

Memorandum



Government
of
Saskatchewan

From: Don McMorris
Minister of Government Relations
Minister Responsible for First Nations, Métis and
Northern Affairs

Date: May 16, 2024

Phone: 306-787-6100

To: Terry Dennis
Chair
Intergovernmental Affairs and Justice Committee

Fax: 306-787-0399

File:

Re: **Standing Committee on Intergovernmental Affairs and Justice - (April 22 and 29, 2024):
Follow-Up Information**

During the Ministry of Government Relations' appearance before the Standing Committee on Intergovernmental Affairs and Justice on April 22, 2024, I agreed to table the following items:

- a table of 2024-25 budgeted funding for First Nation and Métis organizations and
- a table of actions the province has taken for the Truth and Reconciliation Commission's Calls to Action that are relevant to the province.

Additional information on First Nation and Métis organization funding and the Truth and Reconciliation Commission's Calls to Actions are attached as Appendices A and B, respectively.

A handwritten signature in blue ink, appearing to read 'D. McMorris'.

Don McMorris

cc: Jeff Markewich, A/Deputy Minister of Government Relations and
A/Deputy Minister of First Nations, Métis and Northern Affairs
Sheldon Green, Assistant Deputy Minister, Government Relations
Giselle Marcotte, Assistant Deputy Minister, Government Relations
Heather Evans, Executive Director, Government Relations

Enclosures

First Nations and Métis Funding 2024-25

The 2024-25 Budget provides approximately \$255.2 million for targeted program funding primarily for First Nation and Métis organizations. This represents an increase of \$6.1 million or 2.4 per cent. This funding excludes provincial expenditures that may be accessed by the general population which also provide benefits to First Nation and Métis people. This only captures funding from executive government. It does not include Crown corporations, school divisions, post-secondary institutions or the Saskatchewan Health Authority.

Description	2023-24 Budget (\$M)	2024-25 Budget (\$M)
Advanced Education		
Estimate of Funding Targeted to First Nations and Métis Initiatives and Institutions	19.3	19.8
Corrections, Policing and Public Safety		
First Nations On-Reserve Policing and Enhanced Policing	20.0	21.6
Education		
Indigenous Outcomes	5.1	5.1
First Nations and Métis Achievement Fund	3.8	3.8
Junior Achievement of Saskatchewan	0.2	0.2
Government Relations		
Gaming Agreement Payments	92.4	91.2
Missing and Murdered Indigenous Women and Girls+ Community Response Fund	0.4	0.8
First Nations and Métis Partnership Projects and Sponsorships	0.4	0.4
First Nations and Métis Consultation Participation Fund	0.4	1.0
Treaty Land Entitlements	0.3	0.3
Health		
Métis Addictions Council of Saskatchewan Inc.	3.4	3.5
Valley Hill Youth Treatment Centre	2.1	2.2
Highways		
First Nations Apprenticeship	0.6	0.6
Immigration and Career Training		
Estimate of Funding Targeted to First Nations and Métis Programs, Partnerships, Initiatives and Institutes to Increase Indigenous Participation in the Workforce	25.4	27.6
Justice and Attorney General		
Community Justice Alternative Measures Program	4.2	4.3
Community-Based Organizations	2.7	2.8
Northern Victims Services	1.7	1.8

Appendix A

Interpersonal Violence and Abuse Programs, Transition Houses and Northern Transportation	1.3	1.3
Aboriginal Resource Officer Program	0.6	0.6
Aboriginal Family Violence Initiatives	0.6	0.6
Aboriginal Crime Prevention Initiatives	0.4	0.4
Aboriginal Court worker Program (includes federal contribution)	1.3	1.3
Parks, Culture and Sport		
Wanuskewin Heritage Park	0.6	0.6
Social Services		
First Nations or Métis Residential Services	32.0	31.0
First Nations or Métis Preventative Supports	17.9	20.1
First Nations Case Management Payments Programs	3.6	3.7
First Nations Provided Service Delivery	2.2	2.0
First Nations Group Homes	1.8	1.9
Family Finders Program	1.8	1.9
First Nations or Métis Provincial Coordination	0.6	0.8
Trade and Export Development		
First Nations Resource Agreements	1.5	1.5
Sask Indigenous Investment Finance Corporation (operating budget)	0.5	0.5
TOTAL EXECUTIVE GOVERNMENT	249.1	255.2

Advanced Education

- \$0.5M increase for institutions under the multi-year funding agreement including Dumont Technical Institute (DTI), Saskatchewan Indian Institute of Technologies (SIIT), and the First Nations University of Canada.

Corrections, Policing and Public Safety

- \$1.60M increase to for the First Nations Community Safety Officer Pilot program, RCMP First Nations Policing Program Contractual Agreement and, the First Nations Community Policing Service Community Consultative Groups.

Government Relations

- \$1.2M decrease for Gaming Agreement payments reflects forecasted casino net profits.
- \$400K increase for Missing and Murder Indigenous Women and Girls+ Community Response Fund reflects matched funding from the federal government through Women and Gender Equality Canada over four years, ending in 2026-27.
- \$600K increase for the First Nations and Métis Consultation Participation Fund reflects actual utilization of the fund over the past several years.

Health

- \$2.00M increase mainly due to an increase to the community-based organization funding.

Immigration and Career Training

- \$2.20M increase due to additional contracts being awarded to First Nations and Métis organizations through the routine contract renewal process.

Appendix A

Justice and Attorney General

- \$300K increase for the First Nations and Métis community-based organization funding.

Social Services

- \$1.50M increase mostly due to third-party service provider cost increases, changes in Indigenous Board member composition, and reduction of service providers on a contract basis.

Truth and Reconciliation Commission (TRC) - Calls to Action Directed at Provinces

Saskatchewan Actions Taken – Spring-2024

Note: This public list is limited to 30 out of the total 34 Calls to Action directed at provinces, plus 17 additional Calls to Action of interest to Saskatchewan but not directed at provinces. Key new and updated reporting is also included and is identified with [blue text](#).

Child Welfare (#1-5)	
<p>1. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care.</p> <p>Monitoring and assessing neglect investigations.</p> <p>Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.</p> <p>Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.</p> <p>Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.</p> <p>Requiring that all child-welfare decision-makers consider the impact of the residential</p>	<p>In November 2022, the Government of Saskatchewan introduced <i>The Child and Family Services Amendment Act 2022</i> (CFSA) to improve child welfare services for the children, youth and families we serve. Part of the proposed changes include strengthening language in the act to enhance family, community and cultural connections for children and youth. The best interests of the child are embedded throughout all the proposed amendments, including updates to the act’s ‘best interests of the child’ provision to recognize the unique cultural aspects of Indigenous children, and requires preservation of the child’s Indigenous identity, experience, and connections in case planning. Additional factors also include the importance of placement within the child’s extended family or community as the preferred environment for the care and upbringing of the child, and the importance of involving the Indigenous group, community or people to which the child belongs planning with respect to Indigenous children and families.</p> <p>The proposed legislation also clarifies several aspects related to working with Indigenous children and families, including broadening information-sharing to Indigenous Governing Bodies ensuring greater access to personal historical information and expanding notice to First Nations Child and Family Services agencies at various stages of planning. This will embed the significance of family, community and culturally based care and inclusion within planning with Indigenous children. As of April 2023, two new sections and two new definitions in the CFSA are in force. This includes the definitions, Indigenous and Indigenous governing body and the new sections of the CFSA clarifies that an Indigenous Governing Body (IGB) is included as an authority with whom the Minister may enter an arrangement to transfer custody of a child in care as they assert jurisdiction over child welfare. The remaining regulatory and policy work is currently underway with a potential enactment by Summer 2024.</p> <p>The Ministry of Social Services is a member of the Ministers Responsible for Social Services Forum (MRSS), which brings federal, provincial and territorial governments together to collectively work on issues related to social services across Canada. As part of the MRSS, the Indigenous Children and Youth in Care (ICYC) working group was formed to support the MRSS agenda of reducing the number of Indigenous children in care.</p>

<p>school experience on children and their caregivers.</p>	<p>In 2022, the Government of Saskatchewan website was updated to include Indigenous Child Welfare Services and Supports. The web site includes links to federal legislation and/or updated information regarding Indigenous Governing Bodies in Saskatchewan with completed Coordination Agreements.</p> <p>In 2021-2022, Awasisak Awi Pekiwehwak (The Children Are Coming Home program) was launched. The program focuses on connecting Indigenous children in short-term community-based homes to family-based care. Awasisak Awi Pekiwehwak aims to reduce the number of Indigenous children living in group care by building relationships between children and their extended families, home communities, Elders and Chief and Councils through ceremonies and cultural practices. To support this work, First Nations Consultants bridge relationships and work with the ministry when an extended family caregiver is identified. Awasisak Awi Pekiwehwak will identify and develop specific family-based care and community options for children using the order of priority outlined in <i>An Act respecting First Nations, Inuit and Métis children, youth and families</i>. Through collaboration with Indigenous Governing Bodies, First Nations, and Indigenous Child and Family Services (ICFS) Agencies and in the spirit of reconciliation, the Transition Program will facilitate connection and reunification between children, their birth family and extended family, home communities and culture. This will be done by focusing on introducing the child to their community and the community to the child. Community leaders and elders will guide how this works best in each situation.</p> <p>The first Coordination Agreement in Canada was signed on July 6, 2021, with Chief Delorme of Cowessess First Nation (SK), Premier Moe (SK) and Prime Minister Trudeau. The Coordination Agreement supports the transition of an Indigenous Governing Body (Cowessess) exercising jurisdiction over their members on and off reserve regarding Child and Family Services. The ministry continues to work collaboratively with Cowessess' Chief Red Bear Children's Lodge (CRBCL) to fulfill the objectives of the Coordination Agreement lead by CRBCL/Cowessess.</p> <p>Since this time, two other Indigenous Governing Bodies have requested that the Minister and the government enter into Coordination Agreements. In February 2023, Coordination Agreement conversations began with Okanese First Nation and in October 2023, Muskeg Lake First Nation held their kickoff meeting to begin the process to enter a Coordination Agreement.</p> <p>Birth alerts were terminated effective February 1, 2021, and additional investments have occurred to support outreach and coordination support services for at-risk expectant mothers/parents.</p>
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	<p>In 2021, new CFP Indigenous cultural planning policies and a cultural planning template were implemented. The new cultural planning policies reflect a culturally relevant and responsive child welfare approach that maintain a child’s connection with family, community and culture.</p> <p>The Cultural Case Planning Policy and Practice Framework demonstrates acknowledgement and respect for the significance of culture in the lives of children and families by ensuring:</p> <ul style="list-style-type: none"> • Child welfare practices reflect the whole child and their needs, maintain meaningful connections and support a healthy identity for Indigenous children; • Ministry policies and practices outline standards and procedures which support and connect a child’s inherent right to their cultural identity, family and community; • Cultural and family connections are identified and supported starting as early as screening and investigations and throughout the case continuum; • Children, families and caregivers receive culturally relevant supports, services and access to resources; • Cultural planning and connections are initiated and maintained throughout the child’s involvement across the case continuum, including child placement with a person of sufficient interest (PSI) or adoptive family; • Ministry staff have an awareness and understanding of the impact and legacy of colonialization, residential school experience and the 60s Scoop on children, families and caregivers today; • As part of the ongoing efforts of reconciliation, ministry staff and leadership across program areas gain cultural competence, build respectful relationships with families and stakeholders; and, • Strengthening CFP’s cultural planning policies and practices is in keeping with the Indigenous Inclusion Strategy’s 5 Pillars. <p>In August 2021, a new policy called Indigenous Registration: Identity and Belonging was implemented to initiate the registration process when an Indigenous child/youth is placed in care. The process supports early identification of Indigenous status and determination of eligibility to register children for Treaty status, Métis Citizenship or eligibility as a beneficiary to either of the four Inuit land claims, as may be applicable. This registration process ensures the inherent rights of Indigenous children are respected and protected, that children are aware of and have access to the services and support that may be available through their respective Band, FNCFS Agency or an Indigenous Governing Body, and will help children/youth to ensure they have access to, and remain connected to culture, family and community beyond involvement with the ministry.</p> <p>To further support registration, a provincial body was created to oversee all Indigenous applications, questions and inquiries regarding registrations. The new process and the upgrades to the ministry’s</p>
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	<p>electronic case management system, will improve ability to have accurate statistics regarding the number of Indigenous children being registered each year and the number of applications being submitted, accepted or rejected.</p> <p>Approximately 60 per cent of the children in care in Saskatchewan are placed with extended family, and the majority of these caregivers are Indigenous. Where Children need to be placed in care, efforts are made to keep children with extended family and/or within their community. The ministry is focused on identifying, approving, and supporting extended family caregivers for children in care. The ministry has dedicated resources doing this work. In Spring 2023, the ministry strengthened extended family caregiver policies and translated a Person of Sufficient Interest (PSI) brochure into Cree and Dene to assist in information-sharing about the program and the available support offered to families. The ministry also funds the Family Finders program which is delivered by First Nation Child and Family Services agencies for the purpose of finding families for First Nations children in care of the Ministry of Social Services and to support cultural and community connections.</p> <p>In 2021, Indigenous Cultural Teachings, (two days), was developed and delivered to all CFP staff. This course will be a regular offering to staff. It is recognized by CFP that Indigenous children and families have the right to live, experience and fully participate in their cultural community, traditional practices, values, and beliefs. The Indigenous Cultural Teaching sessions will support staff to work with a lens of cultural competence and build upon best practice, as we move forward in planning together within all program divisions of Social Services.</p> <p>In 2017-2018, all Child and Family Program (CFP) Ministry of Social Services staff CFP including mid to senior-level leadership positions, began to receive Truth and Reconciliation Commission of Canada Calls to Action training delivered by First Nation trainers. TRC training is ongoing for all CFP staff. The training and policies support a culturally informed and responsive child welfare approach that maintain an Indigenous child's connection with family, community and culture.</p> <p>In 2017, Ministry of Social Services, Child and Family Programs implemented Integrated Practice Strategies, a strengthened, family-focused practice model that emphasizes family engagement in needs identification and case planning and improves safety planning so children can safely remain in parental care or reunify with their families as soon as possible, with emphasis on cultural connections for all children.</p> <p>Priority outcomes are to maintain children safely at home, reduce the time children spend in out-of-home care, and strengthen families to reduce their need for child welfare services. Working with families reflects</p>
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	<p>collaboration with First Nations Child and Family Service Agencies and is informed by the guiding principles of the Touchstones of Hope, which focusses on Indigenous child welfare reconciliation. Parents are viewed as partners in maintaining their children’s safety. The model supports families’ access to culturally relevant services that build on self-identified strengths, needs and resources.</p> <p>Most Ministry of Social Services offices across the province work with First Nation and Métis Elders to support and guide staff in cultural awareness, Truth and Reconciliation, cultural supports, and learning more about traditional customs and traditions to better service children, families, and caregivers. In many locations, cultural spaces are available for the Elders to meet with staff and/or families to be able to smudge and to participate in cultural teaching and activities.</p> <p>A funding formula for First Nations agencies who care directly for children and support children in care of the Ministry of Social Services, has been re-tooled to address identified funding inequities. Ministry of Social Services continues to work in collaboration with First Nations Child and Family Services Agencies (FNCFS) to develop culturally relevant resources to provide care for children affiliated to their agencies allowing them to remain closer to their community and maintain their cultural identity. The ministry currently contracts with multiple agencies to provide care to Indigenous children. The ministry was awarded and opened another Supportive Family Living Program in Lloydminster. The ministry is in the final stages of a procurement process to open another Supportive Family Living Program in Lloydminster. This type of intensive family programming allows families to access 24-hour supports while safely caring for their children. The development of this new resource will also include the delivery of culturally based programming to families that is in keeping with their local traditions and customs.</p> <p>In 2018, an Extended Family Caregiver review team was implemented, to allow the ministry, FNCFS agency members, Elders, Talking Circle Facilitators, Mobile Crisis Services, and the extended family applicants to participate in information sharing and decision-making. Intended outcomes are to bolster family exploration and related assessments for purposes of cultural connections, placement with family, and utilization of the natural support system of the family.</p> <p>Saskatchewan’s Counsel for Children program was implemented in 2014. Legal counsel may be appointed to represent a child in all matters related to child protection. Referrals to the Counsel for Children are made by the courts, the Ministry of Social Services, First Nations Child and Family Service Agencies, family members, the Children’s Advocate Office and other persons in the community.</p>
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	<p>Justice funds six Aboriginal Family Courtworkers in Regina, Saskatoon, Prince Albert, North Battleford, Yorkton, and Fort Qu’Appelle. The Family Courtworkers help ensure that Aboriginal families receive fair, timely, reliable, and culturally appropriate assistance in child protection matters. An evaluation indicated that the Family Courtworkers help Aboriginal families access legal counsel; link families to services that could address the concerns of child protection authorities; help resolve matters earlier; and improve the lines of communication between Aboriginal families, Crown Counsel, Legal Aid, and Social Services. It also increased the number of Aboriginal people who accessed legal counsel for their family law matter.</p> <p>In November 2022, the Government of Saskatchewan introduced <i>The Child and Family Services Amendment Act, 2022</i> to improve child welfare services for the children, youth and families we serve. Part of the proposed changes include, strengthening language in the act to enhance family, community and cultural connections for children and youth. The best interests of the child are embedded throughout all the proposed amendments, including updates to the act’s ‘best interests of the child’ provision to recognize the unique cultural aspects of Indigenous children, and requires preservation of the child’s Indigenous identity, experience, and connections in case planning. The proposed legislation also clarifies several aspects related to working with Indigenous children and families, including broadening information-sharing to Indigenous Governing Bodies ensuring greater access to personal historical information and expanding notice to First Nations Child and Family Services agencies at various stages of planning. This will embed the significance of family, community and culturally based care and inclusion within planning with Indigenous children.</p> <p>The Ministry of Social Services is a member of the ministers responsible for Social Services Forum (MRSS), which brings federal, provincial and territorial governments together to collectively work on issues related to social services across Canada. As part of the MRSS, the Indigenous Children and Youth in Care (ICYC) working group was formed to support the MRSS agenda of reducing the number of Indigenous children in care.</p> <p>In 2013, in response to the Child Welfare Review Panel the introduction of the Flexible Response Model began in Saskatoon to develop a more comprehensive practice model for child welfare in Saskatchewan. The Ministry of Social Services participates in the Touchstones of Hope which is foundational to Flexible Response. It guides a reconciliation process between the ministry, First Nations, and Métis peoples.</p>
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	<p>Advanced Education</p> <p>The First Nations University of Canada (FNUniv) provides certificate and degree programs through its School of Indigenous Social Work. Its mission is to provide social work knowledge and develop skills founded upon First Nations culture, values and philosophy and to enhance the strengths of First Nations individuals, families, groups and communities; supporting self-determination. Indigenous Social Work offers culture camps through their programs as well as courses with significant cultural content.</p> <p>Cumberland College Bachelor of Social Work students take Indigenous Social Work 377 – <i>Introduction to Traditional Self-Healing</i>.</p> <p>Since 2013, the University of Regina, Faculty of Arts has required all students to complete a course on Indigenous-centered studies. The Faculty of Social Work has similar course requirements of Indigenous studies.</p>
<p>2. We call upon the federal government, in collaboration with the provinces and territories, to prepare and publish annual reports on the number of Aboriginal children who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventative and care services by child welfare agencies, and the effectiveness of various interventions.</p>	<p>In March 2021, the Ministers Responsible for Social Services (MRSS) forum Indigenous Children and Youth in Care (ICYC) working group produced a report on the current state of Indigenous child welfare in Canada. The report includes:</p> <ul style="list-style-type: none"> • The total number of children in care and total number of Indigenous children in care; • Reasons for child welfare involvement; • The number of Intakes and Investigations, • The number of Children Reunified • Children In Out-of-Home Care by Placement type and • Spending on prevention, at-risk families and extended family caregivers and foster families. <p>The ministry prioritizes family-based care as the best option for children and youth who cannot remain safely at home. Every effort is made to first place children with extended family, whenever possible, to help keep them connected to their family, culture and community. 74 percent of children in out-of-home care live in family-based care, with 58 percent living with extended family and 16 percent living in foster homes.</p> <p>The MRSS, through ICYC, will work in collaboration with the federal government and Indigenous organizations on future data reporting required under the federal <i>Act respecting First Nations, Inuit and Métis children, youth and families</i> to develop a federal data strategy.</p>

	<p>Federal legislation, <i>An Act respecting First Nations, Inuit, and Métis children, youth and families</i> (the Act) came into force on January 1, 2020.</p> <p>Social Services works closely with 19 First Nations Child and Family Services Agencies that deliver child protection services on-reserve, along with other First Nations and Métis communities, leaders, organizations and stakeholders.</p> <p>The Ministry of Social Services welcomes and look forward to the opportunity to participate in planning discussions with Indigenous groups, along with Indigenous Services Canada (ISC), to identify the best approach to effectively transition services from the province to Indigenous Governing Bodies (IGB) while ensuring the safety and well-being of children and families.</p>
<p>3. We call upon all levels of government to fully implement Jordan’s Principle.</p>	<p>Since 2016, the definition guiding the federal implementation of Jordan’s Principle has changed substantively due to numerous Canadian Human Rights Tribunal (CHRT) orders. These rulings increased both the scope of services offered under Jordan’s Principle and the categories of First Nation children that may be eligible for services.</p> <p>On December 16, 2021, the federal government confirmed its commitment to continue to fully fund Jordan’s Principle in the federal Minister mandate letter for Indigenous Services Canada (ISC) Minister Patty Hajdu.</p> <p>The Government of Saskatchewan continues to monitor Jordan’s Principle, including the federal government’s implementation and response to CHRT orders.</p> <p>Saskatchewan’s response to Jordan’s Principle is governed by an Assistant Deputy Minister (ADM) Working Group consisting of co-chairs from Government Relations and Social Services and ADMs from Health, Education and Intergovernmental Affairs.</p> <p>Income Assistance exempts funding provided by the Government of Canada through Jordan’s Principle from the calculation of income for the purposes of determining Saskatchewan Income Support (SIS) and Saskatchewan Assured Income for Disabilities (SAID) benefits.</p> <p>In addition, the Ministry of Social Services has exempted compensation payments for victims of Indian Residential Schools and Indian Day Schools as well as compensation payments related to the 60’s scoop for</p>

	<p>the purposes of determining eligibility for income assistance. This means that benefits would not be reduced for those receiving settlements and those with settlement funds do not need to consider those funds as financial assets when applying for financial assistance. This action supports the Provincial Poverty Reduction Strategy advisory group recommendation to respect the dignity of First Nations and Metis people by addressing the consequences of colonialism, residential schools and on-going racism.</p> <p>Also, effective November 22, 2023, per capita distribution payment (PCD) from a specific claim settlement agreement with the Government of Canada, within the meaning of the <i>Specific Claims Tribunal Act (Canada)</i> is exempt for SIS and SAID clients and applicants. From July 25 to November 22, 2023, PCDs resulting from specific claim settlements were exempted up to \$15,000 per member of the First Nation, per agreement. Before July 2023, each PCD payment was reviewed on a case-by-case basis.</p>
<p>5. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.</p>	<p>Social Services</p> <p>When developing and procuring services for families and children, CFP applies preference to organizations that take into consideration the TRC’s Call to Action to provide a culturally appropriate environment and demonstrate a practice that supports the cultural well-being of children and families.</p> <p>The Ministry of Social Services has made investments over the last four years to strengthen families and child safety through the Positive Parenting Program (“Triple P”) and intensive in-home supports, which has expanded across the province and can be accessed by 22 communities. In addition, two First Nations Agencies have been delivering this program since 2012.</p> <p>The ministry has expanded capacity within the group home continuum to help keep children in out-of-home placements close to their home communities, culture, and language, and make it easier to visit with family. The approach is preventive, strength-based and, with increased family engagement, demonstrates respect for family’s culture and overall cultural relevancy. An evaluation of the approach has demonstrated successful outcomes and is currently used in all service areas in the province.</p> <p>The Integrated Practice Strategies (IPS) and Flexible Response model focused on strengthening assessment and supports for extended family caregiver placements. Provincial working groups included participation from staff across the province, with some First Nations Child and Family Services agencies and Mobile Crisis Services to help shape the policy and training changes. Revised policies were piloted in 2018/2019 and incorporated into provincial policy in July 2020.</p>

	<p>In 2021, the ministry partnered with Saskatoon Tribal Council to develop a service model approach known as the First Contact Panel where Elders and other key members collaborate in the first stages of assessment and support planning for children and families.</p> <p>Saskatchewan has also piloted the “<i>Tradition of Caring</i>” program, a Parent Resources for Information, Development and Education (PRIDE) based educational and support program for extended family caregivers. Saskatchewan launched Touchstones of Hope, First Nations Child and Family Caring Society’s curriculum, to initiate child welfare reconciliation in Saskatchewan. Facilitators foster the guiding values of self-determination, culture and language, holistic approach, structural interventions and non-discrimination. Facilitators will work with all on-and off-reserve child welfare employees in the province. (See Call to Action 57 for more about training for Touchstones of Hope)</p> <p>Saskatchewan’s early years programming prioritizes enrollment of vulnerable children and families, many of whom are First Nations or Métis.</p> <p>Ministry of Social Services works with First Nations Child and Family Services Agency partners to provide off-reserve services by agreements with La Ronge Child and Family Services; Athabasca Denesuline Child and Family Services and Meadow Lake Tribal Council Child and Family Services.</p> <p>The Ministry of Social Services funds a number of Indigenous organizations to provide services to families in a culturally responsive manner. These services include supported family living programs, intensive in-home support, reunification support, traditional talking circles, Opikinawasowin (OPIK), parenting skills and substance use/abuse programming.</p> <p>Some examples of culturally responsive services include Prairie Spirit Connections, that offer a number of healing programs, access to ceremony and Elders & Knowledge keepers. The Eagle Heart Centre delivers family support through preventative services to promote healing and life skills development. Fox Valley Counselling Services provides Elder and Knowledge Keeper Services and talking circles as a culturally responsive approach to mediation and case planning, as well several intensive response and support services to families in crisis. Saskatoon Tribal Council Urban Services provides a range of traditional family-centered strategies to strengthen families’ parenting capacity; and Kanawayimik, which delivers parenting classes, cultural and wellness activities, and youth prevention programming.</p>
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	<p>Opikinawasowin (OPIK) is a traditional approach for engaging family/community supports and encouraging dialogue. It can be used in dealing with child protection issues, as an alternative to the family service court process, and is recognized as a resolution process by the Ministry of Justice. OPIK is operated as a circle by a group of Elders who review the cases in detail and make recommendations to the court. This process is culturally sensitive in nature and is more culturally appropriate than the traditional court process. OPIK is considered by the elders and ministry staff as a form of reconciliation.</p> <p>Central Urban Métis Federation Inc. (CUMFI) operates 33 supported family living suites in four locations under the Coming Home Program. In this program, children who are in care may be returned to their parent(s) under the supervision of staff in the program. There are four suites dedicated to providing an eight-day assessment and stabilization program (and sometimes up to 21 days) for high-risk mothers to allow for additional time to determine case plans and assess suitability for admission to Coming Home. Also, a Kookum’s program provides short-term respite for the families living in Coming Home. There is also a Family Emergency Placement suite for families whose children who are at risk of coming into care. They provide an Outreach program in the community for families who have graduated from the Coming Home program as well as a Visitation, Supervision and Transportation program that aids children in care with visiting their families.</p> <p>The Parents Reaching Employment program is delivered by a community stakeholder in Prince Albert and includes cultural awareness and traditional parenting workshops.</p> <p>KidsFirst provides prenatal, home visiting, mental health and addictions and community-based and early learning opportunities annually to approximately 1,700 vulnerable families in eight targeted communities. It has been successful in helping families build their own capacity to manage the challenges they face and improve the health and well-being of their children. The program actively works to incorporate Indigenous knowledge at decision making tables, utilizes Aboriginal community-based organizations to deliver its core home visiting and mental health and addiction services, and offers Elder and a Cultural Liaison to support families in their children’s learning and development. Since 2020, Kids First NORTH has been participating in a research study using a program developed with a foundation of Aboriginal knowledge and practices.</p> <p>Education</p> <p>Early Years Family Resource Centres have been implemented in sixteen communities including the Battlefords, Estevan, Humboldt, Ile a la Crosse, La Ronge, Meadow Lake, Moose Jaw, Nipawin,</p>
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	<p>Lloydminster, Prince Albert, Regina, Sandy Bay, Saskatoon, Swift Current, Weyburn and Yorkton. New centres are being developed in Kindersley, Martensville/Warman, Regina, Saskatoon and Tisdale.</p> <p>Early Years Family Resource Centres create an access point in the community where all families with young children can connect to a range of trusted early childhood programming, information, supports and referrals in a single location. The centres have been playing a valuable role in their communities. Parents report high satisfaction and support for the centres, citing reduced social isolation, improved parenting skills and knowledge, improved child development and increased family engagement as a result. Sites have been working to incorporate Indigenous cultural elements, so the space is welcoming to families, as well as through programs like “Through Kohkom’s Eyes”, an interactive exploration of Indigenous teachings through songs, rhymes, stories, music, food and other hands-on learning experiences. Indigenous community-based organizations are actively involved in the new centres.</p> <p>The Provincial Library and Literacy Office (PLLO) currently supports nine Family Literacy Hubs (FLHs) that encourage family literacy skill development in Saskatchewan. FLHs are designated service providers within a region that have expertise in family literacy and the capacity to play a central coordinating role. Core activities include community outreach, public awareness, and programs for children newborn to age six and their families. FLHs are offered \$5,000 to engage with Indigenous communities within their geographical region to support family literacy programming/services throughout the year.</p> <p>For Family Literacy Day 2023, with the theme of “Celebrate Your Heritage”, the Saskatchewan Literacy Network, FLHs and PLLO collaborated to offer a virtual livestream reading of <i>Li’l Shadd: A Story of Ujima</i> and <i>Ti-Shadd: L’Ujima au quotidien</i> by Miriam Korner and Alix Lwanga was offered in English/American Sign Language and French province-wide. A simplified version of the book was also developed for use in a storywalk™ format. The recording is available in the following link: https://saskliteracy.ca/shadd/. The book has been translated into Cree, and was published in 2024, permissions were received for a recorded reading at Wanuskewin Heritage Park.</p> <p>The 2023 Family Literacy Day celebrations builds on the highly successful January 27, 2022 event, with over 16,000 listeners, virtual livestream reading of the <i>When the Trees Crackle with Cold: A Cree Calendar PĪSIWASINAHIKAN</i> by Bernice Johnson-Laxdal and Miriam Körner. The recorded reading is still available. In addition to the provincial activities, FLHS coordinate other activities within their region.</p> <p>Three core trainings, mandatory for family literacy practitioners in the province, will be refreshed by December 2024 to support Indigenous languages acquisition and retention and to ensure programming</p>
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	<p>better reflects Indigenous ways of knowing and to equip practitioners in creating more inclusive and culturally relevant environments.</p>
<p>Education (#6-12; also under Education for Reconciliation 62-65, 86)</p>	
<p>12. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.</p>	<p><i>Saskatchewan’s Early Years Plan (EYP)</i>, released in May 2016, has a vision that “All children are safe, healthy and develop to their full potential in strong families and supportive communities.” It focuses on healthy beginnings, early learning, childcare, strong families and healthy children and community planning and alignment.</p> <p>In August 2021, the Ministry of Education signed on to the <i>Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement</i>. One of the key priorities within the action plan is to engage with First Nations and Métis early learning and child care organizations to develop a plan for a coordinated system that reflects Saskatchewan’s First Nations and Métis peoples. The Government of Saskatchewan is committed to continuing the spirit and intent of the EYP and is committed to improving early years’ programs and services and will collaborate with partners, including First Nations and Métis early learning and child care organizations, families and communities to implement the plan.</p> <p>The Ministry of Education engages and provides funding to two Indigenous post-secondary institutions for the development and delivery of culturally responsive early childhood educator professional learning and certification: Saskatchewan Indian Institute of Technology and Dumont Technical Institute.</p> <p>The government continued funding for 5,056 Prekindergarten (PreK) spaces in 316 programs for vulnerable three- and four-year-olds across the province. Prekindergarten programs target vulnerable populations of children, which tend to include a high proportion of Indigenous children, focuses on fostering social development and self-esteem, nurturing educational growth and school success, promoting language development and engaging families. Since 2008, government has more than doubled the number of Prekindergarten programs. The Ministry of Education works with the Whitecap Dakota First Nation, the Star Blanket Cree Nation (First Nations University of Canada) and Cowessess First Nation to support on-reserve childcare provided by these authorities. In June 2016, regulation amendments were adopted that allow the ministry to license childcare on-reserve through agreement with interested First Nations.</p> <p>The Ministry of Education works closely with First Nations childcare providers and Aboriginal Headstart to provide professional development and learning resources.</p>

