMMUNITY IN WINNIPEG.

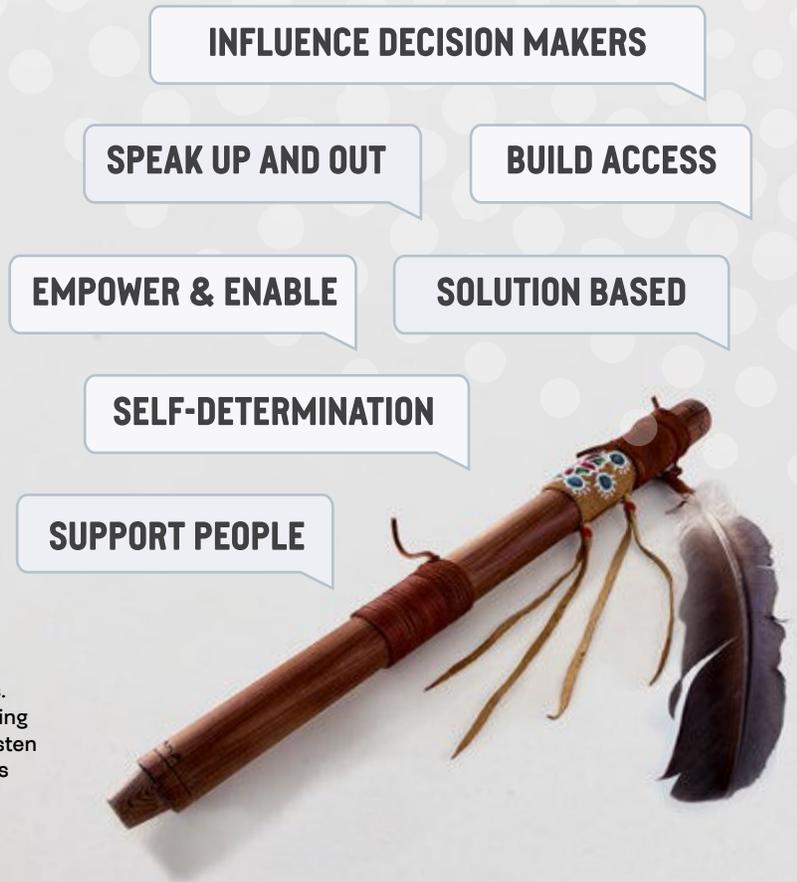
AMPLIFYING OUR VOICE

– In every community there are issues that are larger than the individual. Speaking up and out operates at an individual level, with organizations and at a governmental level. The main purpose of advocacy is to bring about positive changes that are person-centred, and people driven. Using our voice is about enabling the urban Indigenous community both individuals and organizations to influence policies and programs that support our right to self-determination.

Amplifying our voice is about empowering and enabling the community to ensure they are heard and understood. Indigenous people are the experts on Indigenous issues and know and understand the solutions required for themselves. A collective voice allows us to amplify our strengths, advocate for resources, speak in unity, and drive change for our community.

Right: The Talking stick is used in a number of Indigenous cultures. When it's used in a gathering like a council, ceremonial or storytelling circle, only the person holding the stick may speak, while others listen without interrupting. When the person holding the talking stick has finished speaking, it is passed to the next person in the circle.

Source: Indigenous Corporate Training Inc. (ictinc.ca)



1. Develop **opportunities to advocate on common issues** and support urban Indigenous people to make choices that are important to them.
2. Advocate for **increased Indigenous resources and funding opportunities** then develop and implement a plan.
3. Implement a **collective communications strategy** to highlight and amplify achievements and successes in community.
4. Promote and support **investments in healing** to combat the impacts of colonization and colonial policies.
5. Develop **relationships and strategies** to focus on Distinction Based Right holders and the opportunities this presents to urban Indigenous people.

WEST:

FOSTER A POSITIVE SENSE OF IDENTITY FOR URBAN INDIGENOUS PEOPLE IN WINNIPEG.

CELEBRATING OUR IDENTITY

– Winnipeg is home to the largest urban Indigenous population in the country and our identity, sense of belonging, and connection to culture is vital. For Indigenous people culture is the essence of who we are, our belonging, where we come from and how we relate to one another. It is the foundation of traditions, customs, values, spirituality, ceremonies, language, ways of knowing and being, and connections to the land. Culture fills all aspects of life and is essential to the overall well-being of Indigenous communities and individuals.



National Indigenous Peoples Day Banner

We know that the urban Indigenous community is diverse, and we respect that diversity in all its forms. We all belong to some form of culture and identify in varying degrees. Our understanding of our own cultural identity begins at birth and is developed by the environment in which we grow up. It may be a loose affiliation or the guide that directs our daily activities. Whatever the connection, our cultural identity provides a sense of belonging and it is time to revitalize and reclaim our identity.

STRATEGIC ACTIONS:

1. Develop and implement **marketing/advertising campaigns** that inspire **positive and inspirational messages** for and about Indigenous People.
2. **Recognize the historical traumas and their impacts** on people and empower individuals to heal.
3. Create more **cultural and healing opportunities** for people that are accessible, affordable and **allow people to learn about culture, traditions and language.**
4. **Indigenize public spaces** through out the City of Winnipeg.
5. Develop and implement a **cultural competency training program** for Indigenous and non-Indigenous organizations.





MOVING FORWARD

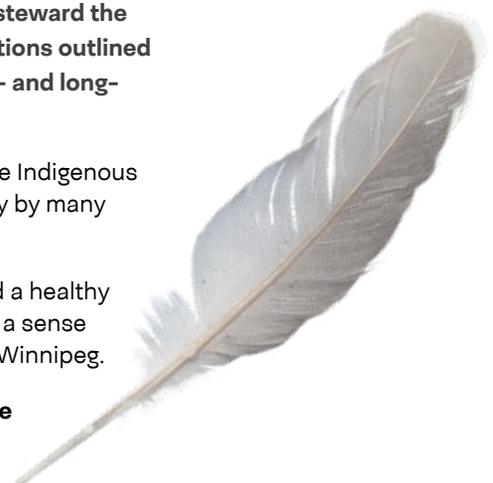


WIEC IS COMMITTED TO THE URBAN INDIGENOUS COMMUNITY PLAN and will steward the vision for the future for Indigenous people in Winnipeg. The goals and strategic actions outlined in this document offer workable approaches and solutions across short-, medium- and long-term timeframes and can enhance existing initiatives and/or build new solutions.

The plan acts as a comprehensive starting point for a collaborative response from the Indigenous community for the Indigenous community. It reflects the great work being done today by many Indigenous organizations and the need to unify in order to affect change.

Attached as Appendix A is a list of the investments urgently needed by WIEC to build a healthy future for all Indigenous peoples in Winnipeg. This evergreen list provides the reader a sense of the investment required to ensure a strong and thriving Indigenous community in Winnipeg.

We need to inform policy, build strong partnerships and drive funding to encourage greater involvement as we all work towards a greater Winnipeg.





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