	<p>Early Childhood Intervention Programs (ECIPs) are provided by a province-wide network to more than 1,250 children from birth to school age who experience developmental delays. Ten ECIP organizations also receive funding from the federal government to provide services for children living on-reserve experiencing developmental delays, and Saskatchewan is working with the federal government and ECIPs to plan and align service delivery.</p> <p>Help Me Tell My Story (HMTMS) is a Saskatchewan-created, holistic, interactive oral language assessment for PreK and Kindergarten students which is based on First Nations principles and foundational frameworks. The goals of the HMTMS project include improving our understanding of success for Saskatchewan First Nations and Métis early learners and promoting caregiver engagement as they become active participants in their child’s learning.</p> <p>HMTMS is an optional innovative, holistic, interactive tool for Prekindergarten and Kindergarten children’s oral language development and family engagement.</p> <p>One component of HMTMS is a series of four storybooks. These are available in print format as well as through an app for iOS or android devices. The app supports oral language in Cree, Dene, Michif, English and French. <i>Help Me Talk About Math</i> (HMTAM) is a Grade One math assessment which assesses students’ progress in meeting math curricular outcomes, including understanding mathematical processes.</p> <p>A program review conducted in spring of 2022 indicated that teachers did not value the Aski’s World Portal which was costly to maintain and support. Subsequently, it was decommissioned as of August 31, 2022.</p> <p>Elements most valued—the storybook app, math game and the two assessments—continue to be available on the Apple App Store and the Google Play Store and will remain so until they are end of life.</p> <p>As part of the <i>Canada/Saskatchewan Early Learning and Child Care Agreement</i>, the Ministry of Education provided one-day in-person workshops from April 2019 to March 2020. This Indigenous cultural awareness training opportunity was available in locations across the province for the early years sector, including childcare, Regional and Targeted KidsFirst, ECIP and others. This training enhanced understandings and awareness of Indigenous culture and history and the ability of the sector to respond to the needs of First Nations and Métis children. The training was very well received and appreciated by the early years sector. In total, 897 individuals from the early years sector attended the training.</p>
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	<p>1,295 new childcare centre spaces were allocated in 2017-18 and 2018-19, which included 90 spaces in Regina and 30 spaces in Saskatoon for the First Nations University of Canada. 5751 new child care centre spaces have been allocated since March 2021, in communities across the province, including 50 spaces to be developed by Cumberland in Prince Albert and 130 spaces to be developed by CCRBCL on Cowesses First Nation (90 on urban reserve in Regina and 40 on reserve) which will have an Indigenous focus to the program once developed. Priority was given to requests from organizations with a high childcare need that are located in vulnerable communities and a commitment to offer childcare services to harder-to-serve families, Indigenous, new Canadian or Francophone families. The province will continue to work with First Nations and Métis organizations to develop a plan for a coordinated system that reflects the needs and demands of Saskatchewan’s First Nations and Métis peoples that is centred on children, grounded in culture, guided by leaders in Indigenous early learning and child care in the province.</p> <p>Indigenous early learning books were made available in ministry-funded early learning and childcare programs and services including licensed childcare, KidsFirst, ECIP, early years’ family resource centres and PreK. These resources will support a sense of belonging, culture and awareness of diversity in early years’ programs.</p> <p>The KidsFirst Program strives to be culturally relevant to all cultures, including Indigenous cultures. This includes incorporating culturally relevant content into the curriculum and designating staff positions that focus on Indigenous engagement in the program. For example, one program site created a coordinator Cultural Liaison position. The role supports the KidsFirst team in recruitment/engaging Indigenous families; delivers cultural parent education; and helps coordinate community outreach activities. The worker does joint visits with home visitors to link traditional parenting, tipi teachings and four directions teachings with the curriculum. The position also co-facilitates prenatal caring circles and cultural group activities for targeted KidsFirst families. The program also has Elder services for families. In addition, many of the program sites use Indigenous community-based organizations to deliver their core services.</p> <p>The Early Years Branch created online resources to support educator knowledge and implementation of the Spiritual Domain which falls within the Essential Learning Experiences, a document providing information for educators of three-, four- and five-year-olds regarding children’s holistic development and the educator’s role in providing experiences that support growth in all domains – social emotional development, intellectual development, physical development, and spiritual development. First Nations and Métis culture, knowledge and values regarding spiritual development are incorporated in these</p>
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	<p>supports to enhance understanding across the sector. Supports include online modules, recommended professional resources and related children’s literature. The supports were made available in March 2020.</p> <p>Saskatchewan Government Insurance (SGI)</p> <p>The Elementary Education Program continues to be offered to Kindergarten and Grade 1 classrooms. In 2023, SGI created and distributed worksheets to Indigenous schools on bike safety, pedestrian safety, car seat safety and bus safety. Inclusive worksheets were created that were focused on promoting the use of Indigenous language in the elementary program. In 2023, nearly 100 Indigenous classrooms received the worksheets.</p> <p>SGI collaborated with Saskatchewan Indigenous Cultural Center and local Indigenous language translators to develop flashcards that support the kindergarten and grade one education program. Flashcards will be available in Dene, Cree, Nakoda, Dakota and Saulteux.</p> <p>SGI supported La Ronge KidsFirst North with car seat safety resource kits. The kits provide parents with information on car seats and tools to educate their children on car seat safety.</p> <p>SGI continues to support pedestrian and bike safety presentations to Indigenous youth. From April to August, SGI supported education in 13 Indigenous communities and 708 youth.</p>
<p>17. We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver’s licenses, health cards, status cards, and social insurance numbers.</p>	<p>Saskatchewan Government Insurance (SGI)</p> <p>SGI will waive the administrative costs for these individuals.</p> <p>Vital Statistics</p> <p>In order to respond to this Call to Action, eHealth Saskatchewan would require legislative amendments to The Vital Statistics Act and IT system changes to accommodate non-Roman alphabet characters and symbols.</p>

	<p>eHealth Saskatchewan has received a few inquiries regarding the reclaiming of names and one official request Under the legislation, Vital Statistics does not have authority to waive fees for a designated group of people, but does have the ability to waive waiving fees on a case-by-case basis for these types of requests which has been the process since 2019.</p> <p>Social Services</p> <p>Income Assistance’s Saskatchewan Income Support Program (SIS) application allows for each client to indicate a name of their preference. However, all letters must be sent with the legal name.</p>
<p>Health (#18-24)</p>	
<p>18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.</p>	<p>The province, and the Saskatchewan Health Authority (SHA), along with the former health regions and other stakeholders have been addressing the Truth and Reconciliation (TRC) Calls to Action through various initiatives, for example:</p> <p>On September 23, 2019, the SHA and the Meadow Lake Tribal Council (MLTC) signed a Memorandum of Understanding to work together to achieve better health outcomes for residents in Northwest Saskatchewan. The SHA and MLTC signed the formal agreement to establish a framework in which the two sides will work collaboratively to maximize efforts to improve the health of First Nation’s people through diverse and targeted initiatives. This includes health promotion, tracking the determinants of health, and supporting efforts to access funds for new programs, services, and research.</p> <p>On March 4, 2019, the Saskatchewan Health Authority made a formal commitment to the TRC Calls to Action during a public signing event that took place at the First Nations University of Canada. The event included greetings and remarks from the SHA Board Chair and CEO, the Métis Nation of Saskatchewan (MNS), the Federation of Sovereign Indigenous Nations (FSIN), the Ministry of Health, traditional knowledge keepers and youth. To help monitor progress on goals set out in the commitment, the SHA will establish an Implementation Working Group, which will report back to SHA senior leadership and to the community on progress. The TRC Commitment Statement can be found on the SHA website. The development of a SHA system wide TRC Action Plan has been delayed due to COVID-19.</p>

	<p>On September 24, 2020, a tripartite Letter of Commitment was signed between the Government of Saskatchewan as represented by the Ministry of Health, the Government of Canada as represented by Indigenous Services Canada (ISC), and the Federation of Sovereign Indigenous Nations (FSIN), committing to jointly address First Nations Suicide Prevention in Saskatchewan.</p> <p>The Saskatchewan Health Authority’s Unity Framework and strategy development aims to address systemic racism experienced by First Nations and Métis peoples with the health system. The strategy will identify, illuminate, and create a body of evidence about systemic barriers to employment and culturally responsive care for First Nations and Métis peoples, and will identify needed changes and support to overcome them. The strategy will be focused especially on understanding the role of the Saskatchewan Health Authority policy environment in fostering an inclusive and culturally responsive health authority.</p> <ul style="list-style-type: none"> • Unity Framework development is completed and will pilot with the Anti-Racism Action Program on Recruitment and Retention; • The Saskatchewan Health Authority’s First Nations and Métis Health recently received funding through the federal Anti-Racism Action Program, sponsored by the Ministry of Diversity, Inclusion and Youth (18-month funding). Funding will go towards hiring a consultant to focus on a system anti-racism strategy. Goal to have strategy development process completed by March 2023. Due to COVID-19 the funding has been extended until March 2023. • The Anti-Racism Action Program promoted program awareness at community engagements June 2022-August 2022. The Anti-Racism Action Program survey development working group created surveys to inform recommendations towards a provincial representative workforce strategy. Engagements and surveys were completed with the purpose of strengthening relationships with First Nations and Métis, and gain their perspectives and increase antiracism practices, traditions, and approaches in the health system. This information will be shared with colleagues and the system to help strengthen the activity of the SHA’s anti-racism initiatives and inform representative workforce recruitment and retention plans. • We Ask Because We Care (WABWC) will assist in addressing the inequities that exist for First Nations and Métis peoples in health care by including a self-identification question during the registration
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	<p>process. Research shows that health care organizations that collect ethnicity demographics are more likely to focus on inequities and improve overall quality of care. When demographic information is gathered, barriers and gaps in health outcomes can be identified and addressed.</p> <ul style="list-style-type: none"> • The provision to WABWC on client backgrounds upon intake is an essential assessment to identify First Nations and Métis patients and bridge awareness of culturally responsive resources that may be available and offered during the patient’s hospital stay and bridging back home when discharged. Resources and services available differ throughout SHA facilities and may include: health educators and cultural support workers within the First Nations and Métis Health portfolio and/or external to SHA supports in the form of navigators, patient support workers, Aboriginal Friendship Centres of Saskatchewan navigators, and other resources available in a patient’s home community or SHA facility • FNMH will develop and deliver culturally responsive education and training to registration staff at selected sites in support of the WABWC roll-out. This educational training will be tracked and on-going; and • The WABWC self-identification pilots occurred at the following acute care sites: Victoria Hospital (Prince Albert), Royal University Hospital (Saskatoon), Jim Pattison Children’s Hospital (Saskatoon), City Hospital (Saskatoon), General Hospital (Regina); Pasqua Hospital (Regina) and rural facilities in South Saskatchewan. Regina’s pilot started on January 17, 2022, with south rural starting March 2022, Saskatoon and area March 2022, and Prince Albert Victoria Hospital on April 2022. The SHA’s First Nations & Métis Relations supported First Nations & Métis Health services WABWC engagements, and assisted in building awareness at community engagements June 2022-September 2022. • Rollout for WABWC in rural areas includes Humboldt, Watrous, Wadena, Wynyard, Lanigan and Rosthern hospitals. Ongoing support has been provided to the SHA registration staff. <p>Meetings of the Knowledge Keepers Advisory Council was impacted by COVID-19. In person meetings were put on hold until the COVID-19 public health restrictions had been lifted. However, the SHA continued in with remote meetings with the Traditional Knowledge Keepers Advisory Council.</p>
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	<p>Saskatchewan Government Insurance (SGI)</p> <p>SGI is working with five tribal councils to increase traffic safety by working with the community to identify traffic safety needs, barriers, determine root causes and make action plans. SGI has actively worked with Saskatoon Tribal Council communities on school bus safety and will be working with File Hills Tribal Council communities in February.</p> <p>SGI continues to support ATV and snowmobile programs to reduce injuries and fatalities in Indigenous communities. In northern communities, Off-road vehicles are a popular form of transportation for recreation and hunting. It has been identified as a key safety concern by community and safety partners. Training for ATVs and snowmobiles continues to be provided by traffic safety instructors at Yorkton Tribal Council, Saskatoon Tribal Council, Prince Albert Grand Council and Meadow Lake Tribal Council communities.</p> <p>SGI continues to support Indigenous communities and child welfare organizations through the SGI and Saskatchewan Prevention Institute Child Passenger Safety Grant. In 2023, 39 Indigenous communities received funding to purchase car seats for members of their community in need. Car seats grants are paired with an education component that is delivered by a certified technician. Saskatoon Tribal Council held child passenger safety technician training with one representative from each community. Traffic Safety Liaisons from File Hills Qu’appelle Tribal Council, Meadow Lake Tribal Council, Saskatoon Tribal Council, Yorkton Tribal Council and Prince Albert Grand Council are all trained as car seat technicians. In 2023, child passenger clinics or education sessions occurred in 14 Indigenous communities.</p> <p>SGI continues to support communities through the SGI and Acquired Brain Injury (ABI) grant. In 2023, this funding was used towards projects that contributed to bicycle safety, ATV safety, helmet use and other safety projects.</p> <p>SGI continues to support Friends for Life “Don’t let impaired friends drive” signs to encourage community safety and wellbeing. These signs were created to support Indigenous inclusion and feature Indigenous artwork to aid in proactive safety choices. Five communities in 2023 welcomed these signs into their communities. The Friends for Life artwork has been featured on paper bags for classrooms to colour and create safety messages. These bags are then used at the local community store or gas station to spread the safety message.</p>
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	<p>SGI continues collaborating with Northern Alcohol Strategy (NAS). The primary goal of this partnership is to support the development of grassroots alcohol harm reduction initiatives in Indigenous communities. SGI continues to work with NAS on their learning management system, supporting community projects with traffic safety and improving our networking with community partners. SGI is working with NAS as they create a coordinator position that will interact primarily with Community Safety Officers. An ongoing initiative is to bring a SADD billboard into the community of Lac La Ronge Indian Band.</p> <p>SGI continues to highlight traffic safety champions in the north. SGI provided a thank you to Lac La Ronge Indian Band and Meadow Lake Tribal Council on seatbelt safety. In December 2023, SGI highlighted traffic safety champions from Prince Albert Grand Council.</p> <p>SGI partnered with Saskatoon Tribal Council on the first Saskatchewan Indigenous Traffic Safety conference. The conference was a direct reflection of the continued relationship building that has happened with safety organizations such as RCMP, Saskatchewan Prevention Institute, Acquired Brain Injury and more. It also created an opportunity for new learning and connections.</p> <p>SGI continues to create awareness with law enforcement partners on the Traffic Safety Liaisons and support programs in Indigenous communities. In 2023, SGI worked with File Hills Police Agency to support helmet safety at an ATV community event. SGI paired up with local RCMP in La Loche and Clearwater River Dene Nation to participate in a community safety day and promote traffic safety. Other enforcement collaborations include positive ticketing in Meadow Lake Tribal Council.</p> <p>High Visibility Enforcement projects are available to Indigenous communities through a partnership project with FSIN, RCMP and SGI. A formal request can be made by a Chief, which is approved by committee. The project is then executed by RCMP with a focus on impaired driving. Enforcement visibility also contributes to community safety and RCMP members are often thanked by members of the community.</p> <p>SGI continues to support Indigenous communities in applying for the Provincial Traffic Safety Fund Grants. Projects have included traffic signage, speed display signs, pedestrian walking paths and guard rails. Communities have incorporated Indigenous language into their traffic signs.</p>
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	<p>Innovation Saskatchewan (IS)</p> <p>On June 21, 2021, the Saskatchewan Health Research Foundation, one of IS’s funded institutes, held a focused call of its Research Connections Program – Truth and Action. Through this call, funding was provided to a variety of projects in 2022 that were aimed at improving the health of Indigenous peoples:</p> <ul style="list-style-type: none"> • Gary Groot, University of Saskatchewan, \$9,910 Stories from the North-West Communities Spring 2020 COVID-19 Outbreak: Lessons for Policymakers • Abdul Raouf, Saskatchewan Polytechnic, \$10,000 Development of an online interactive cemetery map and digital story map of Marieval Indian residential school cemetery at Cowessess First Nation Reserve (IR 73), Saskatchewan • Michael Dubnewick, University of Regina, \$10,000 Stories of Pride: A participatory youth-led creation • Jessica Gordon, YWCA Regina, Inc., \$9,650 Reconciliation & Healing through Traditional Indigenous Knowledge Exchange at the YWCA Regina • Elise Matthews, University of Regina, \$10,000 Sharing Indigenous Childhood Disability Teachings and Stories • Erin Kuan, Lung Sask, \$10,000 Care and History of Indigenous Peoples: Residential Schools and Sanatoria Information Sharing Project • Lindsey Boechler, Saskatchewan Polytechnic, \$10,000 Connecting Communities: Sharing the potential of using virtual reality technology to support the mental health and wellness of Indigenous youth living in rural and remote Saskatchewan • Natalie Reid, University of Regina, \$9,960 Building a Facilitator Community to Create a Microcredential in Trauma-Informed/Sensitive Pedagogies and Practices in Support of Educator and Student Mental Health • Jo-Anne Dusel, Provincial Association of Transition Houses and Services of Saskatchewan, Inc., \$10,000 Indigenous Men Share Stories: Promoting Indigenous Approaches to Violence Prevention
<p>22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with</p>	<p>The province, the new Saskatchewan Health Authority (SHA) and other stakeholders are addressing the Calls to Action by working to incorporate Aboriginal healing practices through various approaches, for example: First Nations and Métis patients who desire traditional medicine supports and services now have easier access to information through the SHA. The Traditional Pathways Program was introduced at a ceremony on January 14, 2020, in Regina, and will be offered through SHA’s First Nations and Métis Health</p>

<p>Aboriginal healers and Elders where requested by Aboriginal patients.</p>	<p>portfolio. This unique, culturally responsive program acknowledges the practices and approaches of traditional medicine and its contribution to health and well-being. While not directly delivering this care, the SHA will provide information to patients wishing to access traditional medicine ways and direct them to a Medicine Person for support and service.</p> <p>In person healing took place in Regina General Hospital and Pasqua Hospital, when possible, but services were re-assessed due to COVID-19. Traditional work is being completed through distance healing and adhering to Public Health restriction.</p> <p>In fiscal 2021-22, FNMH was to consider whether the traditional pathways stream could be incorporated into select Health Networks. This work was put on hold due to the pandemic. Community engagement with ceremonial keepers, elders and knowledge keepers will take place in 2022-23.</p> <p>A ceremonial room and new office space for First Nations and Métis Health was created at Royal University Hospital. In June 2022 First Nations and Métis Relations developed an awareness video about Wāpātēhkāmik (Glowing/Shining Lodge) healing center at Royal University Hospital. The ceremonial and new office space aligns with the TRC Call #22 and is fully operational. The Traditional Knowledge keepers anticipate a growing demand for their services to support patients and families, helping to improve health outcomes.</p> <p>https://vimeo.com/user166333743/download/720848920/72a8320976</p> <p>Work continued around having the traditional food option available in the new Northland Pioneers Lodge in Meadow Lake once it opens, including developing a menu with traditional foods and establishing a viable supply chain to provide the wild game and natural foods. A pilot project in a second location, the La Ronge Health Centre, was paused due to COVID-19. The traditional foods pilot will be shifting to the new long-term care facility being built in La Ronge.</p> <p>First Nations and Métis Health attended a traditional medicine gathering hosted by the Federation of Sovereign Indigenous Nations in July 2022. Traditional pathways discussions are scheduled for late fall/winter to further explore traditional foods and medicines. The information gathered will be used by the SHA to support the discussions and involvement of the SHA in learning about traditional foods and medicines and the potential to use within the SHA.</p> <p>On September 7, 2019, the Government of Saskatchewan announced an investment of \$4.5M for the new Thunderchild Wellness Centre northeast of Turtleford. The new facility on Thunderchild First Nation will</p>
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	<p>include offices for a dentist and a doctor, a pharmacy, social and childcare facilities, a full-sized ice rink, and a field house. There will also be space for a variety of events from weddings to band council meetings and community gatherings.</p> <p>On February 14, 2019, the Ministry of Health announced \$2.5M in capital funding support towards the construction of the Lac La Ronge Indian Band (LLRIB) Wellness, Healing and Recovery Centre. The proposed centre will blend western and traditional approaches to health and well-being.</p> <p>The All Nations Healing Hospital (ANHH), an affiliate of the SHA is one of the first hospitals or health care facilities in Canada owned and operated by First Nations’ governments. ANHH’s clients can access both traditional health and wellness services and supports (including access to ceremonies, Elders and helpers) and conventional Western treatment and care on-site. On October 25, 2018, the SHA signed a MOU with File Hills Qu’Appelle Tribal Council (FHQTC) Tribal Chiefs to formalize the relationship between ANHH and the SHA.</p> <p>A Cultural Responsiveness Framework developed in partnership with the Federation of Sovereign Indigenous Nations, speaks to the importance of traditional healing. It is used by the SHA to help inform its various cultural responsiveness strategies, including the use of traditional healing approaches and medicines.</p> <p>The SHA has continued to engage and sign MOUs with various First Nations and Métis representative groups. The MOUs reflect a commitment to improve working relationships with, and health services to, Indigenous communities and people. As part of these MOUs, there is also a recognition of the value of Indigenous healing approaches and medicines as well as the need to better integrate such approaches with western medicine.</p> <p>The pilot program around traditional medicine pathways (Grey Wolf Lodge) will be ending March 31, 2022. New strategies to facilitate access for SHA patients to access traditional medicines and healers are currently under development.</p>
<p>23. We call upon all levels of government to:</p> <ul style="list-style-type: none"> • Increase the number of Aboriginal professionals working in the health-care field. 	<p>Health care training seats have been added for First Nations and Métis students:</p> <ul style="list-style-type: none"> • Saskatchewan Indian Institute of Technology (SIIT) – expansion of the Health Care Aide program with an additional 20 seats added in March 2023, and an increase of Indigenous Practical Nursing seats;

<ul style="list-style-type: none"> • Ensure the retention of Aboriginal health-care providers in Aboriginal communities. • Provide cultural competency training for all health-care professionals. 	<ul style="list-style-type: none"> • Gabriel Dumont Technical Institute (GDTI) has additional Continuing Care Aide seats and an expansion in Practical Nursing seats, and is planning to create a new classroom/lab space within their existing infrastructure to support the training seat expansion. The space is scheduled to be ready for Fall 2023 in Prince Albert; • Phlebotomy program started in May 2023 at GDTI; and, <p>Launch planned for Fall 2023 for the Nurturing our Future Partnership between SHA and GDTI.</p> <p>The SHA in partnership with Saskatoon Tribal Council and the GDTI has developed an Indigenous Birth Support Worker (IBSW) Program. The first set of nine candidates graduated on October 25, 2019. Six are now employed at the Jim Pattison’s Children’s Hospital and began working with patients in December 2019. The IBSW program was a recommendation from the Tubal Ligation External Review Committee and the SHA has committed to addressing these claims and responding with culturally responsive approaches to healthcare. The IBSW will increase the supports offered for First Nations and Métis mothers and babies as well as increase access and awareness of Indigenous Birthing Practices and Ceremony.</p> <p>Maternal Services and Children’s Intensive Care engaged in a formal review of the Saskatoon Indigenous Birth Support Worker (IBSW) program. This review includes a focus group with the IBSW, interviews with women you have used the services and health care providers working with the IBSWs as well as a review of the data thus far. The engagement was slowed down though because of COVID-19. In March 2022 results of the engagement work were made public:</p> <ul style="list-style-type: none"> • There continues to be interest in the program throughout the province, though no specific expansion plans are in place; • The SHA team interviewed 10 clients who went through the program and got universally positive feedback; • Strong interest in further building relationships with First Nations and urban stakeholders; and, • A desire for more cultural services, including a chance for IBSWs to further their studies, and expanded hours. <p>The IBSW program is offering 12 seats for an 8-week program commencing March 2023. IBSW students will shadow First Nation and Métis Health Services Health Educators and full time IBSW staff as part of the training.</p>
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	<p>The SHAs First Nation and Metis Health has supported an Elder to work with the Maternal team at the Jim Pattison Children's Hospital (JPCH). The Elder provides additional supports for women and their families as well as guidance to staff and leaders within the JPCH Maternal Care Program.</p> <p>The Ministry of Health has purchased 450 “Indigenous Cultural Awareness – Truth and Reconciliation Edition”, online modules by the Indigenous Leadership Development Institute Inc. The Deputy Minister of Health had made the completion of modules mandatory for existing and new staff members. The objective of this initiative is for Ministry staff and leadership to better understand the history behind the poor health outcomes of this population. Currently, an estimated 98 per cent of existing Ministry staff and 100 per cent of new staff have completed the modules.</p> <p>The Ministry’s Diversity and Inclusion Committee has also sponsored events around Indigenous awareness. On September 29, 2022, Ministry staff were given an opportunity to hear about the work of SHA’s Four Directions Clinic in Regina, and how it incorporates TRC into its daily operations.</p> <p>The Federal-Provincial-Territorial Committee on Health Workforce has identified Indigenous health human resources as an important issue, and shares information on jurisdictional initiatives specific to recruitment and retention and cultural competency/safety.</p> <p>Health human resources and cultural competency/safety are priority areas of the First Nations Health and Wellness Plan that was developed under the 2008 Memorandum of Understanding signed by the Governments of Canada and Saskatchewan, along with the Federation of Sovereign Indigenous Nations.</p> <p>Since 2014-15, the Ministry of Health has provided funding to the former Regional Health Authorities, and to the Saskatchewan Health Authority for staff and community partners to become certified as facilitators in Mental Health First Aid (MHFA) Basic; MHFA First Nations (MHFA FN); and MHFA for Adults who Interact with Youth. These opportunities enable these individuals to train/work more effectively with local First Nations communities. The MHFA FN course is culturally relevant for First Nations populations, has Elder involvement, and takes an interactive approach to increasing knowledge and skills of participants. It gives professionals within the health sector and within other human service ministries and agencies, the tools to better support those with addictions and mental health issues in First Nations communities.</p> <p>The Ministry of Health, in partnership with ministry partners (Education, Social Services, Justice, Corrections, Policing and Public Safety, and Advanced Education) continues to support the expanded reach of Mental Health First Aid. The Ministry of Health had 11 provincially funded MHFA FN facilitators in the</p>
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	<p>Saskatchewan Health Authority as of April 2019. As of January 2020, 450 participants have been trained in MHFA FN since 2016-17.</p> <p>Cultural responsiveness and representative workforce will be two major areas of work in the Prince Albert Victoria Hospital project. As work on the project advances, the Ministry of Health and SHA will work collaboratively with the Prince Albert Grand Council (PAGC) and other Indigenous organizations and communities towards ensuring that the hospital staff is more representative of the people it serves and that it has access to cultural competency training opportunities.</p> <p>First Nations and Métis Health in the SHA continues to support the interview process with the SHA's Human Resources Business Partner. It is also having preliminary discussions with First Nations University of Canada (Indigenous Social Work), around practicum student placements.</p> <p>Cultural, responsive education for the SHA has been impacted by COVID-19 restrictions. All in-person Aboriginal Awareness training for new staff and all KAIROS Blanket Exercises were put on hold. Between October 29, 2020, and February 24, 2021, the SHA was able to reach 1,762 staff via WebEx educational training. There were also additional 316 staff members that accessed material on First Nations perspectives to mental health and addictions.</p> <p>In-person onboarding and the Kairos Blanket Exercise continue to be on hold due to pandemic restrictions. The Kairos Blanket Exercises resumed for a short time in June-July 2022 when public health restrictions were eased. The SHA was able to complete six (6) in-person Kairos Blanket Exercises and no online Kairos Blanket Exercises. The total number of participants was 102. The contract for Kairos Blanket Exercises is currently under review and negotiations have begun. The agreement will be signed off in Q4.</p> <p>The SHA's First Nations & Métis Relations (FNMR) department continues to host Cultural Conversations to increase Cultural Awareness within the SHA and to its wider system partners. FNMR continues to over the Intercultural Development Inventory in support of requesting departments to address Cultural biases and to increase cultural awareness. FNMR consultants are currently developing specific Anti-Racism training modules to support service requests when emergent issues arise.</p> <p>First Nations and Métis Health Relations team streamlined the provincial cultural awareness training as part of onboarding for all new staff and made available for current staff/teams by March 31, 2023.</p> <p>First Nations and Métis Health's teams are supporting the Prince Albert Victoria Hospital capital project, namely in the Workforce Planning & NICU redevelopment work streams.</p>
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	<p>First Nations & Métis Health, in collaboration with the SHA’s Workforce Planning & Employment Strategies has drafted a Provincial First Nations & Métis Recruitment & Retention Strategy.</p> <p>Advanced Education</p> <p>Saskatchewan’s Indigenous post-secondary institutions continue to play an important role in the delivery of health human resource education. As of June 30, 2023, a total of 167 students enrolled in health care programs in the 2022-2023 academic year, including Continuing Care Assistant (20), Health Care Aide (18) and Mental Health and Wellness (129) at SIIT and Dumont Technical Institute (DTI).</p>
<p>Justice (#25-42)</p>	
<p>26. We call upon the federal, provincial, and territorial governments to review and amend their respective statutes of limitations to ensure that they conform to the principle that governments and other entities cannot rely on limitation defenses to defend legal actions of historical abuse brought by Aboriginal people.</p>	<p>Within Saskatchewan, limitation periods cannot be relied upon to prevent a claim for certain historical abuses such as sexual abuse within a residential school.</p>
<p>30. We call upon federal, provincial, and territorial governments to commit to eliminating the overrepresentation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.</p>	<p>The Ministries of Justice and Attorney General and Corrections, Policing and Public Safety take a community-based approach in which programs are often offered by community-based Indigenous and non-Indigenous agencies. Many of these initiatives address the causes and consequences of victimization and offending, which helps reduce overrepresentation. Additionally, in February 2021, a Senior Indigenous Advisor was established to support and guide Corrections, Policing and Public Safety and Integrated Justice Services regarding matters related to Indigenous justice. In March 2022, a Senior Indigenous Advisor position was established in the Ministry of Justice and Attorney General</p> <p>Saskatchewan has a province-wide community-based offender accountability initiative which includes alternative measures programs, youth extrajudicial sanctions programs, and community justice programs that involve 62 of the 74 First Nations in the province in supporting victims and offenders, preventing and reducing crime, resolving crime and conflict, and working with Elders and at-risk youth (see Calls to Action</p>

	<p>31 and 38). Métis organizations and other community-based organizations are also involved in delivering these kinds of programs, which resolved about 3,000 criminal matters annually prior to COVID.</p> <p>The government continues to fund Aboriginal Courtworker programs in a 50-50 funding partnership with the federal government to help ensure that Aboriginal people who are alleged to have committed a criminal offence receive fair and just treatment before the courts. Ten Aboriginal carrier agencies offer Courtworker services in Saskatchewan.</p> <p>Saskatchewan has implemented two mental health courts, two drug treatment courts, and three domestic violence courts. These therapeutic courts are developed with a wide range of partners, including the judiciary, justice agencies, and community-based organizations.</p> <p>Saskatchewan has implemented <i>īkwēskīcik iskwēwak</i> (ah-gwee-ski-chick isk-way-wuk), Cree for “Women Turning Their Lives Around.” It is a pilot program designed to provide up to 18 months of intensive supports for female offenders who frequently return to custody for minor offences. The program offers housing, transportation, and support for mental health, substance misuse, culture, income assistance, education, employment, and family reunification with the goal of reducing returns to custody.</p> <p>Saskatchewan has partnered with Men of The North to provide services in Besnard Lake Correctional Camp. The services focus on mental health counselling, trauma counselling, coping skills, problem-solving skills, life skills, communication skills and leadership building to prevent the men from recontacting the justice system.</p> <p>Saskatchewan is supporting <i>kichiwasiminawak</i> (Our Children); a land-based program in Stanley Mission, that connects adult and youth offenders with their culture, language and heritage while working closely with Elders and community members. Offenders are eligible for this program through alternative measures or extrajudicial sanctions programs.</p> <p>The Saskatchewan Hub Model brings necessary partners together to address the unique needs of individuals and families facing acutely elevated levels of risk. Front line workers focus on connecting individuals and families to appropriate services in their community.</p> <p>Saskatchewan has developed regulations to allow for the disclosure of personal information and personal health information for the purposes of carrying out common, integrated services and/or multi-agency programming. This response is followed up by human service professionals collaborating on longer-term</p>
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	<p>solutions to reduce vulnerability and deliver rapid connections to appropriate support services. There are currently 14 Hubs in 15 Saskatchewan communities (Weyburn and Estevan share a table). Three First Nations have also pioneered an adaptation of the Hub Model called Intervention Circles. Intervention Circles are located in Muskoday First Nation, Ochapowace First Nation, and English River First Nation.</p> <p>In collaboration with federal, provincial, First Nations and municipal partners, the Northern Alcohol Strategy supports communities in developing, implementing, and sustaining locally-led, comprehensive alcohol management plans.</p> <p>As part of SLGA's mandate to promote responsible alcohol consumption, an ongoing partnership was formed in November 2021 between JAG, CPPS and SLGA, in which SLGA provides two program managers to the ministries to support and expand the work of the Northern Alcohol Strategy.</p> <p>The Serious Violent Offender Response (SVOR) is a comprehensive, evidence-based, targeted approach to reduce the threat posed by high-risk, violent offenders. The response provides additional supports and resources to identify, manage and intervene with repeat violent offenders, prevent reoffending, and improve community safety. The SVOR provides coordinated supervision and planned interventions for high risk, violent offenders. The SVOR is operating in Regina, Saskatoon, North Battleford, and in the three northeast communities of Pelican Narrows, Sandy Bay, and Deschambeault Lake. It is a strategic partnership involving Community Corrections, Public Prosecutions, and policing agencies in conjunction with a program developed in partnership with the Canadian Mental Health Association – Saskatchewan Division: The Justice Community Support Program, provides services to SVOR clients with mental health concerns, and SVOR partners work with identified community service partners towards managing and reducing risk for future violence in these clients.</p> <p>The Ministry of Corrections, Policing and Public Safety is working to evolve First Nations Policing in Saskatchewan towards a model focused on community safety priorities and to support a reduction in the number of Aboriginal people in custody. The Ministry funds 33 Community Tripartite Agreements and one Self-Administered Policing Agreement for policing services in First Nation communities. Part of this evolution has included the development of, and coordinating training for, band-employed Community Safety Officers/peacekeepers, as well as engagement activities regionally and nationally about expanding First Nations self-administered policing services. The Community Safety Officer/Peacekeeper service delivery model builds on recommendations from the public safety engagement sessions held in Saskatchewan and in Edmonton, in 2016, about the need for First Nation inclusion and engagement into local policing and community safety solutions.</p>
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	<p>The Ministry of Corrections, Policing and Public Safety has supported a number of initiatives to ensure that <i>Gladue</i> related information continues to be a priority for information gathering and assessment purposes. Community Corrections has completed and implemented changes within the youth and adult pre-sentence report (PSR) policies to ensure <i>Gladue</i> factors are addressed consistently and thoroughly, throughout these reports. The PSR policies also have added an appendix which provides supplemental <i>Gladue</i> questions and discussion topics to support Community Corrections staff when conducting a PSR interview with a client. The revised PSR policies were implemented in January 2021 and all Community Corrections staff have been trained on these new policies with a key focus on <i>Gladue</i> factors and their incorporation within a PSR for Indigenous clients. Community Corrections is continuing to evaluate and look for further enhancement regarding <i>Gladue</i> factors.</p> <p>Beginning in 2015, Legal Aid partnered with the University of Saskatchewan’s History Department, with partial funding from the Saskatchewan Law Foundation, to develop a <i>Gladue</i> Rights Research Database. This is the first open database of its kind in Canada. The database includes academically peer-reviewed facts about and commentary on Colonial-Indigenous history. The database allows <i>Gladue</i> writers, Legal Aid, defence counsel, and prosecutors to have information of which “judicial notice” could be taken so they would not have to research the same things over and over. This enables them to concentrate on the more recent “history” of their clients, allowing for <i>Gladue</i> factors to be fully presented to the courts without high research costs. The annual sustaining support is shared by Legal Aid and the Law Society of Saskatchewan, The Ministry of Corrections, Policing and Public Safety provided previous funding to assist with operationalizing the database All Community Corrections employees have access to the database.</p> <p>Prosecutions has a robust <i>Gladue</i> policy that is reviewed and revised regularly. In 2023, Prosecutions implemented a Judicial Interim Release (Bail) Policy that reminds prosecutors about the need to take into account the consequences of colonialism on Indigenous persons when making decisions about bail. Prosecutions is committed to ensuring prosecutors receive ongoing education with respect to <i>Gladue</i>, Indigenous history and the impact of colonialism.</p> <p>Education for all prosecutors is a high priority and relevant presentations take place at the annual Prosecutions Conference. In June 2023, the Prosecutor’s Spring Conference included a presentation about <i>Gladue</i> and Crown obligations to consider and weigh <i>Gladue</i> factors when making sentencing proposals and submissions in court. In addition, at the same conference, Cadmus Delorme gave a half - day presentation called “Truth and Reconciliation: What We’ve Inherited”. Prosecutors have been invited to attend a webinar about <i>Gladue</i> reports (2021), have had presentations at conferences including from</p>
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	<p>Professor Wheeler of the University of Saskatchewan and have participated in the Blanket Exercise (2022). John Lagimodiere and Winston MacLean were presenters at a prosecutor conference. In 2020, John Lagimodiere gave an updated presentation that was also recorded. It is mandatory for all new prosecutors to view both presentations as part of their education and introduction to Prosecutions. New prosecutors also attend a New Crown Orientation and Education Day which is offered twice a year. As part of this, new prosecutors receive a presentation about Prosecution’s <i>Gladue</i> policy. Additionally, Prosecutions is working to further public understanding of the justice system, the prosecutor’s role in it, and the need for public participation to ensure truth is found and justice is achieved, as time and resources permit.</p>
<p>31. We call upon the federal, provincial, and territorial governments to provide sufficient and stable funding to implement and evaluate community sanctions that will provide realistic alternatives to imprisonment for Aboriginal offenders and respond to the underlying causes of offending.</p>	<p>As described in Calls to Action 30 and 38, the province funds community-based justice initiatives, many of which are delivered by First Nations, Tribal Councils, and Métis organizations. Adult alternative measures programs, youth extrajudicial sanctions programs, and community justice programs provide realistic alternatives to imprisonment. These programs result in significant amounts of restitution to victims, community service hours, referrals to counseling and treatment programs, and other outcomes that are valued by victims and communities.</p> <p>The Police and Crisis Teams (PACT) are a partnership between police services and the Saskatchewan Health Authority, currently operating in Saskatoon, Regina, Prince Albert, Moose Jaw, North Battleford, and Yorkton. All versions of the PACT program serve individuals who are experiencing mental illness and/or addiction issues and provide real-time response to real-time crisis. The PACT mobile model pairs a police officer with a mental health professional to help direct individuals with mental health issues to appropriate services. In addition to the mobile model a new model of PACT has been deployed into the RCMP Provincial Operational Communication Center (OCC). This model has psychiatric nurses embedded into the RCMP OCC that will, through the RCMP radio system, be able to provide real time advice and guidance to police members responding to situations where psychological crisis or distress is encountered. This will increase the ability of PACT to provide service to First Nations and northern communities.</p> <p>The Ministry of Justice and Attorney General funds five crime prevention programs in three communities: PA Outreach – Prince Albert, Indigenous Christian Fellowship – Regina, Safe House – Saskatoon, Saskatoon Downtown Youth Center – Saskatoon and Rainbow Youth Centre – Regina. These programs focus on at-risk children and youth, particularly Indigenous youth in urban areas, and provide services to address the causes of crime and victimization and prevent youth from entering the justice system.</p> <p>The Government of Saskatchewan supports Kate’s Place, a residence operated by the Salvation Army in Regina for women who are participating in the Regina Drug Treatment Court. Kate’s Place provides safe,</p>

	<p>stable, harm-free, supportive housing, which enables women to participate in and graduate from the Court. Many of the women who reside at Kate’s Place are Indigenous. The final report of the Saskatchewan Mental Health and Addictions Action Plan included Kate’s Place as a promising practice.</p> <p>See Call to Action 30 regarding the HUB model; Call to Action 33 regarding work with the FASD Network of Saskatchewan; and Call to Action 38 regarding school-based justice programs.</p> <p>In 2019, GoS announced the Gang Violence Reduction Strategy, which strives to reduce the impact of gangs in both First Nations and non-Indigenous communities. While the strategy does not focus specifically on First Nations people in the gang lifestyle, many gang members are of Indigenous descent.</p> <p>The Ministry of Corrections, Policing and Public Safety has developed a Community Intervention Model (CIM) for the Gang Violence Reduction Strategy. The CIM is being delivered by STR8 UP in Saskatoon (with a satellite office in Prince Albert) and between December 1, 2019, and March 31, 2023. Fifty (50) community partners were engaged in the development of the CIM. The CIM adheres to a three phased, four-year approach. The three phases include: (1) outreach and stabilization, (2) transformation, and (3) support and sustainment. Overall, the Gang Violence Reduction Strategy is comprised of several strategic initiatives:</p> <ul style="list-style-type: none"> ○ Enhanced policing; ○ Enhanced prosecutions; ○ Enhanced criminal intelligence analytics; ○ Increased, proven offender programming; ○ Improved corrections processes; and, ○ Relentless outreach to communities.
<p>33. We call upon the federal, provincial, and territorial governments to recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder (FASD), and to develop, in collaboration with Aboriginal people, FASD preventive programs that can be delivered in a culturally appropriate manner.</p>	<p>From 2018/19 to 2021/22, SLGA provided \$100,000 annually to the Saskatchewan Prevention Institute (SPI) through a three-year tri-party agreement with SPI and the Ministries of Justice Attorney General and Corrections, Policing and Public Safety to fund delivery of SPI’s Youth Action Program in Northern Saskatchewan under the oversight of SLGA and the Ministries. The Youth Action Program (YAP) is a prevention initiative that helps young people examine the health of their communities and themselves and learn to make informed decisions about their own practices related to alcohol. The program encourages young people to create resources and projects that raise awareness of alcohol-related harms among their peers.</p>

	<p>In August 2021, SLGA, along with the Saskatchewan Prevention Institute and the Ministries of Justice Attorney General and Corrections, Policing and Public Safety, amended and extended the agreement to the end of March 2022. As a result of the extension, SLGA funded an additional \$50,000 to continue to support the Saskatchewan Prevention Institute in providing services through YAP in Northern Saskatchewan until the contract expires. An agreement for 2022-23 has been signed with SLGA continuing to provide funding (\$103,380). SLGA is funding projects to assist SPI’s work related to YAP on a one-off basis in 2023/24.</p> <p>In 2023/2024 SLGA is providing initiative-based funding to Saskatchewan Prevention Institute(SPI) and have agreed to fund initiatives totaling \$70,775 to support the alignment and dissemination of SPI’s YAP and Youth Engagement toolkits to Tribal Council Education Departments and independent First Nations community schools and increase the accessibility to the training module <i>Using Motivational Interviewing to Engage Youth in Healthy Conversations about Alcohol</i> in partnership with Integrated Justice Services’ Northern Alcohol Strategy.</p> <p>SPI’s Youth Action Program (YAP) is a prevention initiative that helps young people examine the health of their communities and themselves and learn to make informed decisions about their own practices related to alcohol. The program encourages young people to create resources and projects that raise awareness of alcohol-related harms among their peers.</p> <p>Through a partnership with the Ministry of Social Service, Integrated Justice Services supports the FASD Network of Saskatchewan to provide Intensive Direct Services to families throughout Saskatchewan who are impacted by FASD.</p> <p>The Ministry of Health provides total annual funding of over \$1.6M designated for FASD prevention programming, including three targeted FASD prevention programs (Saskatoon, Regina and Prince Albert) for women who are at high risk for having a child with FASD (\$1.2M); the Saskatchewan Prevention Institute’s FASD Prevention Program (\$365K), which includes FASD awareness campaigns, motivational interviewing training for healthcare providers to enhance their capacities to support pregnant women at risk, and Youth Action for Prevention Initiatives, which are designed to educate youth (ages 14 to 24) about the interconnected issues of alcohol use and related harms such as risky sexual behaviours, violence, unplanned pregnancy and FASD and the Northern Lights School Division’s KidsFirst North Program FASD prevention initiative that focuses on pregnant teens and women of child-bearing age who drink alcohol (\$131K).</p>
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	<p>Since 2004 SLGA has supported FASD prevention and awareness by providing funding to the Saskatchewan Prevention Institute (SPI) and the FASD Network. For 2023/2024, SLGA provided \$75,000 each to the FASD Network and SPI to support FASD awareness, education, and research programs across Saskatchewan.</p>
<p>34. We call upon the governments of Canada, the provinces, and territories to undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including:</p> <ul style="list-style-type: none"> • Providing increased community resources and powers for courts to ensure that FASD is properly diagnosed, and that appropriate community supports are in place for those with FASD. • Enacting statutory exemptions from mandatory minimum sentences of imprisonment for offenders affected by FASD. • Providing community, correctional, and parole resources to maximize the ability of people with FASD to live in the community. • Adopting appropriate evaluation mechanisms to measure the effectiveness of such programs and ensure community safety. 	<p>Included in the five-week Community Corrections Core Training (C3T) for all newly hired probation officers and community youth workers, the Mental Health module has a section on Fetal Alcohol Spectrum Disorder (FASD). This training has been delivered to staff since 2012. New correctional officers also receive the same Mental Health module during their Induction Training Program.</p> <p>CTA 36 regarding other correctional programming and CTA 31 regarding community-based initiatives that respond to the underlying causes of offending.</p>
<p>36. We call upon the federal, provincial, and territorial governments to work with Aboriginal communities to provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.</p>	<p>Corrections employs a Director of Indigenous and Chaplaincy Services who oversees a Cultural Coordinator in each adult correctional facility and youth secure custody facility. These positions coordinate Indigenous services for offenders, offer information and training for staff, and assist with the reintegration of offenders. Further, the Ministry of Corrections, Policing and Public Safety maintains a number of service agreements with Elders and Chaplains who deliver cultural/spiritual programs and services to offenders within custody facilities, including teaching traditional spiritual and cultural ways, addressing identity issues, healing from the legacy of residential schools and counselling from an Indigenous perspective.</p>

	<p>These Elders and Chaplains are a valuable bridge to community supports for Ministry clients when returning to their home community. Corrections also works with Indigenous communities to access additional expertise regarding culturally appropriate services and programs for offenders. Smudging is practiced by clients in correctional facilities and sweat lodge ceremonies are held on a regular basis based on Elder availability. To aid in the facilitation of ceremony, the construction of new Cultural Lodges has occurred at the Paul Dojack Youth Centre, Prince Albert Correctional Centre, Regina Correctional Centre, Saskatoon Correctional Centre Pine Grove Corrections Centre Centre, and the last lodge is now complete at Kilburn Hall Youth Centre. Drumming, singing, and other Indigenous teachings are offered to offenders upon their request.</p> <p>National Indigenous Peoples Day is celebrated in each correctional facility in June with special cultural food and activities involving Elders/Cultural Advisors, clients, staff, and invited guests. The Ministry of Justice and Attorney General and the Ministry of Corrections, Policing and Public Safety support “Orange Shirt Day” on September 30th of each year. Staff are encouraged to wear orange shirts to demonstrate their support of this day. In addition to the above, the Pine Grove Women’s Correctional Centre holds an annual Red Dress Campaign Ceremony. The symbolic nature of the red dress was used by Métis artist Jaime Black in her art workings to represent the missing and murdered Indigenous women and girls of Canada.</p> <p>CPPS currently has 2 units with 48 beds capacity for male and female offenders at Saskatchewan Hospital North Battleford who require referral for mental health treatment while in custody. There are plans to open 48 more beds once the additional clinical staff can be hired.</p> <p>Saskatchewan Corrections actively participates in the Saskatchewan Mental Health and Addictions Action Plan led by the Ministry of Health. The aim is to ensure that individuals coming into custody who have mental illness are identified and referred for the treatment they need with continuity of care established with the community to support them upon their release. Unless a client refuses, every new admission into a correctional facility is seen and assessed by a nurse for early detection and intervention.</p> <p>The Ministry of Corrections, Policing and Public Safety was also a signatory to the Strategy for Mental Health in Corrections in Canada, developed through the Heads of Corrections. The strategy has seven key elements: mental health promotion, screening and assessment, treatment, discharge planning, suicide assessment and prevention, mental health training for staff and developing community partnerships.</p> <p>Corrections and the SHA partner to run a Dedicated Substance Abuse Treatment Unit (DSATU) which provides a five-week intensive program for those inmates at high risk for substance abuse and reoffending.</p>
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	<p>The program at Regina Correctional Centre became operational in April 2008, at Pine Grove Correctional Centre in November 2022, at Prince Albert Correctional Centre in May 2021, and at Saskatoon Correctional Centre in May 2022. The DSATU curriculum for Pine Grove before implementation was reviewed by outside experts to enhance the program for women using a trauma-informed and gender responsive approach.</p> <p>The Ministry of Corrections, Policing and Public Safety implemented trauma informed practices into the revised Mental Health training for all new custody and community staff in 2020. Trauma informed practices training was also further provided to all front-line community corrections staff who have already received the previous mental health training and was completed in May 2022. This will be extended into custody facilities over time. Mental health training for staff has been in place for several years and mandatory for all new hires working in correctional facilities.</p> <p>Adult Custody Services and Community Corrections updated its general violence reduction programming first offered in 2006 through the implementation of Living Without Violence (LWV) in April 2018. This is an evidence-informed group program designed to reduce recidivism related to aggressive or violent behaviour in medium and high-risk adult male offenders. This violence reduction program may be delivered to offenders who are custody-involved, as well as under Community Corrections supervision in all three regions.</p> <p>Community Corrections delivers the evidence-based Stopping Abuse for Everyone (SAFE) program to offenders convicted of domestic violence. This program is designed to focus on rehabilitation through skill building and cognitive restructuring. This evidence-informed intervention program began delivery through Community Corrections in March 2019 and has since been expanded to twelve community probation offices throughout the province. Through the National Action Plan to End Gender-based Violence partnership, SAFE program delivery will be expanded to adult male correctional facilities.</p> <p>Community Corrections delivers case management and offence-specific programming to individuals sentenced to supervision for a sexual offence. This includes the Moving Forward facilitated group program, which is a cognitive-behavioral and skills-based curriculum structured around a relapse prevention planning process. The program began being delivered in November 2021, and probation delivery capacity has expanded to nine offices in the province.</p> <p>See Call to Action 30 regarding the mental health courts, drug treatment courts, and domestic violence courts in Saskatchewan. Additionally, Justice and Attorney General funds a community-based organization</p>
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	<p>to provide family violence programming for the Domestic Violence Treatment Option Court in North Battleford.</p> <p>In November 2019, the Minister of Justice and Attorney General made a commitment to deliver continuing education sessions to justice system professionals on the topics of sexual violence and trauma. A planning committee was struck to develop the program and several Continuing Professional Development (CPD) sessions were recorded with the Law Society of Saskatchewan which were released in December 2020. Topics included: complainant’s counsel, sexual assault litigation, trauma-informed practice, and witness testimonial aides.</p> <p>See Call to Action 57 regarding training about the impact of trauma on victims, offenders, communities, and families.</p>
<p>38. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to eliminating the overrepresentation of Aboriginal youth in custody over the next decade.</p>	<p>The alternative measures programs, youth extrajudicial sanctions programs, and community justice programs mentioned in Call to Action 30 play a significant role in decreasing Indigenous youth in custody or on community orders as a result of being sentenced or remanded, as do the Aboriginal Courtworker Program, the HUB model, and the work occurring in Corrections.</p> <p>The Ministry of Justice supports a school-based justice program offered by the Yorkton Tribal Council to provide peer mediation, as well as a school-based justice program in Pinehouse. Additionally, the ministries of Justice and Education support the Restorative Action Program, which serves about 8,000 students in 11 Saskatoon high schools. Besides resolving matters such as fighting, bullying, and relationship conflicts, these programs are valuable opportunities to support young people in learning communications, conflict resolution and leadership skills.</p> <p>The Ministry of Corrections, Policing and Public Safety has implemented the Decision Points cognitive behavioral program for high-risk youth in both secure and open custody facilities, as well as for youth involved with Community Corrections. Decision Points targets anti-social thoughts and skill deficits through an interactive cognitive-behavioural approach to enhance better decision making and behaviour change. Additionally, in February 2021, the ministry hired an Indigenous Advisor into Integrated Justice Services to support and guide both ministries regarding matters related to Indigenous justice (see CTA #30).</p> <p>The Ministry of Corrections, Policing and Public Safety and Integrated Justice Services organized an Indigenous Youth Camp held in March 2022. It was a two-week camp for youth offenders with eight youth from both northern (two) and southern (six) regions. The camp had guest speakers from the Indigenous</p>

	<p>community to lead and engage youth on discussions regarding Indigenous history and teachings. Activities included skinning and meat preparation with a deer demonstration (Indigenous gathering process), storytelling, land-based teachings, nature hikes, daily talking circles, daily smudging, ceremonial teaching, a pipe ceremony and sweat ceremonies.</p> <p>The Ministry of Corrections, Policing and Public Safety organized an additional Indigenous Youth Camp held in November 2022 at the Paul Dojack Youth Centre (PDYC) for two weeks. Groups of youth had guest speakers from the Indigenous community to lead and engage youth on discussions regarding Indigenous history and teachings. Activities included storytelling, tipi teachings, daily circles, daily smudging, ceremony protocol teachings, pipe ceremony and sweat ceremonies. This opportunity for youth will continue with another camp currently being planned for the fall of 2023.</p>
<p>40. We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.</p>	<p>The Saskatchewan Coroners Service has created a Family Liaison Consultant (FLC) to primarily work with Indigenous families who may have questions or concerns related to a coroner’s investigation. The FLC also works closely with families to prepare and support them for an upcoming inquest into the death of their family member.</p> <p>Victims Services Programs</p> <p>Victims of crime, including Indigenous victims, receive crisis intervention, information, support, advocacy, and referrals, as well as court-related services from police-based victim services programs. These services are available province wide.</p> <p>The Indigenous Family Violence Program provides comprehensive and holistic support and education to urban Indigenous families impacted by abuse or violence. There are currently six programs in five urban communities: Battleford (one), Prince Albert (two), Regina (one), Saskatoon (one) and Yorkton (one).</p> <p>Indigenous Resource Officers are established in six police-based victim services programs to provide specialized assistance to Indigenous victims of crime and their families. The programs also advocate within the criminal justice system on behalf of Indigenous victims of crime and assist police in developing crime prevention initiatives for Indigenous youth. Some Indigenous Resource Officers and other Indigenous police-based victim services staff continue to seek Elder input for resources and training to assist all police-based victim services programs in building closer working relationships with Indigenous communities, and support Indigenous victims of crime more effectively.</p>

	<p>All Victims Services funded programs, including Police-Based Victim Services, Indigenous Resource Officers, Missing Persons Liaisons, Victim Services Responders, Children Exposed to Violence Programs, Indigenous Family Violence Programs, and Victim/Witness Services are to collecting data related to the number of Indigenous victims served. This assists Victims Services to identify the level of need for specific groups of victims and to ensure appropriate design and delivery of services to meet those needs.</p> <p>Victim/Witness Services is exploring procurement requirements to create capacity for Elder support for children and other vulnerable victims and witnesses who are required to testify in court. Soft rooms in the province have been enhanced to provide culturally sensitive environments to meet the needs of Indigenous victims and witnesses.</p> <p>The Ministry of Justice and Attorney General funds Missing Persons Liaison positions in the victim services units in the province’s three largest municipal police services (Prince Albert, Regina, and Saskatoon). These liaisons provide specialized victim services that respond to the unique needs of families of missing persons. The programs work closely with police to provide a coordinated response to families. The liaisons also provide training, case consultations, workshops and training materials to other professionals who work with families of missing persons, including all Police-based Victim Services Programs across the province.</p> <p>Domestic Violence Responses</p> <p>Victims of domestic violence, including Indigenous victims of domestic violence, receive crisis intervention, information, advocacy, referrals, safety planning and domestic violence court-related services from specialized domestic violence victim services programs. These programs also support Saskatchewan’s three domestic violence courts in the Battlefords, Regina and Saskatoon.</p> <p>Since 2014, the province has supported the annual Violence Prevention Week. Community agencies request a proclamation for the week and the Ministry works with them to advance the message that reducing and preventing violence is everyone’s responsibility.</p> <p>In May 2018, the province released the Domestic Violence Death Review (DVDR) Final Report. It included 19 recommendations in the areas of domestic violence policy, procedure, program, training, services, and protocols that aim to prevent such deaths. Ministries with a shared agenda regarding domestic violence meet regularly to provide integrated responses to the DVDR recommendations. Saskatchewan’s response</p>
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	<p>to the DVDR (Interpersonal Violence and Abuse: A Response to the Domestic Violence Death Review) was released in May 2019. Government of Saskatchewan ministries continue to meet through the Interministerial Committee on Interpersonal Violence and Abuse to advance these recommendations along with other prevention and intervention approaches. In 2021, the Government of Saskatchewan committed to carrying out a second DVDR with the final report currently projected to be finalized by December 2023.</p> <p>Interpersonal Violence and Abuse Programs</p> <p>A key Initiative for 2024, Child and Family Programs (CFP) and Integrated Justice Services (IJS) have secured cost-shared funding from the federal government’s National Action Plan to end gender-based violence to begin training in the Safe and Together Model. Implementing the Safe and Together model is a step towards influencing system change in how the human services sector understands and responds to interpersonal violence (IPV). The Safe and Together Model is a domestic violence-informed approach to supporting families experiencing family violence by focusing on the behavior and actions of the offending person committing acts of violence, rather than focusing primarily on the victims’ experiences. The training model emphasizes the importance of keeping families together, while also ensuring the child and family’s safety is a priority. It provides a framework for collaborating and coordinating with families and other systems to create change in how we respond to family violence.</p> <p>The province supports 45 interpersonal violence and abuse services delivered by 33 community-based organizations in 16 communities across Saskatchewan. Five programs are delivered through Indigenous agencies, and individual services have incorporated trauma-informed and culturally sensitive practices throughout the province. There are residential services for women and children; family violence intervention programs; sexual assault services; transition houses; enhanced residential services; provincial coordination services; and the Northern Transportation and Support Initiative (NTSI). The NTSI provides information, resources, and referrals for residents of the Northern Administration District who are fleeing interpersonal violence and abuse.</p> <p>In November 2022, the province announced funding of \$150K to Hope Restored Canada to deliver services to victims of human trafficking. The funding was invested in secure housing, counselling treatment, and life skills programs at Hope Restored Canada’s safe house in Saskatoon.</p>
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	<p><i>The Protection from Human Trafficking Act</i> was enacted in spring 2022. The legislation offers options intended to provide a tort for victims to take an action against the trafficker and a protection order for the victim against the trafficker. This is consistent with other jurisdictions in Canada.</p> <p><i>The Children’s Law Act</i> was amended to align with the <i>Divorce Act</i> amendments, which came into effect March 1, 2021. Amendments to both Acts require family violence and its effects to be considered by the court when making parenting arrangements.</p> <p>Amendments to <i>The Saskatchewan Employment Act</i> provides survivors of interpersonal violence or sexual violence with five days paid leave and a further five days’ unpaid job protected leave which affords them more financial security as they leave violent relationships. This leave is available to employees to care for a victim of violence, seek medical attention, receive victim services or other professional services, relocate as well as seek legal or law enforcement assistance or attend court.</p> <p><i>The King’s Bench Act</i> was amended to require family dispute resolution service providers, such as family mediators and collaborative lawyers, to have 14 hours of family violence training. Our partner, the Provincial Association of Transition Houses, provides a 14-hour family violence training program designed for family law service providers, which the ministry has promoted as a way to fulfill the family violence training requirement.</p> <p>Amendments to the <i>Victims of Interpersonal Violence Amendment Act</i> allow renters to end fixed-term tenancy agreements with 28 days’ notice if they are victims of interpersonal violence or victims of sexual violence continue to be at risk.</p> <p>Amendments to <i>The Privacy Act</i> in 2021 allow a person whose intimate image has been distributed without their consent to sue the person who distributed the image. It also shifts the onus of proof to the person who circulated the image, requiring them to show that they had a reasonable basis to conclude consent had been granted to do so.</p> <p>In 2020 the province developed a multi-year Public Awareness Campaign which aims to increase individual and community conversation and awareness about interpersonal violence and abuse in Saskatchewan. To date Government has made an investment of \$512 in the campaign. After a public procurement process, Saskatchewan - based Phoenix Group was contracted to deliver the campaign. The first phase of the campaign was released in November 2020, the second phase in October 2021. Both campaigns were translated into French, Cree and Dene. The third phase of the campaign will focus on young adults, ages 18 to 24, and strive to inform them on healthy relationships.</p>
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	<p>The Ministries of Corrections, Policing and Public Safety and Justice and Attorney General have partnered with the Royal Canadian Mounted Police to engage northern Saskatchewan communities to ensure the RCMP and Government of Saskatchewan are adequately informed of their unique assets, gaps and vision for addressing domestic violence and opportunities to support existing community led prevention and intervention initiatives.</p> <p>In September 2020, in support of the Lac La Ronge region’s community-led alcohol management plan, Government provided Criminal Property Forfeiture Funds to Piwapan Women’s Shelter to implement a community-led domestic violence program pilot focused on engaging community, promoting healthy relationships, and reducing family violence. The Ministries of Corrections, Policing and Public Safety and Justice and Attorney General are supporting the implementation and outcome measurement of the pilot.</p> <p>As part of the strategy’s development, Community Safety and Well-Being is collaborating with the RCMP to engage northern Saskatchewan communities on the current needs, resources available, and community vision for reducing domestic violence.</p> <p>Responses to Sexual Assault</p> <p>The province funded a pilot and evaluation (\$122K) of the Victim Advocate Case Review process (also known as the Philadelphia Model) in Regina. This review process brings in frontline external experts in sexual assault to work directly with police. They review unfounded sexual assault cases to understand why they were classified as unfounded and to examine if there are opportunities for policy or procedural changes in how the police investigate complaints. In 2021-22, the Province committed approximately \$92K per year to expanding Victim Advocate Case Reviews. Currently, the Province is supporting reviews in Regina and Saskatoon.</p> <p>The Ministry of Justice partnered with a community service provider to deliver the Listen Project that provides free legal information and advice to survivors of sexual and domestic violence. Full funding for the Listen Project is available from Justice Canada until March 2026. Under the program, survivors of sexual and domestic violence can receive up to four hours of legal information and advice per incident from roster lawyers. The program is available to all persons in Saskatchewan but may be particularly beneficial for Indigenous women and girls who may not be able to access supports or information locally, may not trust police, or may not understand how the justice system can help protect them from future assault or</p>
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	<p>retaliation. Through a partnership with Public Legal Education Association, Justice hosted a continuing professional development event for Listen Project roster lawyers, and any other lawyer wishing to participate, regarding best practices when receiving referrals to assist sexual assault victims through the Listen Project.</p> <p>Since 2017-18, there has been an almost 35 per cent increase in investment in services for victims of sexual violence by the Government of Saskatchewan.</p>
<p>42. We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the <i>Constitution Act, 1982</i>, and the United Nations Declaration on the Rights of Indigenous Peoples, endorsed by Canada in November 2012.</p>	<p>Justice</p> <ul style="list-style-type: none"> • Saskatchewan is currently working with the Whitecap Dakota First Nation and the Muskoday First Nation on a pilot project to collaboratively find solutions to various issues related to the enforcement of First Nations laws on reserve land, specifically with respect to the investigation, laying of charges, prosecution and adjudication of First Nations laws and the enforcement of fines, penalties and other orders resulting from the violation of those laws.
<p>Professional Development and Training for Public Servants (#57)</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 <i>United Nations Declaration on the Rights of Indigenous Peoples</i>, 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>Government-wide Initiatives</p> <p>The Public Service Commission (PSC) has signed a five-year master terms and conditions contract with Aboriginal Consulting Services, a Saskatchewan-based Indigenous owned and operated firm, to deliver training and create greater awareness of the history of Indigenous people, including the impact of residential schools, treaties, Indigenous law and contemporary issues in response to Truth and Reconciliation Call to Action #57. The contract is in place from February 1, 2022, to January 31, 2027. It is mandatory training for all Government of Saskatchewan employees. As of December 31, 2023, 8,654 employees in the Government of Saskatchewan have completed the Indigenous Awareness training in alignment with the Calls to Action outlined in the Truth and Reconciliation Commission Report.</p> <p>Several ministries have internal training programs, specific to the business of the ministry, to enhance intercultural competence. The PSC Inclusion Task Team launched the 4 Seasons of Reconciliation 90-Day Challenge initiative to increase cultural competency skills and supports employees in their professional development commitment to Truth and Reconciliation Call to Action #57.</p>

	<p>In November 2023, a Memorandum of Understanding was signed by the Government of Saskatchewan and Métis Nation-Saskatchewan (MN-S) to formalize, expand and enhance the relationship between the MN-S and PSC and to identify opportunities to educate the provincial public service about the Métis. A multi-year GoS Inclusion Strategy was launched in 2017 with a goal to support an inclusive workforce and workplace culture. Four themes have been established in alignment with the strategy:</p> <ul style="list-style-type: none"> • Inspiring accountability at all levels, starting at the leadership level; • Improving intercultural competence through awareness, education and training; • Enhancing talent acquisition processes and tools; and • Creating an inclusive and supportive workplace for all employees. <p>The PSC is currently undertaking a project to explore strategies and propose recommendations for Indigenous recruitment and retention, which will be embedded in the GoS Inclusion strategy.</p> <p>The Action Plan and the Inclusion Toolkit are available on a government website (Staffroom) to support ministries in acquiring, engaging, and growing a more diverse workforce and inclusive workplace.</p> <p>Some of the government-wide initiatives from the 2023-24 Inclusion Action Plan related to Call to Action #57 include:</p> <ul style="list-style-type: none"> • Developing and delivering practical inclusion tools, training and resources that help managers build a representative and inclusive workplace culture; • Continue to communicate broadly on Inclusion Strategy and Action Planning process corporately and through ministries; and, • Ongoing delivery of the Indigenous Awareness Training to the public service. A new contract was awarded to Aboriginal Consulting Services in January 2022. <p>Each ministry has established an inclusion committee to help in developing a more inclusive workplace culture in government. Ministries have hosted events and learning opportunities, including:</p> <ul style="list-style-type: none"> • Indigenous ceremonies, such as pipe ceremonies, medicine walks, sweats, etc.; • Speakers, Elders and facilitators to teach about the history of colonization, impact of residential schools and the importance of reconciliation; • Additional virtual training such as the 4 Seasons of Reconciliation by First Nations University and Productions Cazabon, Introduction to Indigenous Studies by Saskatchewan Polytechnic, Indigenous Economic Development and also The Relationship between Indigenous and Non-Indigenous People as
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	<p>part of the Policy Workshop Series by Johnson Shoyama Graduate School of Public Policy and several offerings from the First Nations Training Consultants, Truth and Reconciliation Commission and the Office of the Treaty Commissioner;</p> <ul style="list-style-type: none"> • Celebration of National Indigenous History Month, Indigenous Storytelling, Indigenous Peoples Day, Orange Shirt Day and the National Day for Truth and Reconciliation; the National Day of Awareness for Murdered and Missing Indigenous Women and Girls (recognized as Red Dress Day; and National Ribbon Skirt Day; and, • 12 ministries participated in the KAIROS Blanket Exercise, an exercise focused on teaching about the history of colonization and its impacts in Canada. <p>Seven ministries and commissions have established Indigenous Advisor and Senior Indigenous Advisor positions to lead internal and external engagement and to provide advice on organizational strategies, policies, programs and partnerships that will lead to improving Indigenous outcomes in Saskatchewan (Advanced Education; Energy and Resources; Justice and Attorney General; Public Service Commission; Parks, Culture and Sport; SaskBuilds and Procurement; and Apprenticeship and Trade Certification Commission).</p> <p>Ministry of Education:</p> <p>As part of onboarding new employees, Aboriginal Awareness training is mandatory in the Ministry of Education. From August 2017 to June 2018, all Ministry of Education staff attended an Aboriginal Awareness training session hosted by the ministry. Starting in 2019, new Ministry of Education staff are encouraged to attend Aboriginal Awareness training sessions.</p> <p>The Ministry of Education purchased a two-year license from June 14, 2020 to June 14, 2022, to the 4 Seasons of Reconciliation, a multi-media online professional development course developed through a First Nations University of Canada and Productions Cazabon partnership. The course promotes a renewed relationship between Indigenous peoples and non-Indigenous people in Canada. The learning modules were launched June 22, 2020, and to date all ministry branches have worked through course completion.</p> <p>The Ministry of Education staff provide oversight and support to Leading to Learn, an initiative designed to provide capacity building professional learning opportunities for administrators from provincial school divisions and First Nations educational organizations. This training enables educational leaders to increase knowledge and understanding of Indigenous perspectives, worldviews and cultural protocols and how their</p>
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	<p>roles as system leaders impact First Nations, Métis and Inuit student success. At the end of the 2021-22 school year, 19 school divisions had completed Leading to Learn training. An additional four school divisions are planning on completing training in the 2022-23 school year.</p> <p>The Saskatchewan Indigenous Subject Headings Project (SKISH) to modernize subject headings used in many library catalogues related to Indigenous Peoples began in 2021. Through a series of engagements in 2022 and 2023, the work of technical cataloguing experts from various library sectors was released in October 2023. This collaborative effort originated with the Multitype Library Board, a Minister of Education appointed body, including representatives from public, post-secondary, school, special libraries and library associations in the province. October 2022, an opening ceremony was held with a pipe ceremony in June 2023 held to transition the project from engagements to the provision of support for Saskatchewan libraries to implement updated subject headings in their catalogues. Implementation support is ongoing.</p> <p>The Multitype Library Board has sponsored access to the professional development module of the 4 Seasons of Reconciliation for Saskatchewan library and archive staff, as well as Saskatchewan public library trustees. PLLO has covered the cost for up to 300 seats; registrants were received for all 300 seats. The two-year license has now expired.</p> <p>PLLO is developing a centralized collection of materials in Indigenous Languages spoken in Saskatchewan. This collection is planned to aid in the reclamation of Indigenous languages while preserving and strengthening access to all the Indigenous languages spoken in the province. PLLO is working with the public library sector to develop these resources over the coming years. These materials will be available to the public through the provincial public library system.</p>
	<p>Advanced Education</p> <p>The Ministry of Advanced Education (AE) extended its license to the <i>Four Seasons of Reconciliation</i> to include their new hires. The course is a multi-media online professional development training that was designed in partnership with the FNUniv and Productions Cazabon which promotes a renewed relationship between Indigenous peoples and non-Indigenous people in Canada. Many Regional Colleges and Universities are using the <i>Four Seasons of Reconciliation</i> to promote Indigenous cultural awareness and reconciliation education.</p> <p>In recognition of economic reconciliation, AE hosted a hybrid event, <i>21st Century Learner – Indigenous Community Success</i>, for AE staff and the Ministries of Education, Immigration and Career Training and</p>

	<p>SaskBuilds and Procurement on January 9, 2023. Guest speaker, Thomas Benjoe, President and CEO of FHQ Developments, presented on the role technology can play in Indigenous communities and in supporting student transitions to post-secondary success, as part of the 21st Century Learner Initiative.</p> <p>In recognition of National Day for Truth and Reconciliation, AE hosted a virtual panel discussion, <i>Reconciliation in Action</i>, for AE staff on September 19, 2023. Panelists are Lori Campbell, Associate Vice-President of Indigenous Engagement at the University of Regina and Dr. Brenda Anderson, Associate Professor at Luther College.</p> <p>Post-secondary institutions are incorporating various training programs for faculty and staff to increase awareness of Indigenous beliefs and culture.</p> <p>Agriculture</p> <p>The Ministry of Agriculture is committed to mandatory Aboriginal Awareness Training through PSC and currently is at a 96 per cent staff completion rate. The Ministry of Agriculture purchased a one-year license in April of 2021, in partnership with SCIC (200 seats each) to provide personal and professional development in Indigenous history through the <i>4 Seasons of Reconciliation</i>, a multi-media online professional development course developed in partnership between the First Nations University of Canada and Productions Cazabon. The course promotes a renewed relationship between Indigenous and non-Indigenous peoples in Canada. This learning platform is at full capacity with staff working to complete by the March 18, 2022, deadline. At that time, it will be evaluated for continuation. Once staff have completed, they will receive a Certificate of Completion in Reconciliation from the First Nations University of Canada [Call to Action #57].</p> <p>In April of 2022, the Ministry signed on (in partnership with SCIC) an extended one-year contract for the Four Seasons of Reconciliation learning platform.</p> <p>Staff participated in person in the KAIROS Blanket Exercise at the 2022 Ministry Conference. As part of the Conference, Indigenous voices shared Cultural Conversations to increase Cultural Awareness and agriculture opportunities.</p> <p>The Ministry of Agriculture provided several learning sessions; on September 30, 2022, to honour Orange Shirt Day and the second National Truth and Reconciliation Day to share the history and legacy of residential schools. In collaboration with Ministry of Education and the Senior Indigenous Advisors Inter-Ministry Council and the PSC, Dr. Jacqueline Ottmann (President, First Nations University of Canada) was invited to provide a key message to all Government of Saskatchewan public servants. Ministry Staff across the province held honour walks, attended cultural events, and reflected on the meaning of National Truth</p>
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	<p>and Reconciliation Day. The Ministry gathered and honoured the missing children and residential school survivors through a short presentation and drumming and singing a prayer song. Ministry and SCIC leaders attended and participated in the first annual miyo-wic'iwitowin event held at Mosaic Stadium on September 29th.</p> <p>The Ministry of Agriculture UMC Diversity Committee is committed to cultural training platforms and throughout the month of June highlighted and promoted both National Indigenous Peoples Day and Indigenous History Month and encouraged resources through Insider and MS Teams platforms.</p> <p>The Ministry of Agriculture invites Indigenous leaders, farmers, and organizations to share in knowledge transfer through the work of the Building and Strengthening Indigenous Supports [BASIS] Specialists. The BASIS Specialists seeks to better support and drive Indigenous opportunities and engagement to help grow the Indigenous agriculture sector. This engagement supports programs and inclusivity of Indigenous voices as the Ministry develops the next suite of programs with AAFC. Through hosting events such as the Witaskêwin Ag Summit in October 2021, and the upcoming Wic'iwitowin Next Policy Framework events in April and November of 2022. [Call to Action #84, Indigenous voices in reconciliation].</p> <p>Further to Call to Action #84, as part of, <i>increasing equitable access for Aboriginal peoples to jobs, leadership positions, and professional development opportunities within the organization</i>, The Ministry of Agriculture has created and will be posting and hiring a Provincial Indigenous Engagement Specialist and hired a Summer Student in 2022.</p> <p>The Ministry of Agriculture designated a space for the Indigenous Engagement Unit and created the Wic'iwitowin (meaning 'helping one another') Board Room, a safe space for collaboration, education, transfer of knowledge and cultural protocols. This Board Room has been re-designed to allow smudging and ceremony capabilities.</p> <p>Corrections, Policing and Public Safety</p> <p>In February 2021, an Indigenous Advisor was hired to support both JAG and CPPS ministries regarding matters related to Indigenous justice. Among other things, this position will work to strengthen relationships between First Nations and the ministries and provide culture protocol and knowledge to staff. Corrections, Policing and Public Safety also employs a Director of First Nations and Métis Services who provides advice on ministry strategies, policies, programs and partnerships that will lead to improving Indigenous outcomes in Saskatchewan and oversees Indigenous programming in adult and youth</p>
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	<p>correctional facilities (see CTA 36). Additionally, this position supports the recruitment and retention of Indigenous staff.</p> <p>The Ministry of Corrections, Policing, and Public Safety (CPPS) maintains a service agreement with the Office of the Treaty Commissioner (OTC) to provide Indigenous Perspectives cultural training to its new correctional officers. This service agreement has been in place since 2015. Further, CPPS has established a further agreement to provide additional training to those staff (regardless of their position/level) who have not yet had the opportunity to receive said training. Through the partnership with OTC, virtually all Community Corrections and Youth Custody staff have been trained in Indigenous Perspectives cultural training.</p> <p>CPPS has also engaged with OTC to develop anti-racism, anti-bias, and lateral violence on-line training for all ministry staff. This training development by OTC has yet to be completed.</p> <p>The Ministry of Corrections, Policing and Public Safety and the Justice and Attorney General support the Elders Forum, in which male and female First Nations and Métis Elders provide advice to officials about justice-related policies, programs, and operations. The Elders Forum includes Elders representing the cultural groups of Indigenous people in the province.</p>
	<p>Energy and Resources</p> <p>Aboriginal Awareness Training is mandatory for ER employees and many of ER permanent employees have completed the training. The course covers appropriate terminology, demographics and socioeconomics issues, treaty negotiations, Metis history and current issues, the Indian Act, Truth and Reconciliation, Aboriginal rights, and Indigenous law, demystifying cultural protocols and turning the corner. The Ministry’s goal is for all ER permanent employees to complete the training.</p>
	<p>Environment</p> <p>The Ministry focuses its efforts of Reconciliation in two key training areas:</p> <ul style="list-style-type: none"> • Indigenous Awareness – There is a Ministry commitment to support all staff in accessing this learning through live online offerings, coordinated by the Public Service Commission. As of February 9, 2024, 475 staff have taken this training.

	<ul style="list-style-type: none"> • Indigenous Engagement – The Ministry created and launched a workshop for staff in May 2020, which facilitates discussion and builds capacity through encouraging exploration of concerns and issues relevant to Environment’s work. As of February 9, 2024, 209 staff have participated in this workshop. • As a direct result of the workshop, requests for more discussion led to the creation of the Mâmawapitân (Woodland Cree for ‘let’s meet’) monthly forum. The ministry created and launched an internal, virtual workshop that helps build our capacity and confidence to engage productively with Indigenous clients. Key to the workshop are the expertise and personal experiences that its Indigenous and non-Indigenous presenters openly share with participants. As of February 9, 2024, ENV has hosted 29 Mâmawapitân meetings with 812 aggregate total attendance, averaging 28 people per meeting. • In this forum, ministry staff share expertise and experiences, and support one another with the goal of better engagement outcomes. It is an opportunity to have inclusive, open and honest discussions, as well as build trust and predictability in the ministry’s interactions with Indigenous clients. • The February 2024 Mâmawapitân session is open for all ministry staff to attend. In honor of February being Indigenous Story Telling month, the ministry will host traditional knowledge keeper and storyteller Joseph Naytowhow to share his stories and knowledge with the ministry. <p>Ongoing awareness initiatives and annual events within the ministry include:</p> <ul style="list-style-type: none"> • Through the ministry’s Community of Practice for Engagement the ministry is providing an opportunity for staff involved in engagement programs to participate in an external workshop on Diversity, Equity, and Inclusion (DEI) in Public Engagement activities. While this workshop does not solely focus on Indigenous engagement, it is meant to provide a lens for applying DEI to all engagements and will consider the concept of decolonization of engagement programs. • Information promoted on ENV’s <i>environet</i> SharePoint site along with all staff emails. Promotion of personal pledges of Truth and Reconciliation with Indigenous peoples: • Within the Deputy Ministers’ Making a Difference Awards promotional materials and the guidance for the nomination processes, the ministry has provided information and promotion of the TRC Calls to Action. The MADA nomination guidance encourages nominators to consider including how the individual, team or initiative they are nominating aligns with the Truth and Reconciliation
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	<p>Commission (TRC) Calls to Action and has contributed towards promoting and advancing reconciliation in their work within the Ministry of Environment.</p> <ul style="list-style-type: none"> ○ Promote GOS wide events including Orange Shirt Day and Video by Minister Skoropad, Red Dress Day (Missing and Murdered Indigenous Women, Girls, 2 Spirit, and gender diverse people - MMIWG2S) and National Indigenous History Month and National Indigenous Peoples Day. ○ In April 2023, the Strategic Management Services team held a branch meeting at Wanuskewin in Saskatoon that included a session on tipi teachings. Esteemed Knowledge Keeper Jessie Muhlback shared lessons from Elder Mary Lee. During this learning experience, every member of the branch contributed to the construction of a Plains Cree style tipi; learning how to build a tipi, as well as the important values and lessons that each of the 15 poles symbolize and the different meanings they hold in the four stages of life (birth, youth, elder and death). The tipi teachings highlighted the connection between the knowledge and cultural heritage of the Plains peoples and their traditional way of life. ○ Ministry of Environment (June 2023) All Staff Day programming included a focus on reconciliation. Indigenous speakers shared knowledge and expertise through storytelling and sessions related to protocol, inclusive policy development and provincial context.
	<p>Finance</p> <p>The Ministry of Finance had hired Aboriginal Consulting Services to deliver Aboriginal Awareness Training to staff to increase appreciation and understanding of Aboriginal people’s history, social context and contemporary issues. This training had been completed by approximately 460 staff members (98%) as of December 31, 2021. This initiative has been completed.</p> <p>The Ministry of Finance has partnered with 4 Seasons of Reconciliation to provide an online, self-paced course to deliver the foundational awareness and learning of truth and reconciliation, with a completion certificate provided by First Nations University of Canada. While this training is currently underway, the Ministry is striving to achieve a completion rate of 100% by May 31, 2024.</p> <p>The Ministry of Finance Inclusion committee continues to focus on engaging staff and building awareness and understanding through events such as the Ministry Orange Shirt day, Red Dress day and Indigenous Storytelling month by encouraging conversation and sharing information through internal communications channels</p>

	<p>Government Relations</p> <p>In 2021, Government Relations purchased a two-year license to the <i>Four Seasons of Reconciliation</i>, a multi-media online professional development course developed in partnership between the First Nations University of Canada and Productions Cazabon. The Program is being included in the Ministry’s suite of mandatory training. The course promotes a renewed relationship between Indigenous peoples and non-Indigenous people in Canada. The learning modules, along with facilitated discussions will be rolled out to all ministry staff. The Ministry of Government Relations has completed the initial pilot of 4 Seasons of Reconciliation training. GR supplemented the modules with learning events. Sessions were held on Economic Reconciliation, Treaties, and Indigenous Relations, and Reconciliation with speakers from grass-roots organizations including OTC, The Comeback Society, The Treaty Land Sharing Network, Elder Willie Ermine, and Lori Campbell. GR is currently establishing additional First Nation and Métis learning opportunities.</p> <p>Government Relations provides training on the First Nation and Métis Consultation Policy Framework and Saskatchewan’s approach to Duty to Consult. In 2020-21, the Ministry created online training which includes legal foundations (delivered by Justice), and the Consultation Policy Framework, interest-based engagement, and the role of the proponent in consultation.</p> <p>Government Relations provided funding to the Miyo-wíciwítowin event held at Mosaic Stadium on <i>September 29th</i> held in Regina. Government officials attended the day in support of truth and reconciliation and to acknowledge all survivor’s of the inter-generational damage caused by Residential schools.</p> <p>Government Relations, the Ministry of Highways and the Office of the Treaty Commissioner (OTC) continue to collaborate on the installation of signs to educate the public on the Treaties in Saskatchewan. In 2022, perhaps the first of its kind in Canada, a set of signs were installed along Highway 11 between Regina and Saskatoon in the Bladworth/Davidson area, to mark the boundary between Treaties 4 and 6. The signs were unveiled in a ceremony on September 26, 2022. In 2023, four more sets of signs were unveiled at a ceremony, held on October 20th at Wanuskewin near Saskatoon. Three sets of these signs were then installed that fall – on Highway 39 near Estevan (Treaties 2 and 4), on Highway 1 near Wapella (Treaties 2 and 4) and Highway 6 near Lanigan (Treaties 4 and 6). In line with the Calls to Action, provincial public servants are learning more about the history of Treaties, and further consultation are being led by the OTC to re-evaluate the location of the fourth sets of signs. In addition to this fourth set of signs, the parties are</p>
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	<p>exploring the installation in 2024 of additional signs to recognize Treaty 5, Treaty 6A, Treaty 8 and Treaty 10.</p> <p>Health and Saskatchewan Health Authority</p> <p>The Ministry of Health had required that staff take the online training program “<i>Canadian Indigenous Culture Training – Truth and Reconciliation Commission (TRC) Edition</i>”, offered by the Indigenous Leadership Development Institute Inc. Over 95 per cent of existing staff had taken this training. On-boarding staff are now required to participate in training offered by the Public Service Commission. This training, which can be in person or virtual, has staff learning a variety topics, for example:</p> <ul style="list-style-type: none"> ○ appropriate terminology; ○ history of Indigenous peoples; ○ history and legacy of residential schools; ○ demographics and socio-economic issues; ○ treaty negotiations ○ Métis history and current issues; ○ Métis -Crown relations; ○ how historical issues shape contemporary issues; ○ The Indian Act; ○ Truth and reconciliation; ○ Aboriginal rights and Indigenous law; ○ demystifying cultural protocols; and, ○ leading by example. <p>Officials from the Ministry of Health have also participated in a KAIROS blanket exercise and a medicine walk. The medicine walk occurred on the Piapot First Nation and was coordinated by Eagle Moon Health Office. It consisted of two Elders sharing their wisdom and knowledge about Indigenous use of trees, shrubs and plants for food and medicine.</p> <p>The Ministry of Health’s Diversity and Inclusion Committee has also sponsored events around Indigenous awareness In the week leading up to Saturday September 30, 2023 (National Day for Truth and Reconciliation), Ministry staff were given the following opportunities on First Nations and Métis cultural awareness:</p> <ul style="list-style-type: none"> ● learn about and participate in a smudge;
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	<ul style="list-style-type: none"> • receive a presentation on what land acknowledgements are, why we do them and the steps to consider when creating a land acknowledgement; and, • presentation from a residential school survivor and Round Dance experience and learning event. <p>All Ministry of Health employees were also encouraged to wear an orange shirt on September 28.</p> <p>The Saskatchewan Health Authority offers many programs and services that are in alignment with the TRC Calls to Actions including, cultural competency training and workshops, translation services, and Elder and Residential School support staff. For the past two years the Saskatchewan Health Authority has been offering the KAIROS blanket exercise training to senior leadership, physicians, nurses, students and staff from public health, primary health care and mental health and addictions. This training supports an opportunity for deeper learning about how colonialism has impacted the lives and health of First Nations and Métis people.</p>
	<p>Immigration and Career Training</p> <p>Learning and development around Indigenous issues continues to be a focus for the Ministry of Immigration and Career Training.</p> <ul style="list-style-type: none"> • The ministry continues offering ICT-specific sessions of the corporate Indigenous Awareness Training in alignment with the Public Service Commission’s requirement for mandatory trainings. These sessions are organized twice a year to increase staff understanding and appreciation of Indigenous people’s history, social context and contemporary issues. This understanding helps ICT better tailor programs and services to Indigenous clients. Since April 1, 2019, 238 ICT employees have completed Indigenous Awareness training. • Through 2021-22 and 2022-23, 34 ICT employees completed 4 Seasons of Reconciliation courses. It is a 10-module course which promotes a renewed relationship between Indigenous Peoples and Canadians through transformative learning about truth and reconciliation. A certificate of completion and a bonus video library for on-going learning is provided at the end of the course. The team’s learning is enhanced through the engagement of First Nations presenters and Elders, as well as facilitated group discussions to improve staff understanding of Indigenous issues and apply our learnings to ministry programming. • Throughout 2018-19 – 2022-23 fiscal years, ICT hosted multiple Blanket Exercises for senior and middle level management. In total, 75 ministry staff participated in the training.

	<p>Finally, as part of their professional development, employees who work directly with clients in the Career Services offices attend the annual Contact Conference. In April 2023, the conference covered human resource realities in a post pandemic world, mental health, career development across Canada, recruiting and training Indigenous talent, generational impacts and influences, supporting under-represented individuals through workforce development initiatives, and a session on Indigenous world view job coaching. Ministry staff will be attending the event again in April of 2024 with sessions dedicated to Indigenous employment and reconciliation. The ministry continues to focus on improving supports for Indigenous clients.</p> <p>Justice and Attorney General</p> <p>The Ministry of Justice Inclusive Workplace Committee (IWC) updated its 2023-24 work plan to align with the Government of Saskatchewan’s Inclusion Action Plan. The inclusion strategy aims to create a more inclusive workplace culture, improve recruitment and retention of diverse candidates, and ensure programs and services meet the needs of our changing provincial demographics. Staff are encouraged to participate in training modules on diversity and inclusion, complete the client self-declaration form, and attend awareness events such as Red Dress Day and Orange Shirt Day. In fall 2022 staff were encouraged to attend Education Week, where two presenters shared Indigenous knowledge and a JAG official represented the ministry at a career fair at the First Nations University of Canada. In 2023 Indigenous Storytelling month was highlighted and a story was shared with all staff which was provided by the Ministry of Justice’s Elders Forum. As well, Indigenous History month was highlighted with feature stories on JACK and all staff were encouraged to recognize and participate in National Indigenous Peoples Day.</p> <p>Additionally, as of March 2022, the Ministry of Justice and Attorney General added a new Senior Indigenous Advisor position. This position undertakes engagement with Indigenous organizations; develops collaborative partnerships with Indigenous groups; provides advice and support regarding ministry policies, programs, and processes; and provides cultural awareness education to Ministry staff.</p> <p>Through the services of John Lagimodiere, the Saskatchewan Coroners Service instituted Indigenous education to all staff pertaining to Indigenous history and topics such as the legacy of residential schools, colonialism, the 60’s scoop, and the current situation facing Indigenous communities and people. Additionally, Indigenous education forms part of the training for all initial staff hires.</p>
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	<p>Public Prosecutions is undertaking several steps to educate prosecutors about the history and culture of First Nations and Métis people and matters related to the National Inquiry. For example, both prosecutors and support staff participated in Blanket Exercises in June 2022 during their respective conferences.</p> <p>The Director of Prosecutors and Director of Professional Development inform prosecutors about relevant educational opportunities and encourage them to attend as time and resources allow. In April 2021, Saskatchewan prosecutors were invited to attend the Alberta Crown Prosecutor Speaker Series webinar: Indigenous Laws, Systemic Discrimination, and the Justice System: Emerging Trends in Canadian Law. This webinar was jointly presented for both the Alberta and Saskatchewan Crown Prosecution Services. Presenters Tamara Pearl and Benjamin Ralston discussed recent trends in case law in relation to Indigenous peoples and justice that is relevant to the work of Crown prosecutors, including recent sentencing decisions addressing the vulnerability of Indigenous victims, the role of Gladue factors in Charter challenges in criminal law, and recent case law clarifying the nature and scope of systemic discrimination against Indigenous peoples in various facets of the justice system.</p> <p>At the fall 2021 Saskatchewan Crown Attorney’s Association Conference, Beatrix Wallace, the Director of Addiction Services at Soul’s Harbour Rescue Mission, gave a presentation about sexual exploitation and human trafficking of individuals in Saskatchewan communities. Additionally, recent opportunities in 2022 include a webinar by the Law Society of Saskatchewan in March called “Advancing Reconciliation in the Justice System: Perspectives from the Bench”; a May 2022 workshop on trauma-informed lawyering during Victims and Survivors of Crime Week; and a July 2022 Law Society of Saskatchewan webinar called “Shedding the Doctrine of Discovery.”</p> <p>Public Prosecutions is also working on outreach and engagement initiatives. In August 2022 the Head of Prosecutions spoke at a conference hosted by the Touchwood Agency Tribal Council which focused on healing for families of missing and murdered Indigenous women and girls and the justice system’s response to the National Inquiry. Additionally, the North Battleford Regional Crown has been attending meetings with Elders regarding the Little Pine First Nation and Poundmaker Cree Nation Public Safety Project this year. This collaborative project is working to find more opportunities for Elder involvement in the justice system in their communities.</p> <p>The Ministry of Justice and Attorney General and the Ministry of Corrections, Policing and Public Safety support the Elders Forum, in which First Nations and Métis Elders provide advice to officials about justice-related policies, programs, and operations. The Elders Forum includes male and female Elders representing the cultural groups and languages of Indigenous people in the province.</p>
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	<p>Highways</p> <p>As of August 31, 2023, 82 per cent of Ministry of Highways (MoH) active staff have completed Aboriginal Awareness training. The training has been delivered by MoH and other ministries which have allowed highways staff to attend their sessions.</p> <p>MoH participates on the Indigenous Priorities Working Group (IPWG) and the Equity, Diversity, Inclusion Network (EDIN) which fosters partnerships and learning and development opportunities through this connection. MoH helps EDIN plan and coordinate the National Indigenous Peoples Day and Orange Shirt Day events in Regina.</p> <p>On September 14 Highways hosted Dale McArther from the City of Regina to talk about Indigenous hiring and recruitment strategies, First Nation partnerships, a path to economic reconciliation, and Indigenous mentorship. On February 8 Highways hosted Brad Bellegarde from the City of Regina to talk about National Indigenous Storytelling Month, including the importance of storytelling from Indigenous perspective, the history of the month and his personal story.</p> <p>Highways and Tokata HR Solutions have partnered to develop an Indigenous HR Strategy as of April 1, 2023, to March 31, 2026. This included a pipe ceremony and presentation. As part of the partnership highways attended the Interactive career fair April 26 at the Mamaweyatitan Centre in Regina and attended the career fair in Fort Qu’Appelle during the Treaty 4 Gathering on September 14. and the Peepeekisis First Nation Career Fair on January 25.</p> <p>Highways also took part in an investor information session at the First Nations University on February 14, bringing information to students about positions at highways and in the government. Additionally, we shared information about the Government of Saskatchewan’s Summer Student program and how to apply for positions with government.</p> <p>On September 12 the participants of the Accelerated Leadership Development Program at highways visited the site of the La Ronge Residential School and heard stories about survivors. On November 15, a member of the Learning & Development team attended a Louis Riel Day Red River Cart Demonstration hosted by Sask Builds and Procurement, increasing their knowledge of Métis history.</p>
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	<p>The highways Land Management Services hired an Indigenous Land Advisor to help facilitate the Treaty Land Entitlement process and build relationships with Indigenous communities. To date (February 20, 2024), 18,056 hectares (44,617 acres) of Treaty Land Entitlement were processed.</p> <p>Labour Relations and Workplace Safety (LRWS)</p> <p>LRWS has offered three Aboriginal Awareness training sessions in November 2017: two in Regina and one in Saskatoon. All staff completed the training at that time.</p> <p>In July 2016, the Ministry of Labour Relations and Workplace Safety hosted a Blanket Exercise for the senior and middle managers of the ministry. Approximately 40 people participated.</p> <p>In 2019, the Ministry of Labour Relations and Workplace Safety formalized its commitment to diversity by establishing a committee whose priority is two-fold: promote inclusion of all employees and to enhance employment of diversity groups. Ministry staff continue to participate in monthly learning and development opportunities coordinated by the committee focused on Indigenous matters.</p> <p>In 2021-22 the Diversity and Inclusion Committee sponsored six events to educate employees on the history of Aboriginal peoples including residential schools. In addition, a diversity and inclusion book club was started to share experiences of diversity groups.</p> <p>In the first six months of 2023-24, the Diversity, Equity and Inclusion Committee continued to educate employees of the ministry through presentations aimed at furthering an understanding of reconciliation. This included the airing of <i>Little Bird</i> series. In addition, the ministry’s all-staff event on June 21 included a traditional smudging and discussion by pow wow dancer Darrell Paskimin. In September, the ministry is hosting a drum building and drumming event as well as a presentation by the treaty land sharing network.</p> <p>Other activities include a traditional pipe ceremony with Elmer Eashappie and the engagement of a knowledge keeper to assist in the work of the Labour Relations and Mediation Branch.</p> <p>Parks, Culture and Sport (PCS)</p> <p>In 2022, the Ministry of Parks, Culture and Sport’s has undertaken a series of activities in the lead up to Orange Shirt Day/the National Day for Truth and Reconciliation both internally and external audiences which include:</p>
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	<ul style="list-style-type: none"> • Circulation of information to staff on impact of residential schools and reconciliation. • Developed and posted a message in French for the National Day on Truth and Reconciliation. • Assisted in planning the Equity Diversity and Inclusion Network Orange Shirt Day event. • The Royal Saskatchewan Museum (RSM) held a public Orange Shirt Day event in September 2022 featuring Brad Bellegarde and Tim Poitras. <p>The Ministry of Parks, Culture and Sport launched a new online Indigenous awareness training program for permanent employees called “4 Seasons of Reconciliation”. As of September 2022, 20% of staff had completed the half day training.</p> <p>The ministry’s <u>Indigenous Connections</u> SharePoint site continues to provide additional information for staff, such as the Truth and Reconciliation 94 Calls to Action, residential schools, Indigenous terminology and upcoming Indigenous events.</p> <p>In June 2022 the Ministry of Parks, Culture and Sport sponsored \$2,500 for the National Indigenous Peoples Day in-person event in the park and had some staff attend the event.</p> <p>The Royal Saskatchewan Museum (RSM) Solstice Speaker events were held in March, June and September 2022 which featured guest speakers and entertainers. Topics covered included:</p> <ul style="list-style-type: none"> • “What Have We Truly Inherited” with Cowessess Chief Cadmus Delorme. • Celebration to acknowledge National Indigenous Peoples Day with Errol Kinistino & Friends. • “The Pope Has Apologized, Now What” featuring speakers Chief Cadmus Delorme and Melissa Mbarki. <p>With the hiring of a new Curator of Indigenous Studies, plans are underway to address the issue of a lack of Indigenous representation on the RSM’s external dedication inscriptions.</p> <p>In May 2022, the Status of Women Office, along with Government Relations and Ministries of Justice collaborated on internal government articles on Red Dress Day and on the Moose Hide campaign. These articles intended to encourage reflection and raise awareness of missing and murdered Indigenous Women and Girls. Each article included actions to enable employees to get involved and show their support. The 2022 Saskatchewaner continues to use their platform to highlight multiple stories showcasing Indigenous culture, heritage, teachings, and tourism across Saskatchewan.</p>
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	<p>As of February 9, 2023, 71 per cent of permanent, full-time ministry staff have completed the 4 Seasons of Reconciliation on-line Indigenous awareness training.</p> <p>In November of 2022 ministry staff participated in the “Our Continued Journey to Reconciliation” All Staff event. The event included Knowledge Keeper, Tim Poitras, Mother Teresa Middle School powwow dancers & drum group as well as keynote speaker, Chief Cadmus Delorme, with break-out sessions that highlighted the ministry’s work towards reconciliation. Updates were provided on the Buffalo Child Stone, Churchill River trails, Rebuilding pehonannihk (The Waiting Place) and Provincial Park Employment Partnerships. An update was provided by Wanuskewin Heritage Park, on their UNESCO heritage site bid.</p> <p>A Solstice Speaker event was held in December titled “Language as a Bridge” featuring Cree singer and songwriter, Fallynn Baptiste.</p> <p>Planning is underway for the March Solstice Speaker series highlighting Indigenous Media.</p> <p>Three staff members at the Royal Saskatchewan Museum took The First Nations principles of OCAP (ownership, control, access, and possession) training. This training is of value to museum staff as it establishes how First Nations’ data and information will be collected, protected, used, or shared. This training is provided by First Nations Information Governance Centre.</p> <p>The Status of Women Office is in the planning stages to support a Red Dress Day event to be held at the Saskatchewan Legislature. The event is intended to raise provincial awareness, education and support of missing and murdered Indigenous Women and Girls.</p> <p>Four events were held to provide education on the history of Aboriginal peoples:</p> <p>On March 28, 2023, the Royal Saskatchewan Museum in Partnership with the Friends of the RSM hosted the third Solstice Series presentation, Storytellers: Our Truths. Our Perspectives. The panel discussed their personal experiences and work around Truth and Reconciliation while they shared their perspectives on storytelling and how it relates to Indigenous history and culture.</p> <p>Panelists included:</p> <ul style="list-style-type: none"> • Nelson Bird – CTV Regina • John Lagimodiere – Owner of Aboriginal Consulting Services (ACS) • Kerry Benjoe – Editor, Eagle Feather News • Cherish Francis – VP of Communications and Marketing at Makwa Innovations
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	<p>On May 1, 2023, the Moose Hide Campaign was recognized in the Legislature and throughout government to draw attention to and honour missing and murdered Indigenous women and girls, engage men and boys in conversation, and action to end gender-based violence. While the focus of the movement is men and boys, women, girls, and gender diverse people are also welcome to support the campaign and its goals.</p> <p>February 2024 Update:</p> <p>Moose Hide Campaign will be recognized on May 16th in the Legislature and throughout government to demonstrate the commitment to the Truth and Reconciliation Commission of Canada’s Calls to Action to addressing the issues raised by the National Inquiry into Missing and Murdered Indigenous Women and Girls. It also supports violence prevention and safety of Saskatchewan citizens.</p> <p>On May 5, 2023, a Red Dress Day Event was held at the legislative building to honour those who have been murdered and gone missing, support their loves ones, and bring awareness to those still with us who have yet to be found or are at risk. The event was attended by family members and survivors along with members of the Government of Saskatchewan and Opposition. This event included art installation created specifically by an artist from Prince Albert which used clay hearts to symbolize the missing and murdered Indigenous women and girls’ spirits and bring non-Indigenous support to generating greater public awareness.</p> <p>On June 15, 2023, fourth and last of the Solstice Series was held, called Indigenous Insights and Lifestyle. The Eagle Claw Dance Troupe, led by one of Saskatchewan’s most well-known Indigenous Performers, Preston Littlelent shared the meaning and importance of the individual dances. A celebration of Powwow was an opportunity to learn more about the rich and diverse voices, experiences, and our shared history</p> <p>As of March 31, 2023, 98 per cent permanent full-time staff at PCS completed the 4 Seasons of Reconciliation Indigenous Awareness Training.</p> <p>Western Development Museum:</p> <p>The WDM’s Board of Directors and Executive Team regularly receive training and education opportunities in Truth and Reconciliation. In 2022, John Lagimodiere, ACS Aboriginal Consulting Services, delivered training to the Board of Directors on Indigenous awareness. In 2020, WDM Board of Directors met with</p>
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	<p>Dion Tootoosis, Speakers’ Bureau, Office of the Treaty Commissioner; and the Saskatoon Anti-Racism Network delivered intensive training to WDM Management group; further partnerships between the WDM and the network are in discussion. In 2018, the WDM Management group invited Lyndon Linklater, Speakers’ Bureau, Office of the Treaty Commissioner to speak with them.</p> <p>WDM’s Corporate Office staff regularly attend conferences like Wicahitowin in Saskatoon and many virtual events, courses and talks.</p> <p>Available resources and training opportunities are regularly shared with all levels of WDM staff on Truth and Reconciliation.</p> <p>Six WDM employees have completed the <i>Indigenous Canada</i> online course offered through m the Faculty of Native Studies at the University of Calgary.</p> <p>WDM employees sit on three local Reconciliation circles in North Battleford, Saskatoon and Yorkton.</p> <p><u>SaskCulture</u></p> <p>All SaskCulture staff have participated, and continue to access training and learning opportunities, to become educated on Indigenous histories, Treaties, Residential Schools, 60’s Scoop, intercultural competence, and anti-racism. SaskCulture has supported diversity training for nearly all of the 30 eligible cultural organizations, as well as some Sport, Culture and Recreation Districts. SaskCulture has hosted several presentations, such as those by Lyndon Linklater, Eugene Arcand and Zoe Roy, designed to increase understanding of the multi-generational impact of residential schools, and organized an extensive Reconciliation Mapping Exercise coordinated by the Office of the Treaty Commissioner.</p> <p>February 2024 updates:</p> <p>Royal Saskatchewan Museum</p> <p>The Royal Saskatchewan Museum in Partnership with the Friends of the RSM kicked off the third season of the Solstice Speakers Series on September 19th, with speaker, actor and director Jennifer Podemski of Little Bird. On Dec. 5th the Winter Solstice Series was held with His Honour, Russ Mirasty Lieutenant Governor of Saskatchewan and Journalist Nelson Bird. The Royal Saskatchewan Museum also recognized Nationals Day of Truth and Reconciliation on Oct 2 with speakers Brad Bellegarde and Tim Potrais</p>
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	<p>discussing the Legacy of Residential Schools. In December Knowledge Keeper Tim Poitras smudged the galleries of the RSM as well as the Indigenous Heritage Collection.</p> <p>Moose Hide Campaign Moose Hide Campaign will be recognized on May 16th in the Legislature and throughout government to demonstrate the commitment to the Truth and Reconciliation Commission of Canada’s Calls to Action to addressing the issues raised by the National Inquiry into Missing and Murdered Indigenous Women and Girls. It also supports violence prevention and safety of Saskatchewan citizens.</p> <hr/> <p>Provincial Archives of Saskatchewan (PAS)</p> <p>Indigenous-specific training for staff includes diversity workshops, Indigenous-awareness training, OCAP, decolonization in archives, and reconciliation-themed conferences, institutes and sessions offered by the Association of Canadian Archivists, Saskatchewan Council for Archives and Archivists, Office of the Treaty Commissioner, Association of Records Managers and Administrators, Johnson-Shoyama Graduate School of Public Policy, Reconciliation Saskatoon, Saskatchewan Indigenous Cultural Centre, Wicihitowin Indigenous Engagement Conference, Heritage Saskatchewan, the Historical Thinking Institute, and the Multitype Library Board, the Government of Saskatchewan’s Manager Forum, and the First Nations Information Governance Centre, and the NCTR.</p> <p>In 2023, Indigenous-specific training, such as the 4 Seasons of Reconciliation, was completed by all PAS staff. All new staff are required to take Indigenous-specific training as part of onboarding.</p> <hr/> <p>Provincial Capital Commission</p> <p>The Provincial Capital Corporation reports actions below relating to annually recognizing National Indigenous Peoples Day, holding a Pipe Ceremony at Government House for installing the first Indigenous Lieutenant Governor, celebration and education on Métis culture, and a corporate culture of inclusion and diversity.</p> <ul style="list-style-type: none"> • In June 2018, the inaugural National Indigenous Peoples Day event was held at Government House with a reception, blessing ceremony, tobacco exchange, presentation and Treaty 4 Chicken Dancer and Drumming Group performing to offer education on the culture of their Nation. • In June 2019, a tobacco planting and blessing of the gardens ceremony occurred at Government House following by greetings by the Lieutenant Governor of Saskatchewan’s representative, Nation leaders and the Minister responsible for the Provincial Capital Commission. The sacred tobacco plants were
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	<p>from seeds that were gifted to Her Majesty, Queen Elizabeth II, on her visit to Treaty 4 land. These plants will continue to be harvested for ceremony and propagated yearly from the same heritage seeds.</p> <ul style="list-style-type: none"> • In September 2019, the Lieutenant Governor’s office set up a Tipi on Government House’s North Lawn for a Pipe Ceremony that began the day of His Honour the Honourable Russ Mirasty’s installation as Saskatchewan’s first Indigenous Lieutenant Governor. • In October 2019, Government House celebrated the month of Métis and <i>175th Anniversary of the Birth of Louis Riel</i> featuring an art exhibition by Métis artists, historic exhibits, guest speakers, cultural education programming and Metis juggling and music lessons. • A permanent exhibit of a Métis Sash gifted to the former Lieutenant Governor the Honourable W. Thomas Malloy is now found at Government House in the Metis and Western Settlement interpretive centre. • All PCC sites now have <i>Welcome</i> signs at the front doors of their facilities that greet visitors and residents with the word “welcome” in the 24 most prominent languages spoken within the borders of Saskatchewan, including the 8 indigenous languages and 3 Michif dialects. • The TRC’s Calls to action are posted at all PCC sites in a prominent location for staff and visitors to read on their arrival to the facilities. • A strategic line has been added to the PCC’s strategic plan to create partnerships, spaces, opportunities and experiences that work to support an environment of inclusion and diversity. • In June and September 2022, Government House held events focused on Indigenous history and the impact residential schools has had on our community. • In 2022, 4 Seasons of Reconciliation training was completed by all Government House staff. • In February 2023, PCC coordinated the set-up of a tipi and Indigenous programming as part of the Wascana Hub of the Frost Festival.
	<p>SaskBuilds and Procurement</p> <p>The Ministry of SaskBuilds and Procurement (SBP) has been offering Indigenous Awareness training to staff since its inception in 2020. SBP is committed to continue to Indigenous Awareness training multiple times annually for new staff and those who have not had the opportunity to attend previously.</p> <p>In 2023 SBP held the following events open to all staff to increase awareness of Indigenous cultures and important topics:</p> <ul style="list-style-type: none"> • Presentation about the Indian Residential Schools experience from a survivor;

	<ul style="list-style-type: none"> • Beading and Bannock engagement event; • Presentation and workshop about Red River carts, Métis culture and history; and, • Recognition and promotion of the National Day for Truth and Reconciliation, Orange Shirt Day, September 30th. <p>In May 2023, SBP hired a Senior Indigenous Advisor to support collaborative working relationships with First Nations and Métis organizations and communities and to support greater participation of Indigenous businesses in procurement and infrastructure projects.</p> <p>In 2024, SBP will renew the smudging policy applicable to provincial ministries and will develop an internal policy to support engagement with Elders and Knowledge Keepers.</p> <p>Social Services</p> <p>The Ministry of Social Services recognizes that many of its clients are impacted by the legacy of residential schools and 60s Scoop. The ministry is committed to ensuring that staff responsible for developing our programs and policies understand the impacts of this legacy on the First Nations and Métis residents of our province. These efforts have resulted in more empathy, increased discussions, improved client services, and a consistent use of the TRC lens when approaching program development. Goal #2 of the ministry’s 2022-23 Business Plan is to improve outcomes for Indigenous clients, with a key action to support Indigenous education and training for employees. In spring of 2023, the ministry launched online Indigenous Awareness Training, available to all staff. This mandatory training is part of onboarding new employees and available to current employees who have not had training or who wish to take the course.</p> <p>The Income Assistance Programs Division held seven virtual training days from 2020 to 2023 where anywhere from 40 to 65 employees were in attendance each session. 340 employees have been trained to date. The division created a book club which focused on broadening staff knowledge of the history, legacy and impact of residential schools. In 2021-22, Income Assistance Program Service and Design branch implemented information modules at monthly branch meetings to inform staff about residential schools and the history of Indigenous peoples.</p> <p>The team also attended a presentation from the Office of the Treaty Commissioner, <i>Reconciliation in Canada</i>, in the fall of 2021.</p>
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	<p>On June 21, 2023, in recognition of National Indigenous Peoples Day, 244 Income Assistance staff attended a virtual session with two Indigenous Elders from OPIK Elders Council. The session focused on Indigenous history, culture, community and the future of Indigenous Peoples in Canada.</p> <p>As part of the 2023-24 fiscal year the Income Assistance division provided up to 105 staff an opportunity to participate in a blanket exercise. Developed in 1997, the Blanket Exercise is a brief overview of Indigenous rights in Canada that explores major themes and findings of the Royal Commission on Aboriginal Peoples (RCAP).</p> <p>The goals of this exercise include:</p> <ul style="list-style-type: none">• creating space to open, or continue, the conversation about decolonization;• inspiring participants to act on injustices facing Indigenous peoples; and• challenging beliefs and attitudes that continue the process of colonization. <p>Sessions were facilitated in-person in Regina and Saskatoon for frontline staff and all levels of leadership. We anticipate that these sessions may continue into the 2024-25 fiscal year.</p> <p>In 2024, Income Assistance also created an “Income Assistance Truth and Reconciliation Working Group” The group will meet every 2 months to discuss training opportunities, events (book clubs) and create a Truth and Reconciliation visual wall for employees.</p> <p>CLSD continues to engage with an Elders Advisory Group to provide guidance to the division in the provision of services and supports for individuals with intellectual disabilities. Understanding traditional teachings will support CLSD to continue building relationships for strong services with Indigenous clients and communities. The Elders Advisory Group was implemented in 2022 and continues to meet quarterly.</p> <p>In March 2023, CLSD participated on a panel for the Long-Term Continuing Care Forum hosted by The Saskatchewan First Nations Family and Community Institute Inc. CLSD presented information about CLSD programs and services, and shared information related to the partnership with Onion Lake Cree Nation in the development of a new group home that supported four Onion Lake members returning to their home community.</p>
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	<p>The North CLSD service area has active engagement with the First Nations University of Canada, Northlands College, and the Saskatchewan Indian Institute of Technologies towards active recruitment and retention activities for employees.</p> <p>In 2022, CLSD partnered with Elmwood Residences, Canadian Deafblind Association (CDBA) and SARC to offer a two-part Truth and Reconciliation Speakers Series with Dr. Raven Sinclair and Dr. Jaris Swiderich. This series was hosted on SARC’s Learning Central on-line platform until May 2023. The target audience for the training was third-party service organization’s leadership staff, front-line staff, and Boards of Directors in the Disability Service sector.</p> <p>In the summer of 2019, Saskatchewan Housing Corporation (SHC) staff created Truth and Reconciliation (TRC) wall displays in their Regina and Saskatoon offices. The walls are used to share stories, promote knowledge and understanding in the spirit of truth and reconciliation. In September 2020, as part of Orange Shirt Day, an interactive virtual TRC wall was launched in response to staff working from home due to COVID-19. The interactive virtual wall is accessible to staff in the office and remotely. September 2021, in honour of Canada’s first National Day for Truth and Reconciliation, the virtual wall was provided to all Ministry and housing authority staff.</p> <p>The SHC TRC Committee also coordinates events throughout the year, including:</p> <ul style="list-style-type: none"> • Hosting a TRC discussion panel featuring speakers from across government. Topics speakers have discussed include: <ul style="list-style-type: none"> ○ how reconciliation is achieved through their work; ○ where they see reconciliation continuing in the future; and ○ how employees can achieve reconciliation within their work and day-to-day lives. • Organizing an Indigenous story-telling club. To date, the club has read three books and viewed a film. Each event was followed by a discussion about Indigenous history and cultures. • Presentations about treaties from traditional knowledge keepers and storytellers. • Organized volunteer activities with local community organizations. <p>The Ministry also provides the following cultural awareness training for its Child and Family Programs (CFP) Branch staff to advance reconciliation, inspire accountability, improve intercultural competence, and create inclusive and supportive environments among staff members and our clients:</p>
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	<p>Five days of focused learning including: Truth and Reconciliation Workshop, Touchstones of Hope and Indigenous Cultural Teachings.</p> <ul style="list-style-type: none"> • Truth and Reconciliation Workshop (began in 2017) – Developed and facilitated by First Nations Training Consultants, participants are introduced to the final report of the TRC, and guided through an overview of the TRC's findings, including the history of residential schools, the legacy, the challenges of reconciliation, and the Calls to Action. Four additional sessions of Truth and Reconciliation were added to the CFP fall 2021 schedule to support staff in light of the recent findings throughout Canada. As of 2020, CFP has provided the TRC workshop to 649 staff. • Touchstones of Hope (TOH)/Reconciliation in Child Welfare – Using a reconciliation framework that respectfully engages First Nations and non-Indigenous people, the two-day sessions are facilitated by the First Nations Training Consultants and an Elder. • Indigenous Cultural Teachings- (2021). CFP acknowledges the right of Indigenous children and families to live, experience and fully participate in their cultural community, traditional practices, values, and beliefs. The Indigenous Cultural Teaching sessions will support family workers in continuing to build upon best practices as they develop strong cultural plans with Indigenous children and youth in care in Saskatchewan. • 493 CFP staff attended the Indigenous Cultural Teachings in 2021. • CORE Training (2004) – The First Nations Training Consultants developed and incorporated the “Historical Overview of Aboriginal Child Welfare” curriculum into CORE training. Module 1: provides a First Nations historical overview of child welfare including residential schools and the Sixties Scoop. • Module 4a: presents a general overview of human development from the perspective of the Aboriginal worldview through the teachings of an Elder. • Module 4b: reflects on the experiences and learning of two Indigenous children who committed suicide after having involvement with the child welfare system. • Module 4c: provides a comprehensive training package that accurately reflects Saskatchewan’s First Nations and Métis populations and their unique cultural considerations. First Nations Supervisory Training (developed and implemented in 2007) – A three-day First Nations Supervisors training session facilitated by the First Nations Training Consultants and an Elder. Provides core elements of effective supervisory training and development within the framework of the First Nations Agencies, including reconciliation in child welfare; supervision and outcomes of
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	<p>supervision; roles of the supervisor; accountability; change process; communication in casework supervision; critical thinking and common errors of reasoning in child welfare; designing meetings; time management; and, a closing Circle.</p> <p>Child and Family Program offices across the province work with First Nation and Métis Elders and Knowledge Keepers to support and guide staff in cultural teachings, historical impacts to Indigenous peoples, Truth and Reconciliation, cultural supports, and traditional customs. In many locations, cultural spaces are available for the Elders and Knowledge Keepers to meet with staff and/or families to be able to smudge, to participate in cultural teaching and activities.</p> <ul style="list-style-type: none"> • An MSS inter-divisional version of the Indigenous Cultural Teaching was delivered to middle managers in spring 2022. The Seven Fires teachings supports Social Service managers and supervisors in coaching their staff to work with a lens of cultural competence. • Other opportunities that have been developed within ministry divisions include the development of Truth and Reconciliation information and education walls (physical and virtual), enrollment in the University of Alberta Indigenous Canada course, a First Nations University of Canada course 4 Seasons of Reconciliation, and a Truth and Reconciliation book club and discussion group. The ministry continues to observe orange shirt day the last day of each month to increase awareness of the effect of residential schools on former students and their families.
	<p>Trade, Export and Development</p> <p>The Ministry of Trade and Export Development [TED (formerly Ministry of the Economy)] has been offering Indigenous Awareness training to staff since 2016.</p> <p>In January 2021, TED hosted a full day of Indigenous Awareness training for the entire ministry, including the ministry’s senior leadership team, for new TED employees, and for staff that had taken the training previously but would like participate to reengage with the content. A second training session took place in November 2022. As a Ministry, TED is committed to continue to offer Indigenous Awareness training for new staff and staff that have not had the opportunity to attend previously.</p> <p>In 2023, the Ministry purchased a one-year licence to the 4 Seasons of Reconciliation. The learning modules were launched on September 30, 2023, National Day of Truth and Reconciliation, and will be required training for all Ministry employees. TED also supplemented the modules with learning events with two Elders.</p>

	<p>Crown Sector</p> <p>Crown Investments Corporation (CIC)</p> <p>Throughout the year, CIC utilizes its intranet and its internal ‘Speaker Series’ events to provide educational opportunities to its staff, particularly by noting significant dates (anniversaries of Treaties, National Indigenous People’s Day, Indigenous History Month, National Day for Truth & Reconciliation, etc.) and providing links for individual follow-up. CIC also encourages staff to participate in local events commemorating these dates, providing information in advance so staff can plan accordingly.</p> <p>CIC also promotes the National Day for Truth & Reconciliation internally by encouraging employees to take time to learn, reflect, and participate in virtual and live events hosted around Regina. Many employees also wear orange shirts to show their support and/or display commemorative items in their workspaces.</p> <p>CIC coordinates the Indigenous Cultural Awareness Program (ICAP) training for the Crown sector. All Crown sector employees are eligible to attend at no cost. Since inception, over 1700 Crown sector employees have attended ICAP sessions. In 2022-23, there were 5 sessions involving over 150 employees from across the sector. Due to demand, there are 6 sessions scheduled for 2023-24, with an anticipated total attendance of 180 employees. The training covers a broad range of issues including Treaties, Métis history, the Indian Act, Residential Schools, Truth and Reconciliation Commission (TRC), taxation, governance models, effective relationship-building techniques and Crown success stories, providing employees with a better understanding of Indigenous people and their unique place in Saskatchewan and Canada’s history. ICAP was expanded in 2019 to include a Crown Board of Directors’ training session. Two Crown Board sessions have been completed to date, and future sessions will be scheduled as needed.</p> <p>All CIC Crown corporations are Employment Equity participants in the Saskatchewan Human Rights Employment Equity Program with a focus on the development, recruitment, hiring and retention of Indigenous employees.</p> <p>CIC created and filled a new management position in 2023: Director, Indigenous Relations. This role provides strategic leadership to maximize Indigenous relations, improve outcomes for Indigenous citizens and support the advancement of diversity, equity and inclusion within CIC, the Crown sector, and support similar efforts across the broader public sector. Additionally, the Director, Indigenous Relations will provide strategic advice to the Board, Executive and Senior Leadership teams and divisions across CIC on issues and strategies to improve outcomes and economic impacts for Indigenous people by ensuring First Nation and</p>
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	<p>Métis interests and perspectives are considered and reflected in CIC programs, policies, services, decisions and direction.</p> <p>Under the sponsorship of CIC, a new Advisory Council on Indigenous Reconciliation (ACIR) has emerged from the original Indigenous Engagement Collaboration Team. ACIR will encourage proactive engagement from a business perspective, while supporting and promoting the important work of reconciliation across all government entities.</p> <p>Lotteries and Gaming Saskatchewan (LGS)</p> <p>Indigenous Cultural Awareness Training—: As a newly established crown agency, LGS has committed to 100 per cent staff completion of Indigenous Cultural Awareness Program (ICAP) training over the next year.</p> <p>SaskGaming’s, a wholly-owned subsidiary of LGS, launched The 4 Seasons of Reconciliation’s online training on Canada’s first National Day for Truth and Reconciliation on September 30, 2021. On April 1, 2022, SaskGaming’s Learning Strategy includes the 4 Seasons of Reconciliation and CIC’s Indigenous Cultural Awareness Program (ICAP) training as part of its core training requirements for all team members. As of Q1 2023-24, 673 team members (including SaskGaming’s Executive team) have completed the 4 Seasons of Reconciliation online training. Since 2019, 77 team members (including SaskGaming’s Executive team) have completed CIC’s ICAP training.</p> <p>Indigenous Engagement – On October 15, 2022, SaskGaming held a Day of Acknowledgement and became the first Crown corporation to raise the Treaty 4 and Métis flags at Casino Regina as a symbol of its commitment to truth and reconciliation. The Flag Raising Ceremony began with a pipe ceremony at the First Nations University of Canada. Ensuring the Treaty 4 and Métis Nation flags are lasting fixtures at Casino Regina aligns with the TRC’s Call to Action #57, which is focused on educating public servants on the history of Indigenous peoples in Canada. It also supports Saskatchewan’s Growth Plan initiatives relating to Indigenous engagement and participation in the labour force, and the corporation’s dedication to Indigenous employment, wellness, learning, engagement, procurement and community investment opportunities. A Flag Raising Guide was developed and shared with other Indigenous Engagement Specialists across the Crown sector and ministries. A Long Service & Retiree Awards Recognition Event was held that evening to acknowledge SaskGaming’s team members which included an Elder’s opening prayer and an Honour Song for recipients.</p>
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	<p>Indigenous Employment Strategy (IES)– LGS is currently developing an Indigenous employment strategy for the Saskatchewan gaming sector.</p> <p>As part of SaskGaming’s Indigenous Employment Strategy’s Recommendation to ensure that SaskGaming is seen as a workplace of belonging and career growth for current and future Indigenous talent, SaskGaming has been working with Dakota, Nakota, Cree and Métis artists for art for both Casinos Regina and Moose Jaw since February 2022.</p> <p>Employee Wellness Strategy(EWS)-- The EWS includes a traditional Medicine Wheel programming model that focuses on the spiritual, emotional, mental and physical health of all team members and guides Indigenous educational programming throughout the year</p> <p>Indigenous Employees’ Network (IEN) – IEN is an employee-based network that supports and promotes the inclusiveness and awareness of First Nations, Métis and Inuit culture, history, beliefs and traditions at SaskGaming. Membership is free and open to all team members across the corporation. In 2023-24, IEN hosted the following initiatives/events: 1) held a Pipe Ceremony and Feast with Elder Dennis Omeasoo; 2) held a Jigging Lunch and Learn with Courtney Anaquod; 3) held a Smudging Workshop with Elder Harry Francis; 4) produced Bannock-Making Video with Pam Carpenter; 5) held a Cultural Awareness workshop with the Regina Treaty/Status Indian Services (RTSIS) and White Raven Healing Centre; and 6) produced a Michif Language Video with Justin Amyotte.</p> <p>SaskTel</p> <p>SaskTel has had an Aboriginal Employee Network (SAEN) since 1994. This network has been essential in fostering inclusivity, empowerment, cultural representation, and reconciliation in the workplace, by educating colleagues about Indigenous history, traditions, and contemporary issues. SAEN provides educational lunch and learns corporately on a variety of different topics as well as providing cultural teachings at each of the quarterly general meetings which are open to all members both Indigenous and ally members.</p> <p>SAEN’s current initiatives:</p> <p>Greeting Card Program: This program includes an annual art contest with partner Community schools where Indigenous students submit their works of art. This program is a way for SaskTel to promote</p>
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	<p>Indigenous youth artwork in the community. In 2023-2024 SAEN members sold over 250 cards and were able to present Scott Collegiate, a Regina high school, with cheques totaling \$250. They have recently created a partnership with McDermid Community Elementary School in Regina. SAEN printed 400 greeting cards from artwork provided by the school to help fundraise. The proceeds will go towards supporting a pow wow drum group and other cultural efforts in the school.</p> <p>Virtual Book Club: Oct. 24 – Dec. 5, 2023- Book: <i>Dancing with a Ghost: Exploring Aboriginal Reality</i> by Rupert Boss. SAEN has great success with the Virtual Book Club, SaskTel employees were invited to participate by reading and discussing the book over lunch hour and plans are underway for the next book in the fall.</p> <p>Lunch & Learns: Jason Bird: Sept 21, 2024- Leadership Camp with Cadmus Delorme- Skillssoft provided this live virtual event offered to SaskTel employees.</p> <p>Sept 26, 2023-Learn to Bead: Orange Shirt Day Pin- SaskTel employees were invited to learn to bead and create their own pin of Remembrance to bring awareness of Residential schools.</p> <p>Sept 28, 2023-IISB-Phyllis Webstad’s Story Film. SaskTel will be providing a screening of the Phyllis Webstad story. Phyllis Webstad is a Northern Secwepemc (Shuswap) author from the Stswecem'c Xgat'tem First Nation, and the creator of Orange Shirt Day. She is a First Nations residential school survivor.</p> <p>Orange Shirt Day Booklet: A booklet created in SaskTel to educate people about the Saskatchewan Residential schools. This booklet is available online via https://reconciliationregina.com/osdwalk2023/</p> <p>SAEN Winter Clothing Drive: SAEN members are continually active in the community and engage all SaskTel employees to assist in their efforts. Plans are in progress for SAEN to collaborate with SaskTel Pioneers in the “<i>Connecting with Community Challenge</i>” on the Winter Clothing Drive for 2023. This initiative will bring all employees together to give back to the communities where we live across the province. Together, we have donated \$19,800 and approximately 1977 winter clothing items to 14 schools and organizations* across the province. Monetary donations were provided to schools in the form of cheques to purchase specific items for youth in need in their schools.</p>
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	<p>Equity, Diversity, & Inclusion Network (EDIN) Collaboration initiatives: SaskTel has been in partnership on the EDIN collaboration committee for many years. This committee has representation from the Crown corporations and other organizations in sponsoring and planning events throughout the year in Regina. Here is a list of their current initiatives.</p> <p>SaskTel continues to offer several complementary online courses which include topics such as; Diversity, Inclusion and Conflict Resolution. SaskTel also has a Respectful Workplace Program that includes links to resources on SaskTel’s internal website as well as an online course that individuals or teams can walk through. The site also lists the expectations of all employees, Managers, Directors and Executive members around creating a respectful workforce.</p> <p>Indigenous Awareness. Launched a New E-learn Feb 2024- ReconciliACTION training course. At SaskTel, Learning & Development has introduced a new course designed to help employees take meaningful action towards reconciliation. It provides the tools and resources needed to make a positive difference in our communities.</p> <p>Indigenous Cultural Awareness Training (ICAP): SaskTel has provided three (3) internal full day training sessions provided by Aboriginal Consulting Service, with one of the sessions for our Executive team. ICAP is an impactful training program that will enhance your understanding of Indigenous culture and history, covering topics such as Metis history, culture, taxation, duty to consult, and residential schools. You will also gain insights into the current issues and achievements of Indigenous communities. To date this has been the highest enrolment to date.</p> <p>Indigenous Awareness (internal e-learn) provides employees with a high-level understanding of Indigenous relations at SaskTel, the history of Indigenous Peoples and the importance of developing effective relationships within our Indigenous communities. As of January 2024, 89 per cent of employees have completed the training.</p> <p>‘Guide to Land Acknowledgement’ course was developed and launched in April 2022. Along with an Indigenous Engagement page on SaskTel’s intranet site – The Source. It includes corporate guidelines on how to create a personalized land acknowledgement as well as a few examples.</p> <p>In November 2021, SaskTel launched a new Indigenous Engagement webpage. The new site highlights the work SaskTel is doing through the Connected Community Program, our continued commitment to support</p>
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	<p>Indigenous community organizations and events as well as some initiatives the SaskTel Aboriginal Employee Network (SAEN) has taken in such as the Toy & Clothing Drives and Greeting Card Program. The new site gives SaskTel the opportunity to highlight the important role we play in Truth and Reconciliation and provide a space to show the important actions we are taking.</p> <p>SaskEnergy</p> <p>December 7, 2021, SaskEnergy held the first internal (online) ICAP (Indigenous Cultural Awareness Program) to all SaskEnergy employees throughout the province. ICAP Training was launched in late 2021 and is considered mandatory for all employees. To date, SaskEnergy has held 29 ICAP training sessions with a total of 1074 employees who have taken the course. We have had great feedback from all participants and all future courses that are currently available are filled. We have sessions booked to the end of 2023 and will assess at that time how many more sessions are needed to get everyone through, if any. Going forward SaskEnergy will seek to provide a yearly refresher for this information. As well employees will continue to sign up and take the ICAP training as offered through CIC.</p> <p>On September 29 in honour of Orange Shirt Day, SAGE will host a lunch and learn in Regina. Our speaker will be Harry Francis and he will speak on residential school. We were excited to hear what elder Harry has to speak about regarding this topic. SAGE will once again provide a limited number of orange shirts for employees within SaskEnergy. Along with this we have plans to send out Orange Shirt templates for print, that will encourage employees to write about what Orange Shirt Day means to them, what their ReconciliActions will be etc, and post this in their areas. We will continue again this year to provide an internal intranet story about Orange Shirt Day with the company. SaskEnergy (lead by SAGE committee) will also participate in the Glen Anaquod Teepee raising event. Employees who participate will learn about teepee raising and some cultural aspects during this event.</p> <p>SaskEnergy has committed to furthering, fostering and sharing knowledge with its internal employees regarding Aboriginal culture and the TRC. By doing so, SaskEnergy is able to educate and share knowledge on the history of Residential Schools and the legacy as well as share information on Aboriginal culture with fellow colleagues. Based on the TRC recommendations, SaskEnergy developed a meeting room for employees and guests to utilize at SaskEnergy Place which showcases Indigenous culture and artwork in various forms. This room continues to be booked up and is a much-loved room for people in our building. We are continuously changing and updating info and pictures in the room to ensure it is current and relevant. In late 2022, another room was renovated in Saskatoon to celebrate Indigenous art and culture.</p>
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	<p>It has been named the Manitou room and is an example of the importance of incorporating Indigenous culture into our workplace for all of our employees.</p> <p>SaskEnergy is a signatory of the Saskatchewan Chamber of Commerce, Indigenous Engagement Charter. We will utilize this as another tool internally to help us achieve engagement and demonstrating the role we have in reconciliation.</p> <p>SaskEnergy continues to foster relationships with the following educational institutions through partnerships with Saskatchewan Indian Institute of Technology (SIIT), Dumont Technical Institute (DTI) and Gabriel Dumont Institute (GDI).</p> <p>SaskEnergy’s Aboriginal Government Employees (SAGE) internal employee committee continues to provide employees with educational opportunities through various lunch and learns, intranet articles and other internal communications. This allows SaskEnergy to continue to further, foster and share knowledge with our internal employees regarding the Indigenous culture in general, and more recently regarding TRC’s Calls to Action. In 2022 there were a number of activities that SAGE held for employees. NIHM activities include:</p> <ul style="list-style-type: none"> • Our annual Bannock handout takes place each June which includes employees paired with executive to share Bannock with our head office. Bannock is also provided for as many provincial area offices as possible. (ex: Saskatoon and PA) • Lunch and Learn – Regina speaker: Nick Crighton spoke on Indigenous Engagement: Growth Story • Lunch and Learn – Saskatoon speaker: John Desjarlais of Indigenous Resource Network spoke about Economic Reconciliation • Activities such as a month long Bingo, NIHM wordsearch and crossword puzzle and a quiz. <p>Our head office also showcased Indigenous culture with murals painted on the lobby windows during the entire month of June. The artwork was done by Street Culture Project.</p> <p>Each June during National Indigenous History Month, SAGE provides a Champion of Change award to internal employees for their commitment to fostering Indigenous learning, employment and engagement. This year we recognized an employee who was instrumental in creating a space/ meeting room at the Saskatoon office with an indigenous theme.</p>
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	<p>Beginning in 2022, SaskEnergy began holding pipe ceremonies to mark the beginning of projects. This is an opportunity to bring many people together over ceremony which will benefit all people attending. It is a good way to start and end a project, bringing both project workers and employees together. It helps with learning and respect while including First Nations and Metis communities in what SaskEnergy does and doing things in the right way.</p> <p>SaskEnergy in 2022 also added both the Treaty 4 flag as well as the Métis flag to our poles in head office lobby.</p> <p>SaskEnergy’s Indigenous Engagement department put together a “Cultural Handbook” that helps answer many of the common questions relating to First Nations and Métis culture, protocol and ceremony as these areas become a growing focus at SaskEnergy through our commitment to truth and reconciliation. The handbook includes anything from ceremony protocols to indigenous medicines and much more. This handbook is available to all employees and is shared on the internal website for all employees to access.</p> <p>Land acknowledgements have been written and are now utilized in meetings throughout the company. There are a few different ones for each of the treaty areas that we may host a meeting in. These acknowledgements are shared with all employees.</p> <p>Saskatchewan Crop Insurance Corporation</p> <p>SCIC reports that 408 active employees have completed Indigenous Awareness training. Additional virtual sessions are scheduled for the 2024-2025 fiscal year on May 9 and October 10, 2024</p> <p>SCIC, in conjunction with the Ministry of Agriculture, have engaged 4 Seasons of Reconciliation for training which promotes a renewed relationship between Indigenous Peoples and Canadians, with a focus towards anti-racism. 200 licenses have been utilized by SCIC thus far for this training.</p> <p>Respect in the Workplace training has been rolled out and currently completed by over 95 per cent of SCIC active employees. SCIC is currently facilitating conversations with each division to develop respect charters and further promote a culture of respect in the workplace.</p>
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	<p>SCIC’s Diversity and Inclusion Committee was formed to make recommendations on systemic barriers of employment by evaluating hiring practices, policies, procedures, language in the collective bargaining agreement and how to improve recruiting practices focusing on underrepresented groups.</p> <p>The Diversity and Inclusion Committee continues to provide workshops to SCIC employees on unconscious biases, stereotypes and privilege which has generated a lot of positive feedback.</p> <p>Saskatchewan Liquor and Gaming Authority</p> <p>SLGA remains committed to providing Aboriginal Awareness training to staff. As of December 31, 2023, a total of 67 out of 264 (25 percent) employees completed the training, out of which 48 of 61 (79 percent) are supervisors/managers.</p> <p>SaskPower</p> <p>SaskPower delivers company-wide mandatory Indigenous awareness training. The training focuses on modern influences on SaskPower business with the Indigenous history, numbered treaties and constitutionally protected rights Indigenous peoples have in Canada. As of February 1, 2022, 97 per cent of SaskPower employees had completed the training course. Over 5,000 employees have participated in various Indigenous Awareness training courses with outcomes to understand shared history, reconciliation and how SaskPower can support reconciliation and recognize individual responsibility. Additional updates and extended training modules are currently in development.</p> <p>SaskPower has also sourced Indigenous awareness training from professional Indigenous educators to host ten one-day Indigenous awareness training sessions. These sessions offer an interactive approach to learning First Nations and Métis history.</p> <p>Members of SaskPower’s executive team took part in the Kairos Blanket Exercise in 2023. SaskPower also held a divisional staff meeting and invited speakers to share stories of reconciliation.</p> <p>SaskPower’s Indigenous Employees’ Network (IEN) – IEN is an employee-based network that supports and promotes the inclusiveness and awareness of First Nations, Métis and Inuit culture, history, and ways of</p>
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	<p>knowing. Membership is free and open to all team members across the corporation. Each year, SaskPower’s IEN and SaskPower leaders and employees are a part of delivering, coordinating and communicating Indigenous education and awareness events through our communication channels and in-person offerings, virtual, professional development opportunities. Information includes recognition and promotion of Indigenous observances, Indigenous conferences and opportunities, Red Dress Day, National Indigenous Peoples Day, National Day for Truth and Reconciliation and Orange Shirt Day.</p> <p>Water Security Agency (WSA)</p> <p>Water Security Agency has partnered with Aboriginal Consulting Services since 2017 to provide mandatory Indigenous Awareness to all employees within the first two years of employment. To date, 92 per cent of employees have received this training. Due to turnover and recent growth, we are below our target of 100 per cent, but will be setting new targets with additional learning opportunities in the future, while continuing to offer this mandatory course to all employees.</p> <p>WSA staff are also required to attend Respectful Workplace training, which includes objectives related to inclusion and to date, 86 per cent of employees have taken the course.</p> <p>Other elective education, conferences and training as it relates to Indigenous awareness and reconciliation is available upon request. Staff are encouraged to participate in community events, community initiatives, and special events that show support and solidarity to Indigenous Awareness and causes that educate about reconciliation.</p> <p>WSA celebrates Orange Shirt Day and the National Day for Truth and Reconciliation. We also hosted several staff presentations on cultural backgrounds, increasing overall cultural diversity awareness and understanding.</p> <p>WSA has established a new Director of Lands and Indigenous Affairs position to lead internal and external engagement and to provide advice on strategies, policies, programs and partnerships that will lead to improving Indigenous outcomes related to WSA work. Lands, legal counsel and procurement are consistently active in the pre-consultation assessment, engagement and consultation phases and routinely attends events, inter-ministry collaborations, training and consultation sessions</p>
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	<p>WSA is actively reviewing procurement policies and opportunities to increase Indigenous engagement. WSA continues to offer opportunities to Indigenous communities and businesses to better understand WSA’s procurement process with the primary goal to increase the likelihood of the successful awarding of procurement contracts to businesses owned, partnered or engaged by Indigenous Nations.</p> <p>Saskatchewan Government Insurance (SGI)</p> <p>SGI successfully launched an Indigenous Culture Awareness Program for employees in January 2022 (with pilots run in Fall 2021), with the goal of educating the workplace on Indigenous history and culture so employees gain a better understanding of Indigenous people, their role as partners, and why we need partnerships and inclusive strategies that align to our corporate culture. A total of 110 sessions were completed and a total of 1288 employees have completed the training since inception.</p> <p>SGI sponsored the Friends of the RSM in the launch of a Solstice Speakers Series that will further educate the public on key topics of shared concern regarding truth and reconciliation. In September 2023, the third season was launched.</p> <p>SGI sponsored the Women of the Dawn Ministry to support their Come and Eat program located in North Central in Regina, Saskatchewan. The program provides nutritional lunches to school age children daily, specifically when school food programs are not available during the summer months.</p> <p>SGI introduced the Harold Johnson Memorial Sponsorship that will award \$10,000 to a charitable or non-profit organization that is making a positive difference in the Indigenous community. The organization selected for this sponsorship was the Kaniyasihk Culture Camps, which are dedicated to educating attendees on Indigenous culture and language.</p> <p>Other notable Indigenous-focused sponsorships SGI has committed to so far in 2023-24 are:</p> <ul style="list-style-type: none"> • The FNUC Spring Celebration Powwow – an annual cultural celebration of Indigenous dance and song. • Rock Your Roots: Walk for Reconciliation – an event organized by Reconciliation Saskatoon and the Saskatoon Tribal Council to support Truth and Reconciliation and bring the community together to honour residential school survivors and demonstrate a commitment to change and action. • Wicihtowin Foundation Inc. in support of the SaskTel Indigenous Youth Awards
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	<ul style="list-style-type: none"> • Ile-a-la Crosse Friendship Centre is an organization that provides a camp for over 100 families from Northwest Saskatchewan. The camp offers recreational and cultural activities, cultural teachings with elders, powwow, sweat lodge ceremonies, children's and elder's events, and motivational speakers sharing stories about mental health and alcohol/drug abuse. <p>SGI recognized National Indigenous People Day by launching a series of articles and video through SGI's intranet site.</p> <p>SGI recognized National Day for Truth and Reconciliation by offering:</p> <ul style="list-style-type: none"> • A four-part series toolbox that is used to build awareness and truth through relevant videos, readings, and websites focusing on Truth and Reconciliation within Canada. The first two parts of the series are geared to all employees, while the third and fourth parts are specific to the management team. • A Kairos Blanket exercise for 65 senior leaders and leaders. • SGI also recognized Orange Shirt Day on Sept. 29 by encouraging employees to don their orange shirts in support of Truth and Reconciliation. <p>The activities included: personal commitments by employees to reconciliation, recognition of Indigenous authors by gifting of books and Indigenous art to commitment participants, promotion of orange hands sharing facts of the TRC and Indigenous history within Canada, sharing local TRC events throughout areas SGI is located across Canada, promotion of wearing orange shirts throughout the month and year as a way to acknowledge the history.</p> <p>In recognition of Louis Riel Day in November, SGI ran an internal employee article outlining the history. In January 2024, SGI hosted a virtual Ribbon Skirt Teaching that was hosted by SGI's Indigenous Employee Resource Group and extended to employees across SGI.</p> <p>SaskWater</p> <p>SaskWater includes ICAP training and Anti-harassment training as mandatory core training for all employees. Currently we have a 97 per cent completion rate for ICAP training and the Anti-harassment training is part of our onboarding process.</p> <p>SaskWater supports employees who identify value and necessity to complete Duty to Consult training.</p>
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	<p>On September 29, 2022, SaskWater had staff representation at Miyo-Wiciwitowin Day and also sponsored transportation for students to attend. On September 30, 2022, SaskWater recognized National Day for Truth and Reconciliation by participating in Orange Shirt Day and encouraged staff members to participate in the online event “Every Child Matters” virtual honoring to acknowledge the day and what it stands for.</p> <p>On May 30-31st, 2023, SaskWater held its staff conference at the Dakota Dunes Resort located on the Whitecap Dakota Nation lands. The conference included an opening prayer and evening story telling by a local elder, a Pow Wow Dance presentation and an Indigenous themed scavenger hunt to locate and learn about the culturally significant elements included throughout the resort.</p> <p>On September 29, 2023, SaskWater recognized Orange Shirt Day and welcomed employees to wear orange or display something orange in their workspaces. We also shared the Orange Shirt Day Booklet created by SaskTel to help employees become more informed.</p> <p>On September 30, 2023, SaskWater recognized National Day for Truth and Reconciliation encouraging employees to acknowledge the day and what it stands for by participating in online events or events in their home communities.</p> <p>Saskatchewan Research Council</p> <p>SRC is organizing an Orange Shirt Day for employees for June. Employees will have the opportunity to receive an orange shirt with imagery designed by a Saskatchewan Indigenous graphic artist. There will be accompanying educational activities.</p> <p>On June 14, 2023, SRC organized a lunch and learn for staff to learn about Indigenous Perspectives. Dorothy Myo was the presenter, and her theme was “Science Through an Indigenous Lens”. This was arranged in conjunction with June being Indigenous History month.</p> <p>SRC organized an Orange Shirt Day for June 21 which was National Indigenous Peoples Day. Employees had the opportunity to receive an orange shirt with imagery designed by a Saskatchewan Indigenous graphic artist. The future opportunity the staff can wear their orange shirts is September 29 in lieu of National Day for Truth and Reconciliation and Orange Shirt Day falling on Saturday September 30 this year.</p>
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Education for Reconciliation (#62-65)	
<p>62. We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:</p> <ul style="list-style-type: none"> • Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples’ historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students. • Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms. • Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms. • Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education. 	<p>Saskatchewan Education Sector</p> <p>Curriculum</p> <p>Kindergarten to Grade 12 treaty education has been mandatory in Saskatchewan since 2007.</p> <p>The topic of residential schools is addressed directly in existing Social Sciences and Social Studies curricula. Additional opportunities exist in Catholic Studies, Arts Education and English Language Arts.</p> <p>Curriculum renewal at the secondary level is underway. Saskatchewan curricula are co-designed and collaboratively implemented which includes working with teachers, experts in the community and at the university, Elders and Knowledge Keepers and other stakeholders. Indigenous educators and organizations are invited to participate at all phases of curriculum development.</p> <p>Indigenous organizations are represented on the Curriculum Advisory Committee, which will offer recommendations for future curriculum, beyond 2023.</p> <p>A provincial Aboriginal Language Kindergarten to Grade 12 (K-12) curriculum is currently available. A First Nations-Métis Language Framework for grades 1 to 9 is in development.</p> <p>At the high school level, provincial <i>nēhiyawēwin 10, 20, 30</i>, <i>Dene 10, 20, 30</i>; <i>Nakawe (Saulteaux) 10, 20, 30</i>, <i>Nakoda 10, 20, 30</i> and <i>Michif 10, 20, 30</i> are available.</p> <p><i>Dakota 10, 20, 30 will be finalized by 2025-26.</i> <i>Mitchif français 10, 20, 30 (working title) is under development.</i></p> <p>In addition, locally developed courses are available for <i>Cree Cultural Programs 10L, 20L and 30L</i>; <i>Anishinabe Kahkinahmakayowin 10L; Nēhiyawak Kiskinamakewin 10L;20L;30L</i>; <i>Cultural Arts 10L, 20L, 30L</i>; <i>Dakota Cultural Program 10L; 20L;30L</i>; <i>Indigenous Culture 30L</i>; <i>Mihkoskowakak Nehiyawak Land-Based Culture Program 10L, 20L, 30L</i>; <i>Northern Lifestyles 10L, 20L, 30L.</i>; and <i>Sovereignty and Treaty 10L.</i></p>

	<p>First Nations and Métis content, perspectives and ways of knowing are always infused within renewed curricula.</p> <p>Ministry of Education mandatory and elective curricula used in K-12 classrooms include a variety of outcomes and indicators addressing residential schools, Treaties and Indigenous peoples in Canadian history, as well contemporary issues facing Indigenous peoples. Teachers have the flexibility to teach beyond the existing curriculum and incorporate new and emerging concepts when and where appropriate to support their students.</p> <p>The Ministry of Education continues to provide targeted funding to northern Saskatchewan school divisions for innovative projects that utilize Indigenous knowledge to improve student success. Since 2016, the Learning Opportunity Program has supported students through:</p> <ul style="list-style-type: none"> • Innovative teaching strategies and positive learning experiences; • Opportunities to develop confidence, pride and self-esteem; • Parental and community engagement in support of learning; and, • Learning improvement plan(s) and/or the Inspiring Success Policy Framework and the Provincial Education Plan. <p>Funding:</p> <p>On October 5, 2021, the Ministry of Education invited school divisions, qualified independent schools and historical high schools to apply for a one-time grant for up to \$5,000 to work with local Indigenous communities to plan and implement actions towards reconciliation in the 2021-22 school year. Grants were provided to all 27 school divisions and two schools to support projects intended to advance reconciliation in their schools and communities.</p> <p>Through the First Nations and Métis Education Achievement Fund (FNMEAF), the Ministry of Education has provided dedicated funding in the amount of \$3.8M each year specifically for the improvement of First Nations and Métis education outcomes in the province. School divisions work to improve education achievement in the areas of student engagement, literacy, numeracy and graduation rates. School divisions have also adopted approaches to improve First Nations cultural literacy through the use of Elders in educational programming, and some school divisions have also utilized FNMEAF funding to provide professional development opportunities to their teachers and staff in order to better understand and incorporate Aboriginal ways of knowing and learning into their teaching practices. School divisions report on actions in their annual reports.</p>
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	<p>As well, the Ministry of Education allocates funding toward a number of initiatives aimed at improving education outcomes for First Nations and Métis students. In 2023-24 the ministry has allocated:</p> <ul style="list-style-type: none"> • \$2.4 million for the Invitational Shared Services Initiatives partnerships; • \$2.285 million to further the development of <i>Following Their Voices</i>; • \$235,000 to provide dedicated support for First Nations education authority onboarding to the MySchoolSask; and, • \$225,000 to extend the Microsoft Software Licensing Agreement to on-reserve schools. <p>Positions:</p> <p>The Ministry of Education has a senior level position, Senior Indigenous Advisor, dedicated to First Nations and Métis education, situated in the Deputy Minister’s Office. The position has been vacant since August 2023.</p> <p>Post all career opportunities with an opening statement that is reflective of the vision of the Inspiring Success Policy Framework, the ministry statement on Truth and Reconciliation and the ministry mandate. Post all career opportunities as giving preference to qualified First Nations and Métis candidates.</p> <p>The Government of Saskatchewan is providing up to \$255,000 to the First Nations University of Canada to deliver the Dene Teacher Education Program (DTEP) so that students in northern communities can learn in their first language.</p>
	<p>Advanced Education</p> <p>In 2023-24, the Ministry of Advanced Education (AE) is investing \$19.3M in Indigenous post-secondary institutions and programs throughout the province. Saskatchewan’s public post-secondary institutions use government funding in various ways to increase the success of Indigenous students including in the development of curriculum and integrating Indigenous knowledge and pedagogy. In 2023-24, AE is providing the following targeted funding for two Indigenous student success initiatives, two Teacher Education Programs, an internship program and three new Indigenous languages scholarships:</p> <ul style="list-style-type: none"> • Saskatchewan Polytechnic (Sask Polytechnic) is receiving \$581K for its <i>Indigenous Student Success Strategy</i> to address barriers to student completion.

	<ul style="list-style-type: none"> • The Saskatchewan Indian Institute of Technology (SIIT) is receiving \$360K for its <i>Student Support Services Model</i> to assist and advance students from recruitment to employment. • Gabriel Dumont Institute (GDI) is receiving \$3.6M for its Saskatchewan Urban Native Teacher Education Program (SUNTEP), which GDI offers in cooperation with the U of R and USask. GDI’s SUNTEP offers Indigenous studies courses and also enables its preservice student teachers to acquire the knowledge and skills they need to be able to incorporate Métis/Indigenous content in the curriculum. In 2020-21, 194 students were enrolled in this program at the Regina, Saskatoon and Prince Albert campuses, and 42 students graduated with a Bachelor of Education degree. • The First Nations University of Canada (FNUniv), in partnership with the University of Regina (U of R), Clearwater River Dene Nation and Northern Lights School Division is receiving \$69K to deliver the second cohort of the Dene Teacher Education Program (DTEP). AE is providing 50 per cent of the funding required over four years to support the program. DTEP is a four-year Bachelor of Education Program focused on Dene language instruction and First Nations ways of learning. Graduates of the program will be able to teach students in the Dene language as part of the K-12 curriculum. Twenty-four students registered to start the second DTEP cohort for the 2022-23 school year. The first DTEP cohort ran in 2016-20 and 23 students fluent in Dene graduated with a Bachelor of Education degree; over 20 of them found teaching positions in Dene communities in Saskatchewan. • Mitacs is receiving \$150k for the Indigenous Pathways internship program to help leverage Indigenous innovation in Canada. This funding can enable up to 15 Indigenous student internships that will assist Indigenous businesses and organizations to achieve their innovation goals. <p>In 2023, the FNUniv is receiving \$1.8M from the federal government and \$621K from the Government of Saskatchewan through federal Investing in Canada Infrastructure Program (ICIP) to support its Land-based Learning Centre on their traditional campus located outside Prince Albert by the community of St. Louis.</p> <p>Saskatchewan is home to three Indigenous post-secondary institutions for which the inclusion of Indigenous courses/mandatory content is, and always has been, central to their operations. FNUniv, SIIT and GDI are Indigenous, and continue to ensure that their course content evolves to meet student and</p>
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	<p>community needs. All of these institutions have contributed to the development of Indigenous cultural awareness training and teaching curriculum related to the culture and histories of Indigenous peoples.</p> <p>Several post-secondary institutions provide workshops to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms. There are also a number of Indigenous Teacher Education Programs and Indigenous Language Teacher Education Programs offered at post-secondary institutions in Saskatchewan.</p> <p>In 2019 and 2021, AE collaborated with post-secondary institutions in Saskatchewan and created the <i>Saskatchewan Indigenous Post-Secondary Education Success Stories and Profiles</i> document. This collaborative approach provides an opportunity for sector partners to exchange information and learn from each other about Indigenization, decolonization and reconciliation efforts at the post-secondary level.</p> <p>AE has a Senior Indigenous Advisor within the Deputy Minister’s Office who is strategically positioned to interface with the post-secondary sector and provide advice on ministry and government actions with respect to Indigenous post-secondary educational attainment in Saskatchewan.</p>
	<p>Western Development Museum</p> <p>The Western Development Museum (WDM) offered an Orange Shirt Day in-museum program at WDM Saskatoon in 2019 (could not in 2020 due to pandemic). WDM is in the process formalizing a partnership with Office of the Treaty Commissioner (OTC) to offer treaty education through in-museum curriculum-based programs and exhibitions and is consulting with OTC on renewal of exhibit signage on treaty history in all four WDM locations and education programming materials. WDM partnership discussions began prior to the COVID pandemic with Muskeg Lake First Nation to offer education program on history of urban reserves and other themes the First Nation wishes to feature.</p> <p>The WDM is working in partnership with Whitecap Dakota First Nation on their historic relationship to the WDM with archival photo naming project and new co-curated exhibit <i>Wapaha Ska Oyate: Living Our Culture, Sharing our Community at Pion-Era, 1955 – 69</i>, opening at the WDM Saskatoon October 2022 on permanent display</p>

	<p>February 2024 updates: Since 2017, the WDM Moose Jaw has had a partnership with the New Southern Plains Métis Local #160 to take part in the annual Heritage Day event (public program) and lead demonstrations and workshops on Métis culture at Museum Day (school program). Since 2019, WDM has offered various programs at all WDM locations on the National Day for Truth and Reconciliation [Orange Shirt Day] September 30.</p> <p>In June 2023, a five-year MOU was signed formalizing a partnership with Office of the Treaty Commissioner (OTC) to offer treaty education through in-museum curriculum-based programs and exhibitions and is consulting with OTC on renewal of exhibit signage on treaty history in all four WDM locations and education programming materials. WDM partnership discussions began prior to the COVID pandemic with Muskeg Lake First Nation to offer an education program on history of urban reserves and other themes the First Nation wishes to feature.</p> <p>In 2023, several WDM Seek and Find programs were updated to exclusively feature or include Indigenous histories and WDM and Whitecap Dakota First Nation are co-developing education programs to accompany the <i>Wapaha Ska Oyate: Living Our Culture, Sharing our Community at Pion-Era, 1955 – 69</i>, exhibit.</p>
<p>63. We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:</p> <ul style="list-style-type: none"> • Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools. • Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history. • Building student capacity for intercultural understanding, empathy, and mutual respect. • Identifying teacher-training needs relating to the above. 	<p>Learning Resources</p> <p>The Ministry of Education developed a website, <i>Supporting Reconciliation in Saskatchewan Schools</i>, to support educators in learning and teaching about residential school experience and reconciliation. The website includes learning modules to help teachers and other educational professionals learn more about the topic of reconciliation so that they can incorporate important topics into their work with their students. The modules include:</p> <ul style="list-style-type: none"> • Module 1: Starting the Conversation; • Module 2: The Sixties Scoop; and, • Module 3: Missing and Murdered Indigenous Women and Girls. <p>The ministry partnered with the University of Regina to list curriculum connections for their <i>Shattering the Silence</i> resource about Saskatchewan residential schools, that is available in both French and English.</p> <p>In addition, the Ministry of Education worked with the Office of the Treaty Commissioner to renew the <i>Kindergarten to Grade 9 Treaty Education Learning Resource</i>. This resource is available on the <i>Supporting</i></p>

	<p><i>Reconciliation in Saskatchewan Schools</i> website in both English and French. Saskatchewan mandated K-12 treaty education in 2007.</p> <p>The Ministry of Education is collaborating with the Office of the Treaty Commissioner to renew the document <i>Treaties and the Law (Backgrounder and Resource Guide)</i> originally published by the Office of the Treaty Commissioner in 2007. The revised documents, including both a background information document and a teacher resource, will be available for teacher use in winter 2023.</p> <p><i>Physical Literacy: An Indigenous Journey for All</i>, an implementation resource for teachers which supports <i>Physical Education 20</i> and <i>Physical Education 30</i>, is available in English and is being translated into French. A similar implementation resource to support secondary Arts Education is being developed in 2021-22.</p> <p>The ministry worked with Pearson Canada Inc. to develop custom text books for Grades 3 to 9 Science (2008) that incorporate Indigenous perspectives and ways of knowing and Grades 4 to 7 social studies (2014) that specifically address the impact of residential schools and their lasting effects.</p> <p>Recommended resource lists are posted online for teacher use, including resources about residential schools, Treaties and other First Nations and Métis content, perspectives and ways of knowing. A filter has been added to enable teachers to search for truth and reconciliation resources and treaty education resources.</p> <p>The Ministry of Education supports Saskatchewan Reads, a resource that focuses on instructional approaches, assessment and intervention particularly for Grades 1, 2 and 3. It showcases the diversity of promising practices that have proven successful in school divisions and First Nations communities within Saskatchewan.</p> <p>SaskMath, an initiative that originates with the Provincial Leadership Team (Saskatchewan) supports teachers and leaders of mathematics in Saskatchewan by providing a framework of understanding around high quality instruction and assessment practices in Mathematics. It represents the implementation of the Inspiring Success: First Nations and Métis PreK-12 Education Policy Framework document as it applies to mathematics with Indigenous Connections highlighted throughout each section in addition to one area dedicated to Indigenous Ways of Knowing in math.</p>
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	<p>Sharing Best Practices</p> <p>The website Supporting Reconciliation in Saskatchewan Schools, offers educators the opportunity to share their resources and projects and to learn from each other.</p> <p>Supports from other Government Entities: In support of “Developing culturally appropriate curricula”:</p> <p>Wanuskewin Heritage Park, which receives annual operating funding from the Ministry of Parks, Culture and Sport, is a global centre of excellence in fostering education and respect for the land based on expressions of Indigenous culture, heritage and arts. As such, Wanuskewin has developed numerous engaging and interactive school programs, designed to meet the renewed Saskatchewan curriculum. Wanuskewin sees approximately 13,000 students every year from all over Saskatchewan who engage in the understanding and appreciation of the evolving cultures of the Northern Plains Indigenous peoples.</p> <p>The Royal Saskatchewan Museum (RSM) is an ongoing source of education for the close to 18,000 students who visit it and its First Nations Gallery every year. In addition to regular programming involving First Nations culture and history, the RSM emphasizes and promotes knowledge and reconciliation through Story Telling Month (February) that includes special presentations by Elders, Indigenous History Month when film nights focusing on sensitive topics such as the Sixties Scoop, blanket exercises, food preparation and moccasin-making programs take place. And perhaps its most high profile initiative in recent years has been its championing of Orange Shirt Day commemorations not just at the museum but across the province.</p> <p>The Royal Saskatchewan Museum in partnership with the Friends Royal Saskatchewan Museum (RSM) and Saskatchewan Teachers’ Federation (STF) have built the Traditional Knowledge Keepers Program (TKKP) for school and public programming.</p> <p>The TKKP program runs from September to June and supports the relationship between the museum and several Indigenous cultural leaders, primarily from Treaty 4 territory. Traditional Knowledge Keepers share their unique skills, knowledge, and experiences as part of school and public programming. Some programming includes:</p>
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	<p><u>Indigenous Storytelling Month – February 2023</u></p> <p>Featuring 14 short storytelling stories from Elder Hazel Dixon, developed in partnership with Graffiti TV and the Saskatchewan Teachers' Federation. A contest was held for one lucky class to win a February 2023 fieldtrip to the museum to work with Elder Hazel in person in the First Nations Gallery.</p> <p><u>Indigenous Storytelling Month – February 2024</u></p> <p>Featuring 14 short storytelling stories from Elder Hazel Dixon, developed in partnership with Graffiti TV and the Saskatchewan Teachers' Federation. A contest was held for one lucky class to win a February 2024 fieldtrip to the museum to work with Elder Hazel in person in the First Nations Gallery.</p> <p>The RSM also hosted a mini powwow On February 19th that featured kinîmihitonâwaw (They All Dance) Dance Troupe, the Yellow Creek Singers and MC Jeff Cappo. The performance showcased Indigenous storytelling through dance.</p> <p>The RSM and the Friends of the Royal Saskatchewan Museum will begin hosting Traditional Knowledge Keepers Workshop Series in the spring, sponsored by Saskatchewan Teachers' Federation. The workshop topics, such as ledger art, beading and rug hooking, will be held in March, April and May. Each workshop includes a unique opportunity to view pieces in the museum's Indigenous History Collection.</p> <p><u>Traditional Knowledge Keepers Workshop Series held March – April</u></p> <p>These Workshops included the unique behind-the-scenes opportunities to view pieces in the Indigenous History Collection that are not on public display at the museum. Participants were able to make connections between past and present as well as discuss cultural appreciation vs. appropriation. Topics included:</p> <ul style="list-style-type: none"> • Beading with Bailey Monsebroten • Rug Hooking with Margaret Harrison • Quillwork and Beading with Holly Rae Yuzicapi – especially for teachers
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	<p><u>National Indigenous Peoples Day – June 21</u></p> <p>A day to recognize and celebrate the unique heritage, diverse cultures and contributions of Indigenous Peoples. Schools and members of the public were invited to visit the First Nations Gallery and participate in drop-in activity stations between 1:00pm-4:00pm in and around the Museum including atlatl throwing, scavenger hunt in the First Nations Gallery, beading and adornment demonstration and a buffalo supermarket touch table. There was also a pottery reconstruction activity and a Métis Red River Cart demonstration with the Regina Archaeological Society.</p> <p>Teacher Training</p> <p>Following Their Voices is a made in Saskatchewan initiative based on research done with Saskatchewan students, parents, teachers and administrators. The Following Their Voices initiative is designed to improve First Nations, Métis and Inuit student outcomes by engaging and supporting students through changes in student-teacher relationships and interactions, teacher instructional practices and the learning environment. In 2023-24, 39 schools are implementing Following Their Voices. Of these, 34 are provincial schools, one is an alternative independent school, three are First Nations schools and one is a joint provincial/federal school.</p> <p>In May 2022, the <i>Indigenous Education Symposium 2022: Inspiring Success – Continuing the Journey</i> took place at Prairieland Park in Saskatoon. 262 participants attended in-person and 80 attended online. In addition to educators, participants included Elders, school board members, post-secondary educators, and students, with the purpose of inspiring education sector commitment and action toward the vision, goals and principles of the <i>Inspiring Success Policy Framework (Inspiring Success)</i>.</p> <p>The Symposium was an opportunity for education leaders to engage with a wide range of participants in dialogue focusing on the continued implementation of <i>Saskatchewan’s Inspiring Success: First Nations and Métis PreK-12 Education Policy Framework</i> and on building shared ownership of the vision for an equitable and inclusive system that benefits all learners.</p> <p>A speaker series based on the imperatives from <i>Inspiring Success</i> occurred from February – November 2021. Teachers may access recordings or attend the live events to learn about the imperatives for achieving the vision and goals of Inspiring Success.</p>
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	<p>Saskatchewan Arts, SaskCulture and the Ministry of Education work in partnership to provide a range of programming to bring professional artists into schools to support student learning. Artists in Schools Projects and Residencies and LIVE Arts streaming video broadcasts provide professional learning for teachers. The programs provided through the partnership focus in large part on creating equitable access to arts experiences and resources for both urban and rural students. The programs include First Nations and Métis cultural and artistic representation and specific projects have had this focus.</p> <p>Advanced Education</p> <p>The Ministries of Advanced Education (AE) and Education (ED) participate in the Council of Ministers of Education, Canada (CMEC).</p> <p>CMEC’s Post-Secondary Education Strategy 2023-27 will echo ministers’ commitment to respond to the Truth and Reconciliation Commission of Canada’s (TRCC) calls to action. Focusing on these areas ensures that CMEC will continue to facilitate improved educational outcomes for Indigenous learners across both the K-12 and post-secondary education levels, continue to promote and encourage the development of resources that address the legacy and history of Indian Residential Schools, and to acknowledge the value of Indigenous education for all Canadians.</p> <p>The Indigenous Education Committee (IEC) is a permanent CMEC committee that focuses on Indigenous education, including K-12 and post-secondary education perspectives. AE’s Senior Indigenous Advisor participates as the Vice-Chair on the IEC. The IEC’s Indigenous Education Plan (IEP), 2023-27 priority areas include equity, anti-racism, and allyship; Indigenous language, culture, and identity; and well-being in learning environments.</p> <p>In July 2022, Saskatchewan in partnership with the First Nations University of Canada, hosted the CMEC Symposium on Indigenizing Education on the Star Blanket Cree Nation’s Red Dog urban reserve. At the Symposium, government officials, educators and administrators from across Canada heard Indigenous Elders, students, and experts in education speak on the topics of Indigenizing and decolonizing education. The final report will be made public in 2023-24.</p> <p>As chair of the Symposium on Indigenizing Education Working Group (SIEWG), AE engaged with the three Indigenous post-secondary institutions (FNUniv, SIIT and GDI) to ensure the Symposium focused on Indigenous priorities and incorporated local Indigenous customs and practices.</p>
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	<p>Education</p> <p>Please also see actions #62 and #7 for Ministry of Education’s response.</p> <p>The Ministry of Education partnered with the Multicultural Council of Saskatchewan to deliver anti-racism youth leadership workshops to 18 communities involving over 1,800 students. This opportunity included topics of colonization and racism concluding in a planning for action activity.</p> <p>In response to the closure of the RSM during the COVID-19 pandemic, RSM staff developed online programming, including a seven-part Grandfather Teachings with Elder Hazel. This series was widely used by teachers both during the lockdown and after.</p> <p>The RSM continues to educate and connect through programs delivered to celebrate National Indigenous Peoples Day (NIPD). Since 2015, the RSM has been celebrating this important day with Indigenous focused programs and activities. 2019 included month long activities to celebrate National Indigenous History Month such as a public Kairos Blanket Exercise, a beading workshop and a variety of public and student activities celebrated on June 21. Due to COVID 19, June 2020 events were held online and included a special message delivered virtually by Knowledge Keeper Harold Lavallee on June 21, to celebrate NIPD, Father’s Day and the Summer Solstice. As part of the Knowledge Keepers program at the RSM, the building was smudged for the Summer Solstice. A virtual Tipi Camp tour through the First Nations Gallery was also unveiled as part of June activities. February 2021, saw the RSM’s fifth annual Indigenous Storytelling month featuring Elder Hazel Dixon and Joely BigEagle-Kequatooway from the Buffalo People Arts Institute. Hazel and Joely virtually shared their knowledge and teachings through the traditional art of storytelling. Storytelling, NIPD events and the Orange Shirt Day commemoration is what sharing knowledge, truth and reconciliation is all about.</p> <p>Based on the outcomes and indicators identified in the Social Studies curriculum for grade 3-5 students, PCS’ Heritage Conservation Branch developed a series of question sets, called <i>Saskatchewan Historic Places Discovery Hunt</i>, on the topics of including Indigenous history.</p> <p>Provincial Archives of Saskatchewan (PAS)</p> <p>In September 2017, staff from the Archives presented a reconciliation-themed workshop to Saskatchewan social studies teachers in partnership with Social Studies Saskatchewan.</p>
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	<p>In October 2017, PAS added two reconciliation-themed learning packages to its “For Young Historians” webpages. These packages target Grade 8 students in Saskatchewan: <i>Residential Schools, Culture, and Identity</i>, explores the role of education in the enculturation of Canadian children and considers the impact of the history of residential schools on culture and identity; and <i>The Reserve Pass System and Its Impact on Treaty Relationships</i> provides samples of original reserve passes and considers the impact of the reserve pass system on First Nations communities, treaty relationships, and basic human rights.</p> <p>On October 3-5, 2022, PAS participated in a collaborative undertaking called “Building Bridges on the Road to Reconciliation through Historical Research,” hosted by the First Nations University of Canada in partnership with Library and Archives Canada. There were many activities over the two days:</p> <ul style="list-style-type: none"> • Presentations on using the PAS catalogue to find information. • Reference archivists hosted a drop-in session for student researchers and community members to ask questions and try their hand at searching the catalogue with an archivist’s support. • Staff also attended several of the informative sessions.
<p>64. We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.</p>	<p>Advanced Education</p> <p>Information about the importance of Indigenous spirituality and ceremonies is included in religious studies at Campion College, Luther College, St. Thomas More College, and Briercrest College.</p> <p>Catholic studies curricula provide opportunities to examine the legacies of the residential school experience, the Truth and Reconciliation and Calls to Action, colonization and de-colonization, assimilation policies and actions for reclaiming cultures, languages and identities. Additionally, outcomes and indicators at the 20 level require students to analyze the personal and societal effects of an imperfect Church institution and imperfect individuals responding to the call for holiness by examining the effects of the Church’s holy missionary work including First Nations residential school experiences along with other examples.</p>

Missing Children and Burial Information (#71-76)	
<p>71. We call upon all chief coroners and provincial vital statistics agencies that have not provided to the Truth and Reconciliation Commission of Canada their records on the deaths of Aboriginal children in the care of residential school authorities to make these documents available to the National Centre for Truth and Reconciliation.</p>	<p>Provincial Archives of Saskatchewan (PAS)</p> <ul style="list-style-type: none"> • In October 2015, PAS sent 1,684 scanned items related to the history and legacy of the residential school system and the reserve pass system, to the National Centre for Truth and Reconciliation (NCTR). • Included in the records sent to the NCTR were residential school registers of potential assistance in tracking records on the deaths of Indigenous children in the care of residential schools (Call to Action #71). • In Autumn 2023, PAS responded when the Government of Saskatchewan received an invitation by email to appear before the Standing Senate Committee on Indigenous Peoples regarding the committee’s recent report <i>Honouring the Children Who Never Came Home: Truth, Education and Reconciliation</i> and records, related to Indian Residential Schools, that may not yet been remitted to the National Centre for Truth and Reconciliation (NCTR). The Ministry of Justice coordinated a written response with input from the PAS, the Ministry of Health/eHealth, and the Coroner’s Office. Coming out of this effort, PAS provided the Saskatchewan Coroners Service with a digital copy of our collection’s only Residential School register to help them search for relevant records to send to the NCTR. Members of PAS executive leadership watched the Senate hearings and learned more about the significant issues and other archival institutions’ approaches to these issues. PAS also contacted the NCTR to set up a follow-up meeting (see #77 below). <p>The Saskatchewan Coroners Service (SCS)</p> <p>The Saskatchewan Coroners Service (SCS) completed a search of the readily accessible files in Saskatchewan and provided a list of potential Indian Residential School (IRS) deaths to the TRC. The SCS completed an examination of all its records, including repatriating all inquest/coroner files that had been previously stored in court houses and entering this data in 2022. In addition to the list of potential IRS deaths provided, the SCS found two records for children on the TRC missing children registry: one death from natural causes in Beauval in 1954 and 19 deaths from a fire of unknown, but non-suspicious cause as determined by the Inquest Jury in 1927, also in Beauval. These records were provided to the National Centre for Truth and Reconciliation on January 31, 2023. The records already provided to the National Centre for Truth and Reconciliation represent all records in the possession of the Coroners Service which they are able to identify without further identifying information, e.g., names and birth dates.</p>

	<p>Vital Statistics</p> <p>In 2015, eHealth Saskatchewan Vital Statistics provided 19,000 genealogical (publicly accessible) child death records up to the year 1943. As deaths were not recorded in a way that would identify an individual as residing at an Indian Residential School at the time of death, the information provided was for all child deaths.</p>
<p>75. We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.</p>	<p>Between 2016 and 2019, the Ministry of Parks, Culture and Sports (PCS) has worked with several parties to advise and support them in achieving both municipal and provincial heritage property designation pursuant to <i>The Heritage Property Act</i>, for residential school cemeteries associated with the former Industrial Schools located in Regina and Battleford. These parties have included the respective municipalities, the property owners, churches and the Indigenous-based community groups which brought the nominations forward. While the Heritage Property Designation Program was not specifically established to facilitate and support a response to this call to action, designation under this program does provide a level of commemoration and protection which would be complementary to the desired outcomes of this call</p> <p>In consultation with the National Centre for Truth and Reconciliation and Crown-Indigenous Relations and Northern Affairs Canada (CIRNA), PCS is continuing research on compiling an inventory of Indian Residential School cemeteries in Saskatchewan to facilitate preservation planning. In the spring and summer of 2021, PCS provided advice from the archaeological sector to various parties on the application of ground penetrating radar in the identification of suspected burial sites.</p> <p>Flags at all Provincial Parks were at half-mast in alignment with Government of Saskatchewan directives from Chief of Protocol.</p> <p>In the summer of 2020, PCS was asked to participate in two meetings organized by CIRNA to discuss their forthcoming work to organize a committee to guide and support national efforts to address the calls to action related to burials. This work was completed by the Spring of 2021 but as of October, no announcement has been made regarding the next steps and possible involvement for the province.</p> <p>Since the spring/summer of 2021, the Ministry of Parks, Culture and Sport has provided advice to government ministries regarding the nature and scope of potential studies of residential school cemeteries. Several technical guidance documents created by the archaeological sector have been shared</p>

	<p>with various parties detailing the appropriate applications of ground penetrating radar and other technologies in the identification of suspected burial sites.</p> <p>In August 2021, the Ministry of Government Relations provided \$2M to the Federation of Sovereign Indigenous Nations to support community research and related activities specific to undocumented deaths and burials at former federally operated Residential School locations in the province. Work in this area is ongoing.</p> <p>The Ministry of Parks, Culture and Sport continues to provide advice to government ministries regarding the nature and scope of potential studies of residential school cemeteries as new potential sites are identified.</p> <p>The Ministries of Parks, Culture and Sport, Justice and Government Relations have established a Working Group to provide strategic advice regarding Residential School Cemeteries, Missing Children and Unmarked Graves and Burials and have worked collaboratively with the Ministry of Justice on responding to inquiries from the Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools.</p> <p>February 2024 Updates: The Inter-Ministry Working Group Residential Schools - Missing Children, Unmarked Graves and Burial Sites has expanded to include Executive Council and continues to meet monthly.</p> <p>In December 2023, PCS responded to a request from the Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools for updates to previous requests for information on current practices and policies.</p> <p>In the spring and fall of 2023, the Provincial Archives of Saskatchewan (PAS) supplied information to the Independent Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools via the Saskatchewan Ministry of Justice. The Archives has answered questions about the availability of related records, PAS services available to communities and researchers, reconciliation training for staff, and collaboration with the National Centre for Truth and Reconciliation.</p> <p>PAS continues to facilitate research of First Nations researchers looking for unmarked graves at former residential school sites in Saskatchewan.</p>
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	<p>PAS has joined the TB and Reconciliation Forum, comprised of representatives from Indigenous communities, the academic research community the NCTR, and the Office of the Treaty Commissioner, and hosted by Lung Saskatchewan (formerly the Saskatchewan Anti-Tuberculosis League and the Saskatchewan Lung Association), to discuss opportunities to work together on initiatives related to tuberculosis, reconciliation, and ongoing research related to missing children and unmarked graves.</p> <p>In January 2024, PAS began a collaboration with the History Department at the University of Regina to pilot an Applied MA Degree internship. One of the internship projects is indexing the names of Indigenous people – including children at Indian Residential Schools – who were tested and treated for tuberculosis by the Anti-Tuberculosis League/Saskatchewan Lung Association in Saskatchewan during the 20th century. The index may be able to help with the identification of missing Indigenous children and unmarked graves.</p>
<p>76. We call upon the parties engaged in the work of documenting, maintaining, commemorating, and protecting residential school cemeteries to adopt strategies in accordance with the following principles:</p> <ul style="list-style-type: none"> • The Aboriginal community most affected shall lead the development of such strategies. • Information shall be sought from residential school Survivors and other Knowledge Keepers in the development of such strategies. • Aboriginal protocols shall be respected before any potentially invasive technical inspection and investigation of a cemetery site. 	<p>In formally recognizing the Regina Indian Industrial School and Battleford Industrial School Cemeteries as Provincial Heritage Property, the Ministry of Parks, Culture and Sport (PCS) partnered with the Indigenous-led community organizations who, in turn, engaged with residential school survivors, knowledge keepers and others.</p> <p>Advanced Education</p> <p>The Ministry of Advanced Education (AE) provides reports to the special interlocutor pertaining to missing children and unmarked graves and burial sites related to Indian Residential Schools, as required.</p> <p>Sask Polytechnic worked with the Cowessess First Nation on a joint initiative, Identification of Unmarked Graves Using Remote Sensing Technologies beginning in June 2021 at the former Marieval Residential School site.</p> <p>USask faculty and graduate students in the Department of Archeology and Anthropology have worked with 10 First Nations communities, including eight in Saskatchewan and two in British Columbia. These searchers have led to several discoveries in each community. Consultations with all First Nations communities in the province have occurred along with meeting with the Federation of Sovereign Indigenous Nations. USask has provided support in planning, field work, community engagement, interpretation, including working with private companies, and federal funding agencies.</p>

	<p>U of R has a project partnership between Cowessess First Nation and La Cité universitaire francophone at the U of R, to translate and contextualize French language documents relating to the Marieval Residential School from various Catholic orders and from the Provincial Archives in Saskatchewan. https://www.discoursemagazine.ca/unearthing-the-truth/2023/01/30/</p> <p>FNUniv has been engaged with Star Blanket Cree Nation to assist in developing a comprehensive Community Plan, as the community initiated its Indian Residential School (IRS) Grounds Project. FNUni also hosts an annual community feast every summer in July to honour and feed the spirits of children who did not make it home from residential schools.</p>
<p>National Centre for Truth and Reconciliation (#77-78)</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>Following extensive analysis of the Provincial Archives of Saskatchewan’s (PAS) Permanent Collection and the scanning of archival materials that began in 2011, the Archives provided 30.3 GB of data (1,684 scanned items) related to the history and legacy of the residential school system and the reserve pass system, to the National Centre for Truth and Reconciliation (NCTR) in October 2015. At the request of the NCTR, the Archives also provided a list of archival sources that <i>might contain</i> information related to the residential school system, for potential future research. In addition, the PAS continues to provide lists of resources related to residential school experiences to researchers who visit or contact the Archives directly, and recently during a staff visit to First Nations communities affiliated with the Lac La Ronge Indian Band.</p> <p>In November 2023, PAS met with representatives from the NCTR archives to further clarify information in the lists that had been forwarded to them, and to discuss private donor access restrictions, NCTR’s plans to compare the lists to materials already in their holdings to develop a digitization list of PAS sources, and some ideas for future collaborative projects.</p> <p>Over the past six months, PAS received numerous enquiries from Saskatchewan-based First Nation communities requesting research support for several new research projects and met with those groups to discuss how PAS can support their projects.</p> <p>The Western Development Museum (WDM) provided a list of residential school artifacts in WDM collection to NCTR.</p>

Commemoration	
<p>82. We call upon provincial and territorial governments, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools Monument in each capital city to honour Survivors and all the children who were lost to their families and communities.</p>	<p>In collaboration with the Office of the Lieutenant Governor of Saskatchewan, the Provincial Capital Commission installed a monument and garden at Government House in Regina to answer the TRC’s Call to Action #82. The Saskatchewan Residential Schools Memorial was unveiled in a ceremony on June 21, 2022. This ceremony included Indigenous dancers, speakers, and Elders. Education events were held at the Memorial in June and September 2022.</p>
Sports and Reconciliation (#87-91)	
<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>The Ministry of Parks, Culture and Sport partners with three non-profit organizations: Sask Sport Inc., SaskCulture Inc. and the Saskatchewan Parks and Recreation Association Inc., to ensure proceeds from Saskatchewan Lotteries are dedicated to sport, culture and recreation organizations to benefit communities throughout the province.</p> <p>The province recognizes and celebrates the achievements of Saskatchewan’s First Nations and Métis athletes through lottery funded institutions such as the Saskatchewan Sports Hall of Fame and providing support for Indigenous youth awards. Saskatchewan has supported the creation of a poster campaign to highlight role models. These posters feature First Nations and Métis athletes, coaches and community developers who have achieved a wide variety of success in their careers including national or international awards and those who are dedicated to inspiring the next generation of historical Aboriginal athletes.</p> <p>Success stories of First Nations and Métis athletes, coaches and volunteers are highlighted regularly through various media channels including newsletters, newspapers, radio, social media, etc.</p> <p>Phase II of the Team Saskatchewan History project is complete, and the project has been approved for Phase III of the project. The University of Saskatchewan Research Team continues to work closely with the Saskatchewan Sport Hall of Fame, Sask Sport Inc. and North American Indigenous Games (NAIG) Team Saskatchewan Steering Committee to develop the NAIG Team Saskatchewan History Project. Phase III is underway and Creative Fire has been secured to assist with design and development to virtually present this piece to the broader public. The project continues to be endorsed by the Indigenous Sport Leadership</p>

	<p>Council of Sask Sport Inc. Due to the postponement of NAIG 2020, this travelling piece project is expected to launch in line with a NAIG event in 2021 or 2022. The postponement does allow for more time to consult with the Hall of Fame to successfully deliver this project to the broader community.</p> <p>In December 2019, the Indigenous Sport Leadership Council of Sask Sport Inc. launched the Indigenous sport timeline to communicate the ongoing development of Indigenous sport development and participation throughout the province. It is expected to continue to add stories, best practice and role models to the timeline moving forward. The timeline can be accessed at indigenoustimeline.com.</p> <p>The Western Development Museum commits to feature Indigenous sports histories while not overlapping with the work of the Saskatchewan Sports Hall of Fame. For example, Melvin Littlecrow, the late Whitecap Dakota Elder and FSIN Senator, has history of champion chuckwagon racing and rodeoing and is featured in the new Wapaha Ska Oyate: Living Our Culture, Sharing our Community at Pion-Era, 1955 – 69 exhibit.</p> <p>February 2024 Update:</p> <p>There are a variety of avenues that Saskatchewan recognizes and celebrates the achievements of Indigenous athletes from the province.</p> <p>Sask Sport’s various ongoing public communications tools including “Sports Page”, Sask Sport’s e-newsletter, Sask Sport twitter, Instagram, and Facebook pages and the Sask Sport website regularly shares profiles and success stories about athletes, coaches, volunteers, and members who are doing remarkable things in sport.</p> <p>In December of 2019, Sask Sport launched the Indigenous sport timeline to communicate the ongoing development of Indigenous sport and participation throughout the province. Since the launch the timeline has been periodically updated with new information to keep it relevant and to continue to promote sport development in Saskatchewan.</p> <p>A new poster campaign was recently launched that highlighted diversity in sport and incredible accomplishments of the featured individuals, several of those featured identify as Indigenous. The posters were provided to schools and throughout our network. The posters are also featured in Sask Sport offices and in our conference rooms.</p>
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	<p>Sask Sport has also sponsored athlete awards at the SaskTel Indigenous Youth Awards. These awards are given to athletes who have had remarkable achievements in sport and recreation.</p> <p>The Team Saskatchewan history project in partnership with the Saskatchewan Sport Hall of Fame, the NAIG Team Saskatchewan Steering Committee and the University of Saskatchewan is an ongoing initiative that has yet to be launched. The project focuses on the history of Team Saskatchewan and the North American Indigenous Games. A virtual exhibit is being developed to highlight Team Saskatchewan athletes, coaches, leaders, and founders.</p> <p>A NAIG Team Saskatchewan video project is also ongoing and will feature 15-17 videos of key NAIG leaders, past athletes, sponsors, and partners speaking on the benefits of the games and the accomplishments of Team Saskatchewan as it relates to the games.</p> <p>The Saskatchewan Sport Awards were redesigned to encourage greater diversity in nominations. Sask Sport members used to be the only ones who could nominate individuals. Nominations have now been opened to the public.</p> <p>Another Indigenous Sport Summit is being planned for March of 2024 to engage with community and the system on a variety of topics on being centered on recognition and communication of Indigenous sport. Team Saskatchewan NAIG engaged with a communications team for this cycle of the games to improve the storytelling of those games and share accomplishments.</p>
<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>The Ministry of Parks, Culture and Sport partners with Sask Sport Inc. to ensure proceeds from Saskatchewan Lotteries support sport organizations and events throughout the province.</p> <p>The Province of Saskatchewan endorses sporting events such as the NAIG and the Tony Cote First Nations Summer and Winter Games.</p> <p>The Indigenous Sport Enhancement Program, through Sask Sport Inc., provides financial and consultative support to both sports on the North American Indigenous Games (NAIG) calendar and those sports that have a high level of participation from Indigenous athletes attending events nationally. The support provides assistance to sports to develop and grow the talents of athletes in preparation for NAIG and other competitions, such as the National Aboriginal Hockey Championships. As a result of the pandemic, both NAIG and NAHC will be postponed until 2022. However, virtual opportunities continue to be provided to</p>

	<p>the youth involved in the program, and plans are underway to continue with mentorship and coach opportunities.</p> <p>Through the advice of the Indigenous Sport Leadership Council of Sask Sport Inc., Saskatchewan secured additional funds from the Federal Provincial/Territorial Bilateral, that will allow for enhancements to targeted initiatives that will increase participation activities for Indigenous athletes, coaches, volunteers and leadership. In 2018-19, through additional funds provided by the Bilateral, this initiative will now become an annual program and will include a leadership consultation component, athlete conditioning element, youth mentorship piece and enhanced talent identification process.</p> <p>The Indigenous Coaches and Officials Program, by Sask Sport Inc., provides assistance to help ensure all Saskatchewan Indigenous athletes benefit from coaches trained in the National Coaching Certification Program. This program is increasing the number and level of training of Indigenous coaches leading to increased opportunities for the growth and development of athletes.</p> <p>The Community Sport Grant Program provides greater sport participation and development opportunities for Indigenous youth in Saskatchewan, especially youth living in urban, rural, on-reserve, isolated and northern communities. Eligible communities can access the grant program, which is funded by Sport Canada Indigenous Participation Bilateral and the Saskatchewan Lotteries Trust Fund for Sport, Culture and Recreation. The grant is designed to support the development and implementation of community sport programs.</p> <p>Saskatchewan is proud of Team Saskatchewan and has continually provided funding for Team travel to the NAIG. NAIG 2020 was to be held in Halifax, Nova Scotia and \$400,000 was allocated to support team Saskatchewan travel. Unfortunately, the travel has been delayed due to the postponement of the event. The Team Sask Steering Committee is meeting to determine the steps that are required to support the event in 2022. The bilateral will need to be discussed and addressed to ensure the allocation is in place.</p> <p>In the 2017-2021, Sask Sport Inc. Sport Development Strategic Plan, strategic objective 2.b under the goal area of Excellence stipulates there will be an increase of First Nations and Métis athletes, coaches, and officials participating in high performance programs. Plans are underway to revisit the planning process for a renewed plan that will continue to prioritize Indigenous Sport development throughout the province.</p> <p>In alignment with the Indigenous Sport Enhancement Program, the Holistic Athlete Development Program has been implemented to support the capacity of NAIG coaches to deliver advanced training remotely. This</p>
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	<p>project is in partnership with Sask Sport Inc., Sask Sport Medicine Science Council and the NAIG Team Saskatchewan Steering Committee. This work continues and will evolve as the need for virtual training is needed in the coming months.</p> <p>Saskatchewan is proud of Team Saskatchewan and has continually provided funding for team travel to the NAIG.</p> <p>In 2022-23, nearly \$10.2M was provided to First Nations and Metis organizations and communities, in various direct, indirect and Northern support programs and services, through the Sask Lotteries Trust Fund.</p> <p>Saskatchewan secured a second year of the Indigenous Supplement portion (from 2023-2024) of the Federal Provincial/Territorial Bilateral. This supplement allows for enhancements to targeted initiatives that will increase participation activities for Indigenous athletes, coaches, volunteers and leadership.</p> <p>Team Saskatchewan secured the highest point total of any contingent at the 2023 NAIG games in Halifax. The costs of travel and some of the preparation costs are covered through both Sask Sport and the Indigenous Supplement described above.</p> <p>February 2024 Update:</p> <p>Support is provided for events such as the North American Indigenous Games and the Tony Cote First Nations Summer and Winter Games.</p> <p>A hosting grant is provided through a partnership with the Saskatchewan Games Council to host the Tony Cote First Nation Summer and Winter Games. Athletes who participate in these games are on the pathway to also participate at NAIG and the events serve as development opportunities for NAIG as well as other multi-sport events such as the Saskatchewan Summer and Winter Games, Western Canada Games, and the Canada Games.</p> <p>Funding was enhanced by the Federal Government to support the travel of Team Saskatchewan to the North American Indigenous Games for the games in 2020. Funding continues to be in place from the Saskatchewan Lotteries Trust Fund to support NAIG travel to the games in 2023.</p> <p>The Indigenous Sport Enhancement Program provides funding to Provincial Sport Organizations on the NAIG Calendar and to other sports with key Indigenous National competitions to work with Indigenous</p>
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	<p>sport coordinators and working groups. These funds provide support for team development leading up to the games including support for talent identification, team selection, capacity building and sport development.</p> <p>The Indigenous Coaches and Officials Program is in place to support the professional development of coaches and officials by providing funding for individuals to participate in the National Coaching Certification Program and other non NCCP development opportunities. This program has been beneficial to the development of our NAIG coaches in that they have been provided with training and other professional development opportunities to build their capacity to support the youth.</p> <p>A holistic athlete development program was developed in partnership with Team Sask NAIG and Sport Medicine and Science service providers to give athletes opportunities to participate in fitness testing and specialized athletic development activities. Athletes were also provided with basis equipment and a take home training program. A series of videos was also produced to guide athletes through targeted exercises designed to improve athletic development.</p> <p>A new Futures program is being developed to focus on the athletes for the next Games in 2027 including leadership and mentorship, access to sport medicine and science services, sport and athletic development camps are also being planned.</p>
<p>90. We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing:</p> <ul style="list-style-type: none"> • In collaboration with provincial and territorial governments, stable funding for, and access to community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples. • An elite athlete development program for Aboriginal athletes. 	<p>The Ministry of Parks, Culture and Sport partners with Sask Sport Inc. and Saskatchewan Parks and Recreation Association to ensure proceeds from Saskatchewan Lotteries support sport and recreation organizations and events throughout the province.</p> <p>The Government of Saskatchewan reinstated two programs designed to reduce barriers to physical activity for all Saskatchewan residents. The Active Families Benefit provides a \$150 tax incentive for those with an annual income under \$60,000 who register their children in organized activities while the Community Rink Affordability Grant provides \$2,500 per ice surface to communities to potentially extend their ability to offer programming.</p> <p>The Sask Sport Resource Line is a confidential and anonymous resource intended to assist coaches, athletes and parents in determining the most appropriate course of action for issues of concern such as racism and various other forms of maltreatment.</p> <p>In addition to the Respect in Sport Resource Line, Sask Sport currently offers a variety of programs that deal with harassment, abuse and discrimination in sport, including:</p>

<ul style="list-style-type: none"> • Programs for coaches, trainers and sports officials that is culturally relevant for Aboriginal peoples. • Anti-racism awareness and training programs. 	<ul style="list-style-type: none"> • Respect in Sport Training for Activity Leaders – Between April 1, 2021, and March 31, 2022, a total of 5,790 individuals completed the Activity Leader Training; • Respect in Sport Training for Activity Leaders – As of March 31, 2022, a total of 60,702 individuals have taken (or re-certified in) the Activity Leader Training; • Alternate Dispute Resolution Policies including Code of Conduct and Addressing Abuse and Harassment – All of Sask Sport’s membership is required to have a consistent suite of Dispute Resolution Policies that include a Code of Conduct, Harassment Policy and neutral third party case management services through Alternate Dispute Resolution Saskatchewan; • Mandatory National Coaching Certification Programs “Ethical Decisions Module for Coaches”; and • Commit to Kids Online Training and the Responsible Coaching Movement. <p>Lottery funded programs include: The Community Sport Development Grant, Indigenous Coaches and Officials Program, Dream Brokers Program, Northern Community and Schools Recreation Coordinator Program, KidSport and various other programs are in place to support programming at the grassroots level.</p> <p>These programs contribute to sport development opportunities throughout the province and contribute to diverse programming led by the communities themselves.</p> <p>The Districts for Sport, Culture and Recreation are provided with annual training in the form of a Fall Gathering. Leadership development is provided to executive directors and includes workshops that have assisted the Districts in creating their cultural competency and ability to service the First Nation and Métis community in Saskatchewan. In September 2019, the Districts discussions focused on improving sport development opportunities across the province.</p> <p>The Saskatchewan Lotteries Community Grant Program continues to offer direct funding support to First Nations and Métis communities throughout the province to support sport, culture and recreation grassroots participation.</p> <p>Focused and delivered through the prism of youth leadership development, the Jumpstart Afterschool Pilot Program aims to provide both children and youth with the opportunity to develop their physical literacy, cultural awareness and social and leadership skills through leading and participating in structured after school activities in Saskatoon. The program supported an expansion to include a partnership with Whitecap Dakota First Nation in October 2019, and the evaluation from the community informed the</p>
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	<p>stakeholders that this program was very successful. Precedence to have education focus on their priorities during the pandemic was considered and this program was postponed for the 2020-21 school year.</p> <p>The Tony Cote First Nation Summer and Winter Games are an opportunity for First Nation athletes to shine and compete in a weeklong event. A hosting grant is provided by the Saskatchewan Games Council annually to help First Nations host the games which occur on a two-year cycle. Additionally, each Tribal Council and Independent First Nation with teams in the games are provided support in the form of a coordinator for sport, culture and recreation. This program has also been postponed during the pandemic, the FSIN and Tribal Council Coordinator’s continue to support planning and development for delivery.</p> <p>The Tribal Council Coordinator Program has been in place for the past 20 plus years to assist in leadership development to support sport, culture and participation development in First Nations Communities. In early September, Sask Sport Inc. staff met with the Tribal Council Coordinators to discuss enhancements to the program, and strategies for increased participation. Work is underway to improve accessibility and alignment.</p> <p>Saskatchewan is pleased to be a representative and continued supporter of the Aboriginal Long-term Participant Model. Two sessions were facilitated during in 2017-18 and in 2018-19 three additional workshops were supported. One session was held in 2019-20 and no plans to host an in-person session has been planned for this year.</p> <p>Through the advice of the Indigenous Sport Leadership Council of Sask Sport Inc., Saskatchewan secured additional funds from the Federal Provincial/Territorial Bilateral that will allow for enhancements to targeted initiatives that will increase participation activities for Indigenous athletes, coaches, volunteers and leadership. These initiatives include: enhancements to the Indigenous Sport Enhancement Program; the addition of the Sport for All/Games Coordinator to support multisport development; physical literacy enhancements to Dream Brokers; ongoing support for the Indigenous Coaches and officials Program and Community Sport Development Grant; and, continued contribution for NAIG 2020 travel.</p> <p>Saskatchewan was equally pleased to be asked to lend support and ongoing assistance to the revisions and updating of the Aboriginal Coaching Modules (ACM). Saskatchewan continues to train coaches throughout the province on the ACM.</p> <p>In June 2018, Federal Provincial-Territorial Ministers of Sport, Physical Activity and Recreation met and endorsed a Physical Activity Framework, which was developed with input from the Aboriginal Sport Circle of Canada.</p>
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	<p>Keeping Sport Healthy, Safe and Fun continues to be promoted and developed by Sask Sport Inc. in partnership with the Ministry Parks, Culture and Sport, which has a direct impact on supporting inclusive participation. As this initiative evolves it will be a platform for welcoming environments and support the components that assist with anti-racism.</p> <p>Saskatchewan Parks and Recreation Association Inc.’s First Nation Member’s Recreation, Métis Recreation Development, Community Cultural Diversity Inclusion, Parks for All, Leadership Development and Framework in Action Grant opportunities reduce barriers, encourage participation at the grassroots level and empower First Nation communities to develop and deliver recreation-based opportunities that meet their diverse needs. In the Fall of 2020, SPRA Member’s Initiative Grants were reviewed, and adjustments were made to the First Nations Member’s Recreation grant to reflect consistent timelines and encourage Indigenous participation through the application and delivery of funded programs and services.</p> <p>SPRA continues to explore training and education opportunities related to multiculturalism and anti-racism. In the Fall of 2019, SPRA hosted a KAIROS blanket exercise for staff and members and have recently initiated an internal review of organizational practices to inform future organizational direction.</p> <p>PCS supports community investments through the Active Families Benefit to promote participation and address financial barriers in sport, culture, and recreation.</p> <p>In addition to the Respect in Sport Resource Line, Sask Sport currently offers a variety of programs that deal with harassment, abuse and discrimination in sport, including:</p> <ul style="list-style-type: none"> • Between April 1, 2022, and March 31, 2023, a total of 7,260 individuals completed the Activity Leader Training; <p>As of March 31, 2023, a total of 67,962 individuals have taken (or re-certified in) the Activity Leader Training.</p> <p>February 2024 Updates: Opportunities explored in Q1 to promote the AFB; was included in Q2/Q3 in SPRA Grants and Funding Guide (Nov 2023); the Parks & Rec Connection Newsletter; and Globals' social media (copy developed with Comms Branch). Media event for Premier held in Saskatoon in October. Communications planned in 2024 to remind families about AFB prior to tax season.</p>
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	<p>Sask Sport has many programs and services which contribute to inclusion of Indigenous peoples in sport including: ICOP, ISEP, Futures Program, Next Gen Athlete Assistance, Dream Brokers, Kidsport, Northern Community and Schools Recreation Program, Tribal Council Coordinator program, Hosting Grants, MNS and FSIN funding, and others.</p> <p>Respect in Sport and Safe Sport initiatives while not solely focused on Indigenous participation are programs and policies that assist in creating more inclusive sport environments. The new access to Independent Third-Party conflict and complaints process will allow for better reporting of incidences and is designed to make sport safer.</p>
<p>Additional Calls to Action of Interest to Saskatchewan (not directed at provinces)</p>	
<p>Education</p>	
<p>7. We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians (issue of interest to SK).</p>	<p>Education Sector</p> <p>In 2018, <i>Inspiring Success: First Nations and Métis PreK-12 Education Policy Framework</i> was renewed and updated with participation from First Nations and Métis organizations, Elders and Traditional Knowledge Keepers, post-secondary and provincial PreK-12 education stakeholders. The vision of Inspiring Success is a provincial PreK-12 education system that foundationally places Indigenous knowledge systems, cultures and languages within the structures, policies and curricula to ensure an equitable and inclusive system that benefits all learners. As such, this renewed policy framework supports the inclusion of Indigenous content, perspectives and ways of knowing into all ministry and sector actions.</p> <p>A Provincial Education Plan that guides the Prekindergarten to Grade 12 education sector to 2030 is in its first year of implementation. The Ministry of Education has worked with the education sector, Indigenous organizations, post-secondary education institutions, and school community councils representing parents to create this plan. The plan has four priority actions focused on learning and assessment, Indigenous education, mental health and well-being and student transitions.</p>

	<p>The priority action goal for Indigenous education in the Provincial Education Plan is to “actualize the vision and goals of the “Inspiring Success: Prek-12 First Nations and Métis Education Policy Framework” (<i>Inspiring Success</i>). Inspiring Success guides all actions related to First Nations and Métis education. It envisions an education system that foundationally places Indigenous knowledge systems, cultures and languages within the structures, policies and curricula to ensure an equitable and inclusive system that benefits all learners.</p> <p>The Provincial Education Plan Implementation Team consisting of directors of education from school divisions and participating First Nations education organizations, representatives from the Federation of Sovereign Indigenous Nations (FSIN) and the Métis Nation – Saskatchewan (MN-S), Saskatchewan Teachers’ Federation (STF) Professional Learning and senior Ministry of Education officials, is responsible for the development and implementation of the Provincial Education Plan.</p> <p>The provincial education plan replaces the Education Sector Strategic Plan, which was the first-ever province-wide education plan to be developed in cooperation with First Nations and Métis education authorities. It included a number of initiatives aimed at improving graduation rates among First Nations and Métis students. The Education Sector Strategic Plan ended in June 2021.</p> <p>From the outset, the partners developing the plan have acknowledged the need to work together in a new relationship among provincial education organizations, boards of education, administrators, First Nations and Métis education organizations and others. First Nations and Métis education organizations were part of the PEP Planning Team that developed the framework for the plan, and have representatives on the Council and participate on the PEPIT.</p> <p>One of the four priority actions in the long-term provincial education plan is to “actualize the vision and goals of the “Inspiring Success: Prek-12 First Nations and Métis Education Policy Framework” (<i>Inspiring Success</i>). Inspiring Success guides all actions related to First Nations and Métis education. It envisions an education system that foundationally places Indigenous knowledge systems, cultures and languages within the structures, policies and curricula to ensure an equitable and inclusive system that benefits all learners.</p> <p>The Invitational Shared Services Initiative supports 31 partnerships between First Nations education authorities and provincial school divisions to provide students living on-reserve attending provincial schools. Project plans are to address at least one of the <i>Inspiring Success: First Nations and Métis PreK-12 Education Policy Framework Goals</i> and answer at least one of the Truth and Reconciliation Commission of Canada: Calls to Action.</p>
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	<p>The province has also extended the Microsoft Software Licensing Agreement to on-reserve schools to ensure students have access to up-to-date licensed software.</p> <p>The province will fund the implementation of MySchoolSask, a student information system, and the licensing fee for all on-reserve schools to provide a one student record throughout the province.</p> <p>For the 2023-24 school year, the Government of Saskatchewan is investing in programs offered by the Martin Family Initiative to support financial literacy, entrepreneurship and career development educational opportunities for First Nations, Métis and northern students in the province.</p> <p>Following Their Voices is a made in Saskatchewan initiative based on research done with First Nations and Métis students, parents, teachers and administrators. The Following Their Voices initiative is designed to improve First Nations, Métis and Inuit student outcomes by engaging and supporting students through changes in student-teacher relationships and interactions, teacher instructional practices and the learning environment.</p> <p>The Ministry of Education is providing First Nations Educational Authorities access to a student perception survey titled OurSCHOOL. The information gathered in this survey will assist in designing school level actions to impact student success such as engagement, health and well-being, valuing school outcomes and the creation of an inclusive environment.</p> <p>Languages Supports from other Government Entities: The Provincial Capital Commission’s Charles Knight Youth Mentorship annual program provides an opportunity for northern high school students to travel to Regina and learn about the democratic process, explore post-secondary educational opportunities (FNUC, U of R, and Saskatchewan Polytechnic), careers in government, and learn about the history of our province.</p> <hr/> <p>Economic and Employment Sector</p> <p>For 2023-24, the Ministry of Immigration and Career Training committed \$25.43M for skills training and employment initiatives specifically targeting Indigenous individuals. Many of these programs and services are designed with employers and delivered by post-secondary institutions or community-based organizations. Examples are listed below:</p>
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	<p><i>Essential Skills</i></p> <p>The province funds Essential Skills (ES) programs on- and off-reserve. These programs, delivered through the provincial post-secondary system (including Saskatchewan Indian Institute of Technologies and the Dumont Technical Institute), support the acquisition of literacy skills and other foundational skills that assist people to further their education, attain employment or adapt to workplace change. <i>As of June 2023, 59 per cent of ES participants were self-declaring as Indigenous learners. In 2022-23, 69 per cent of learners who completed their program went on to further education or were employed.</i></p> <p><i>Essential Skills in the Workplace Program</i></p> <p><i>In the 2022-23 academic year, 14 Essential Skills for the Workplace Program (ESWP) opportunities were provided on-reserve. ESWP equips adults with essential skills for employment and provides an alternate pathway to employability skills development. In 2022-23 overall, there has been a decline in ES enrollments across the sector however, the proportion of Indigenous enrollments in ESWP remained high. Approximately 96 per cent of enrolments (495 individuals) in ESWP identified as Indigenous in as of June 2023.</i></p> <p><i>Skills Training (Skills Training Allocation and Northern Skills Training)</i></p> <p><i>ICT continues to deliver Skills Training programming, which includes the Skills Training Allocation (STA) and Northern Skills Training (NST).</i></p> <p><i>STA supports the delivery of accredited training programs that meet the labour market needs of employers across various sectors. In 2023-24, over \$7.7M of the STA is directed to SIIT, DTI and Northlands College to deliver skills-based academic and industry credit programs to Indigenous learners. This includes increased targeted funding for skilled trades and health human resources which expand Indigenous training opportunities for in-demand jobs.</i></p> <p><i>In January 2024, an additional \$850K was provided to the Saskatchewan Indian Institute of Technologies (SIIT) to support 25 additional seats in the Mental Health and Wellness Diploma program. This is a two-year program that will enable SIIT to offer an additional cohort of 25 learners and bring its program capacity to 175 seats. Clinical placements will occur in Saskatoon and Indigenous communities. Graduates of the Mental Health and Wellness Diploma program will have the technical and cultural competencies needed to provide quality care to clients in need. Students will learn and apply Indigenous and Western-based holistic approaches to healing and addiction counselling in classroom and practicum settings.</i></p>
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	<p>NST funding addressed the academic and skills barriers that adult northerners face when seeking employment and to meet the growing education and skills training demands of northern industries. Programs range from literacy and ready-to-work programs to certificate programs. NST funding is for the delivery of programs determined in consultation with the Northern Labour Market Committee and is aligned with the priorities in the North. In 2023-24, \$880K was allocated to Northlands College to deliver a range of programs and help address the unique barriers experienced by learners in the North.</p> <p>Northlands College also is partnering with NexGen and Orano to launch a Radiation and Environmental Monitoring Technician Program in Buffalo Narrows. The new program is designed to provide skill sets and employment opportunities, as well as foster career growth and address the need for experts in radiation and environmental safety.</p> <p><i>Canada-Saskatchewan Job Grant and Re-Skill Saskatchewan Training Subsidy</i></p> <p>ICT offers the Canada Saskatchewan Job Grant (CSJG) and Re-Skill Saskatchewan Training Subsidy (RSTS) employer-driven training programs. Through CSJG and RSTS, First Nation organizations in Saskatchewan can receive funding to train new or existing employees. As of January 30, 2024, nine Indigenous organizations (e.g., businesses, tribal councils, economic development agencies) accessed approximately \$68K in funding to provide training to 18 individuals.</p> <p><i>Saskatchewan Apprenticeship and Trade Certification Commission</i></p> <p>ICT provides funding to the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) to recruit Indigenous people into apprenticeship and skilled trades. As of November 30, 2023, 16.8 per cent of registered apprentices self-declared as Indigenous. In 2023-24, the SATCC established a new partnership with JNE Welding (a limited partnership with Peter Ballantyne Cree Nation and English River First Nation). JNE Welding is 60 per cent Indigenous owned and serves the potash, oil and gas, uranium and utilities industries in Western Canada. Under the project, up to four level 1 apprentices will be hired and related costs covered. JNE Welding will also support apprentices through levels towards certification and continued employment.</p> <p>ICT provides \$1M to the SATCC for Indigenous programming, including the Indigenous Apprenticeship Initiative (IAI) to increase the recruitment of Indigenous peoples into apprenticeship and skilled trades careers. Projects include apprenticeship and pre-employment trades training within, or nearby, First Nation and Métis communities. Late in 2022-23, ICT provided an additional \$500K to the SATCC for</p>
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	<p>projects occurring in 2023-24. These projects were Tiny Home projects with the Ochapowace First Nation and the Federation of Sovereign Indigenous Nations (FSIN).</p> <p><i>Workforce Development</i></p> <p>ICT continues providing Workforce Development (WFD) programs that assist under-represented groups with finding and maintaining employment, including supports for Indigenous people, youth, older workers, and workers with disabilities. The WFD programs help Indigenous people gain the skills needed to enter and remain attached to the labour market. In 2022-23, 34 per cent of individuals registered/engaged in WFD programs or services self-identified as Indigenous.</p> <p>ICT is also investing \$3M to provide career and employment services to northern Saskatchewan. Delivery partners such as Keewatin Community Development Association, SIIT, and Tourism Saskatchewan are funded to provide foundational workforce development skills such as job search, career planning, connections to education, training, and employment.</p> <p><i>Hospitality and Tourism</i></p> <p>In 2022 -23, ICT delivered a one-time Hospitality and Tourism programming to support Indigenous job-seekers in entering or advancing their employment in the hospitality and tourism sector. The Hospitality and Tourism program was offered by YWCA Prince Albert and File Hills Qu'Appelle Tribal Council Development (FHQTC) Regina and will have two components:</p> <ul style="list-style-type: none"> • Assistance for Indigenous job seekers to secure employment and focus on developing employability skills, skills training, job specific training including required certification, a work placement with an employer, as well as coaching and mentoring; and • Support for employers and the successful new hires, as well as to their existing Indigenous employees who would benefit from mentoring to advance in their positions within the sector. • In total, 52 clients received supports through Hospitality and Tourism; 33 obtained employment and were job ready. <p>ICT continues to support the La Loche Career Development Services project delivered by the La Loche Friendship Centre Corp. This project was extended for another 12 months (February 1, 2023 to January 31, 2024 with a budget of \$135,000). It provides supports for at risk youth aged 18-30 who are facing difficulties in transitioning into the labour market. These supports include individualized career planning, guidance/mentorship, and assistance connecting to employment and training opportunities such as work placements and job shadowing.</p>
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	<p><i>Persons with Disabilities</i></p> <p>ICT also continues to support the delivery of services for persons with disabilities in the Northern Administration District (NAD) and surrounding area through the Gary Tinker Federation for the Disabled Inc. (GTF). The GTF provides employment supports and interventions such as job placements, work place accommodation, job mining/matching, post work assessments and connections to long term employment. The GTF also works to increase awareness of the value of employing underrepresented segments of the population through actions such as delivery of employer awareness/education events, networking with employers in the NAD and other disability support agencies.</p> <p><i>Urban Navigator Program</i></p> <p>In 2023-24 ICT continues to collaborate with the Saskatoon Tribal Council (STC) Urban First Nations Services Inc. to support the delivery of the Urban Navigator Program. This program is focused on supporting participants and their families adapt to urban life, supporting the transition of participants and their families from rural to urban life, supporting the transition of participants being released from corrections, assisting employers in providing opportunities for First Nations individuals, and creating a sustainable First Nations workforce that contributes to the economy. Program participants develop individualized action plans for transition to employment and access services that connect them to community resources, find solutions to barriers (such as employment, housing, childcare, transportation, etc.) and establish contacts with potential employers. The STC will also enter into formal agreements with employers and provide support in the development of aboriginal hiring and retention strategies, identifying solutions to their labour needs through existing programs and assistance throughout the hiring process and support with participating employee issues. In 2023-24 this program served 139 participants with 63 obtaining employment, 11 are considered job ready and 10 have been enrolled in school.</p> <p>The Ministry of Government Relations (GR) notes growing interest across many sectors in advancing reconciliation as demonstrated by applications to GR’s First Nations and Métis Sponsorships and Community Engagement Projects funds. Applications increasingly reference reconciliation as an element of events and projects.</p> <p>The Ministry of Highways (MoH) have been running the Indigenous Apprenticeship Program (AAP) within the Ministry which began in 2003. This includes Heavy Duty Mechanic, Parts Person and Welder journeyman trades. MOH has participated in a long-standing partnership with Gabriel Dumont Institute (GDI). This program helps students obtain their journeyman status. This is a cost sharing initiative between the Ministry and the apprentice’s sponsoring agency (First Nation, Tribal Council, or other). From</p>
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	<p>2003-2023 there have been 61 participants with 44 per cent of participants graduating with their Journey Person card. In 2023, the Ministry currently has six apprentices participating in the program. MoH has hired 19 graduates and has a 79 per cent (post graduate) retention rate.</p> <p>The Choices Program offered through The Saskatchewan Abilities Council at their employment services location in Saskatoon, Partners in Employment, will promote opportunities for offenders with specialized services that address their specific barriers to employment, and who will be referred directly from the Ministry of Justice, Corrections, Policing and Public Safety, Custody, Supervision and Rehabilitation Services.</p> <p>Other workforce development initiatives include provincial support for career fairs such as the All Nations Job Expo held annually in Regina providing employment assistance through programs, such as Tourism Saskatchewan’s Ready to Work programs.</p> <p>ICT provides labour market services for people in need of information on career and job opportunities, training and education. As part of their professional development, employees who work directly with clients in the Career Services offices attend an annual Contact Conference. The conference was held in April 2023 and covered human resource realities in a post covid world, mental health, career development across Canada, recruiting and training Indigenous talent, generational impacts and influences, supporting under-represented individuals through workforce development initiatives, and a session on Indigenous world view job coaching.</p> <p><i>Wicehtowak Workforce Development</i></p> <p>In January 2024 ICT invested \$276K in the Wicehtowak Workforce Development Program (WWDP) with George Gordon Developments Ltd. The WWDP supports Indigenous participants who are 18 and older in their transition from reserve to urban settings, and provides skills training and employment opportunities, as well as employment readiness training to ensure successful attachment to the labour market.</p> <p>ICT focuses on enhancing partnerships with Indigenous organizations to expand Indigenous participation in the labour force.</p> <p>In October 2023, ICT representatives attended an Indigenous Manufacturing and Contracting Network (IMCN) luncheon and panel regarding strategies to increase Indigenous representation in the</p>
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	<p>Saskatchewan workforce. Learnings and opportunities to apply them were documented and shared with ministry employees.</p> <p><i>Northern Labour Market Committee</i> The Government of Saskatchewan has also supported the Northern Labour Market Committee (NLMC) and several of its subcommittees since its inception in 1983. NLMC includes representation from northern employers, post-secondary training institutions, First Nation and Metis organizations and all levels of government. The Committee brings these groups into closer working relationships. The mandate of the group is to identify and assess emerging labour market and economic development issues in northern Saskatchewan and to develop recommendations and initiate actions which will enable residents of northern Saskatchewan to benefit from training, employment, and economic activities in their region.</p> <p><i>Indigenous Mining Pre-Employment Program</i> In Fall 2023-24, ICT collaborated with Morris Interactive to fund an Indigenous Mining Pre-Employment Program in the province. This collaboration aimed to connect Indigenous communities with the mining industry while embracing the digital transformation in potash mining. ICT invested \$48K in the Indigenous Mining Pre-Employment Program, with participants from the Cowessess First Nation and the surrounding area. This 10-week program consists of eight weeks in-classroom and two weeks of work experience at Mosaic's Esterhazy mine site. The goal is to secure employment for participants in the potash mining sector upon completion of the program. The program served 12 participants, eight of which completed the training and seven obtained employment in the mine. Based on this success, this training will be expanded to 36 participants in the Spring of 2024.</p> <p>The Government of Saskatchewan continues to work to improve coordination of on-reserve activities with the federal government.</p> <p>ICT engages the two federally funded Indigenous Skills and Employment Training (ISET) Program agreement holders in Saskatchewan (Saskatchewan Indian Training Assessment Group and Gabriel Dumont Institute Training & Employment) to discuss and coordinate planning of skills training and employment services for First Nations and Métis clients</p> <p><i>Northern Career Quest</i> ICT supports Northern Career Quest (NCQ) that provides Indigenous participants with the necessary training, in-demand skills and support that results in employment opportunities. In 2022-23, ICT provided one-time program funding of \$1.09M for employers and Indigenous northern job seekers through</p>
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	<p>Northern Career Quest. 77 per cent of participants found employment and nine per cent went on to further training/education. As of January 2023, NCQ has folded.</p> <p><i>Regional Planning and Employer Partnerships Program</i> Throughout the 2020--22 fiscal years, ICT allocated \$250 (K), through the Regional Planning and Employer Partnerships Program, to the First Nations Resource Centre of Excellence (FNCOE) and the Métis Nation of Saskatchewan (MN-S). to support the engagement of indigenous communities, skilled employers and job seekers to support the identification, documentation and job matching of indigenous service contractors and job seekers. During the program, 62 approved Indigenous vendors were registered with the FMCOE, with 26 (43 percent) vendors securing work under the ASCP and employing more than 100 Indigenous workers.</p> <p>Ministry of Trade and Export Development</p> <p>See TRC Call to Action #92 for information on actions taken to address employment barriers.</p> <p>Saskatchewan Research Council</p> <p>The Saskatchewan Research Council offers an Aboriginal Mentorship Program or AMP which aims to connect Indigenous post-secondary students in the Science, Engineering, Technology and Math (STEM) disciplines with SRC mentors to help them take their education and experience to the next level. The program kicks off in the spring of each year and includes one-on-one coaching and mentoring, along with meaningful paid summer employment and opportunities to help students develop skills and gain experience that will further their studies and future careers. This program was paused during Covid but is intended to resume in 2024.</p> <p>SRC worked with Northwest College (NC) to have NC welding students do a short review of plastic welding. They visited SRC's Regina facility where they had hands-on practice. SRC has signed an agreement with Northwest College to pilot a program of assisting welding students to have some hands-on training at SRC facilities. This is projected to take place in the fall of 2023. Northwest College is also looking to provide an accredited plastic welding curriculum as a part of their welding program.</p>
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	<p>Justice Sector</p> <p>The Ministry of Corrections, Policing and Public Safety (CPPS) delivers a vocational construction training program to provide enhanced real life experiential learning for adult offenders. This training also helps to increase employment outcomes.</p> <p>CPPS partnered with Habitat for Humanity in Yorkton to build low-cost housing for families in need. Now the program provides hands-on industry experiences, increasing the chances clients will attain positive labour market attachment while assisting a world-class charity in lifting Saskatchewan families out of poverty. Clients exiting this program have found work in the trades areas with some returning to their home communities and becoming entrepreneurs by starting their own handyman businesses.</p> <p>Regina Integrated Classroom: In looking at the overrepresentation of Indigenous youth in the justice system and the difficulty these youths may have in securing enrollment in community schooling, The Ministry of CPPS wants to ensure that more youth are guaranteed the promise of an education. The Regina Integrated Classroom was created as a pilot project to develop local capacity to work with these complex clients’ needs. This project resulted in an 11 entity partnership including the Ministries of Corrections, Policing and Public Safety, Education, Social Services, Parks Culture and Sport, the Saskatchewan Health Authority, both provincial school boards in Regina, a local labour market services CBO, the John Howard Society of Saskatchewan and corporate and charitable supporters, coming together to design and implement a truly unique response to young offender education based on evidence-based best practices of all the partners’ intervention models. The classroom has seen a two-fold increase in achievement over other youth offenders from a similar comparison group and a nearly 30 percent reduction in return to custody rates from that same comparison group.</p> <hr/> <p>Post-Secondary Sector</p> <p>Advanced Education</p> <p>In 2023-24, the Ministry of Advanced Education (AE) invested \$19.3M in Indigenous post-secondary institutions and programs throughout the province. Saskatchewan’s public post-secondary institutions use government funding in various ways to increase the educational attainment of Indigenous students in Saskatchewan.</p> <p>In 2021-22, there were 8,400 Indigenous students enrolled in credentialed programs (certificate, diploma, degree) at public post-secondary institutions in Saskatchewan, an increase of 2 per cent since 2015-2020.</p>
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	<p>In 2022, 2,080 credentials were awarded to Indigenous students in Saskatchewan. Between 2007 and 2022, the number of Aboriginal people in Saskatchewan with a post-secondary credential (certificate, diploma, degree) doubled, from 22,000 to 44,200.</p> <p>From 2015-22, the number of Bachelor’s Degrees awarded to Indigenous graduates grew more than 15 per cent and the number of Master’s Degrees increased by 20 per cent (Saskatchewan Post-Secondary Education Indicators).</p> <p>Data from the 2022 Statistics Canada’s Labour Force Survey, shows that there remains a 15-point gap between Indigenous (41 per cent) and non-Indigenous (56 per cent) post-secondary education attainment in Saskatchewan.</p> <p>Having a post-secondary credential is important to labour market attachment with higher levels of post-secondary education attainment resulting in even higher employment rates for Aboriginal people than non-Aboriginal people.</p> <ul style="list-style-type: none"> • For the population aged 15 years and over, in 2022: <ul style="list-style-type: none"> ○ 83 per cent of Aboriginal people in Saskatchewan who have a university degree are employed (higher than non-Aboriginal people, 75 per cent); and, ○ 71 per cent of Aboriginal people who have a post-secondary certificate or diploma are employed (slightly higher than non-Aboriginal people, 69 per cent).
	<p>Public Sector</p> <p>The Government of Saskatchewan is committed to reconciliation by building a workforce representative of the Indigenous People of Saskatchewan.</p> <ul style="list-style-type: none"> • The Public Service Commission (PSC) has been working to build relationships with ministries’ senior Indigenous advisors. • The PSC also hired a senior Indigenous advisor who officially started in December 2022. • The PSC continues to strengthen relationships with educational institutions (e.g., Saskatchewan Indian Institute of Technologies) and community-based organizations to identify and attract Indigenous talent to executive government.

	<ul style="list-style-type: none"> • The PSC recently created a unit and hired a director for Equity, Diversity and Inclusion (EDI) whose responsibility is to develop and implement EDI strategies, program, policies and processes. <p>The Government of Saskatchewan Inclusion Strategy was developed and rolled out in 2017, and further updated in 2022. The themes of the strategy are meant to inspire accountability, improve intercultural competence, enhance talent acquisition and create an inclusive and supportive workplace.</p> <p>The PSC is currently undertaking a project to explore strategies and propose recommendations for Indigenous recruitment and retention, which will be embedded in the GoS Inclusion strategy.</p> <p>There is a corporate inclusion plan in place for the 2023-24 fiscal year (and one being prepared for 2024-25) and ministries have been asked to develop inclusion plans specific to their needs. The Inclusion Toolkit was rolled out fully in 2020 to help managers acquire, engage and grow diverse talent.</p> <p>Some of the government-wide initiatives from the 2023-24 Inclusion Action Plan related to Call to Action #7 include:</p> <ul style="list-style-type: none"> • Design, develop and deliver an Indigenous Recruitment and Retention Strategy with support from ministry action plans; • Refresh all EDI employee networks and explore recommendations to create more active employee networks. Since the pandemic, it has been challenging for some networks to keep on with their activities and programs. The plan of the refresh is to provide support to the networks, update the Memorandum of Understanding and re-define the role of the PSC liaison; and, • Continued work on renewing the Employment Equity Policy with an implementation date of June 2024. <p>There continues to be emphasis on creating a positive workplace culture and increasing the recruitment and retention of Indigenous people within the public service at all levels. The recently signed Memorandum of Understanding between the Government of Saskatchewan and Métis Nation-Saskatchewan (MN-S) provides an opportunity to explore how the PSC and MN-S can work together to increase the presence of Métis people in the public service.</p> <p>The current representation of Indigenous people in the Government of Saskatchewan as of December 2023 is 8.8 per cent.</p> <p>The PSC expanded its use of self-declaration data beyond reporting. The process was developed and implemented in July 2018. It allows for self-service with the opportunity to consent to contact regarding targeted training opportunities, sourcing of internal diversity candidates for employment opportunities</p>
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	<p>and the opportunity to provide feedback and input. A comprehensive communications plan was developed to roll out the new process. The messaging will continue using different channels to raise awareness and encourage self-declaration.</p> <p>The voluntary self-declaration process allows individuals to self-declare in one of the target equity groups at any time during their employment. This information had been used for identifying potential steering committee members for the GoS employee networks, for learning and development opportunities as well as for participation in focus groups.</p> <p>The Crown sector does not have a sector wide inclusions strategy; however individual Crown employers have comprehensive strategies and resources dedicated to the recruitment and retention of employees and candidates in all four target groups. As of December 2016, 10.6 per cent of Crown sector employees (i.e. permanent and non-permanent) self-identified as Aboriginal.</p> <p>Tourism Sector</p> <ul style="list-style-type: none"> • Tourism Saskatchewan is the provincial delivery agent for the Ready to Work (RTW) program – offering training to support stable, long-term employment in the tourism sector. From April 1, 2023, to July 31, 2023, RTW trained 70 participants in Missinipe, Loon Lake, Cowessess, and Big River. The program equips participants with the skills, knowledge, attitudes, and experience required for long-term, stable employment in the tourism sector. Eighty-two per cent of participants identify as Indigenous, and 78 per cent were employed upon completion of the program. Participants were from communities throughout the province, including Grandmothers Bay, Stanley Mission, Deschambault, Lac La Ronge First Nation, and Big River First Nation. In the fall there will be programs starting in North Battleford, One Arrow First Nation and Beardy’s & Okemasis’ Cree Nation. • An extension to general RTW programming, 11 apprentices participated in Level 1 Cook training through Saskatchewan Polytech, nine completed the training and seven received their level 1. These participants were previous Ready to Work students who were interested in continuing their education and career opportunities. The apprentices were from Waterhen Lake First Nation, La Ronge, La Locke, Big River, Saskatoon, Regina, Stanley Mission, Cumberland House and Sturgeon Lake First Nation. <p>Tourism Saskatchewan and the Indigenous Tourism Association of Canada (ITAC) jointly developed the Saskatchewan Indigenous Tourism Strategy in 2020. The strategy aims to create a sustainable Indigenous tourism industry, sharing authentic, distinct, and engaging experiences with visitors. Tourism</p>
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	<p>Saskatchewan is working with ITAC to provide training support for up to 20 Indigenous-owned businesses as part of the implementation of the MOU to support agreed upon initiatives.</p> <p>Tourism Saskatchewan, ITAC and Indigenous tourism and business leaders from across the province worked together to establish Indigenous Destinations Saskatchewan (IDSK) in fall 2022, a new Indigenous tourism association in the province, which will help oversee the implementation of the strategy and grow Indigenous tourism in the province in the long term. Tourism Saskatchewan’s CEO sits <i>ex-officio</i> on the IDSK board. Tourism Saskatchewan provides significant human resource, planning, strategic, and budgetary support to IDSK.</p> <p>Tourism Saskatchewan’s Tourism Diversification Program provides funding to tourism businesses to develop new tourism experiences and/or new markets for established tourism products. In May 2023, six indigenous businesses were provided a total of \$229,753 in funding.</p> <p>In the first intake period of 2023-24, Tourism Saskatchewan's Marketing and Event Partnership Program invested in two Indigenous businesses to support the development of digital marketing capacity and content development. Tourism Saskatchewan provides marketing support to Indigenous tourism businesses through the development of export readiness capacity, content development and funding for cooperative marketing projects.</p> <p>In 2023-24, Tourism Saskatchewan has supported 10 content creation projects showcasing Indigenous businesses and events.</p> <p>Tourism Saskatchewan partnered with the Indigenous Tourism Association of Canada (ITAC) on a co-branded resident campaign to promote provincial Indigenous attractions. Airport activations, large-scale out-of-home advertising and a digital component were part of the media buy targeting residents and visitors.</p> <p>In 2023, Tourism Saskatchewan provided support to two export-ready Indigenous tourism businesses to participate in Rendez-Vous Canada, Canada’s premier international travel trade event, hosted annually each May. International and domestic tour operators from Destination Canada’s target markets meet with Canadian destinations and tourism businesses for pre-scheduled appointments. The talents and inspiring story of renowned Saskatchewan hoop dancer Terrance Littlelent was showcased during the event kick-off hosted by Tourism Saskatchewan. Export readiness training was provided prior to the event to prepare the operators to successfully sell through international distribution channels.</p>
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	<p>GoMedia Canada 2023 will be held in Saskatoon on September 25-27. The event is presented by Destination Canada, in partnership with Tourism Saskatchewan and Discover Saskatoon. GoMedia Canada is the Canadian tourism industry's foremost international media event and a valuable forum to pitch Saskatchewan travel experiences. Approximately 200 delegates will meet in Saskatoon for the gathering that will focus on key themes in Canadian travel experiences, Indigenous cultures being a priority theme. Indigenous tourism experiences in Saskatchewan, including Wanuskewin Heritage Park, Dakota Dunes Resort, Pemiska Tourism and Batoche National Historic Site, will be promoted through events, local tours and pre- and post-familiarization tours. National Day for Truth and Reconciliation events will be part of post-conference tours.</p>
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<p>10. We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:</p> <ul style="list-style-type: none"> • Providing sufficient funding to close identified educational achievement gaps within one generation. • Improving education attainment levels and success rates. • Developing culturally appropriate curricula. • Protecting the rights to Aboriginal languages including the teaching of Aboriginal languages as credit courses. • Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in the public school systems. • Enabling parents to fully participate in the education of their children. • Respecting and honouring Treaty relationships. 	<p>Advanced Education</p> <p>A primary goal at Advanced Education, is to “increase the enrolment, retention and educational attainment of First Nations and Métis students in Saskatchewan”. In 2023-24, the Ministry of Advanced Education (AE) is investing \$19.3M in Indigenous post-secondary institutions and programs throughout the province. Through budget letters and operational plans, the ministry encourages institutions to use their annual operating funding to create programs and supports that will improve the participation and success of Indigenous students.</p> <p>With respect to Indigenization, Saskatchewan’s regional colleges and universities all consider incorporation of Indigenous content and culturally appropriate curricula as a priority, and all have been changing the core of what they are as institutions to include Indigenous ways of knowing. For example, the University of Regina’s 2020-25 Strategic Plan, <i>All Our Relations: Kahkiyaw Kiwâhkômâkaninawak</i>, includes a commitment to reconciliation through teaching, research, learning and service efforts across the province. On August 20, 2021, the Indigenous community, led by Elders, gifted the University of Saskatchewan with an Indigenous Strategy, <i>ohpahotân oohpaahotaan</i> (“Let’s Fly Up Together”) as a companion to the University Plan 2025.</p> <p>In support of “Developing culturally appropriate curricula”: Wanuskewin Heritage Park, which receives annual operating funding from the Ministry of Parks, Culture and Sport, is a global centre of excellence in fostering education and respect for the land based on expressions of Indigenous culture, heritage and arts. As such, Wanuskewin has developed numerous engaging and interactive school programs, designed to meet the renewed Saskatchewan curriculum. Wanuskewin sees approximately 13,000 students every year from all over Saskatchewan who engage in the understanding and appreciation of the evolving cultures of the Northern Plains Indigenous peoples.</p> <p>The Royal Saskatchewan Museum (RSM) is an ongoing source of education for the close to 18,000 students who visit it and its First Nations Gallery every year. In addition to regular programming involving First Nations culture and history, the RSM emphasizes and promotes knowledge and reconciliation through Story Telling Month (February) that includes special presentations by Elders, Indigenous History Month when film nights focusing on sensitive topics such as the Sixties Scoop, blanket exercises, food preparation and moccasin-making programs take place. And perhaps its most high profile initiative in recent years has been its championing of Orange Shirt Day commemorations not just at the museum but across the province.</p>
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<p>11. We call upon the federal government to provide adequate funding to end the backlog of First Nations students seeking a post-secondary education.</p>	
<p>Language and Culture</p>	
<p>14. We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles: i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them. ii. Aboriginal language rights are reinforced by the Treaties. iii. The federal government has a responsibility to provide sufficient funds for Aboriginal-language revitalization and preservation. iv. The preservation, revitalization, and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities. v. Funding for Aboriginal language initiatives must reflect the diversity of Aboriginal languages.</p>	<p>The Ministry of Advanced Education is supporting the preservation and revitalization of Indigenous languages in Saskatchewan by providing annual funding of 50K for the First Nations University of Canada’s three new Indigenous Languages Scholarships and 50 per cent of funding required over four years (2022-26) to support its Dene Teacher Education Program in La Loche.</p> <p>Parks Culture Sport</p> <p>The Ministry of Parks, Culture and Sport partners with SaskCulture Inc. to ensure proceeds from Saskatchewan Lotteries support a wide range of cultural programs throughout the province.</p> <p><i>The Indigenous Languages Act</i> received Royal Assent on June 21, 2019. The Department of Canadian Heritage is collaborating with Indigenous organizations to implement the Act and to develop a new approach to investing in Indigenous languages. As part of this work, Saskatchewan Indigenous Cultural Centre (SICC), continues to distribute this funding in Saskatchewan through a partnership with SaskCulture. In 2021, the program, known as the Indigenous Languages Component, of the federal Indigenous Languages and Cultures Program, ceased to be delivered by SICC and Canadian Heritage is now the primary delivery agent. (Also relates to # 14).</p> <p>The Indigenous Languages and Cultures Program (ILCP) (formerly known as the Aboriginal Languages Initiative) supports the reclamation, revitalization, maintenance and strengthening of Indigenous languages through community-driven activities through two streams of funding: Indigenous Languages Component and the Northern Aboriginal Broadcasting Component.</p> <p>In 2020-2021, SaskCulture provided \$40,000 in funding support to the SICC for the position of a Field Officer responsible for the oversight of the ILCP in addition to direct community support in the delivery of language programming. This has since discontinued due to the ILCP returning to Canadian Heritage as the primary lead on the ILCP.</p>

	<p>In 2021, SaskCulture continues to provide \$20,000 (seven years consecutive) to the SICC in support of the annual First Nations Language Keepers conference.</p> <p>In 2021-2022, SaskCulture is supporting the SICC with \$80,000 towards an oral histories project, to engage elders from numerous treaty territories and language groups to document and preserve traditional knowledge and language for future generations.</p> <p>February 2024 Update:</p> <p>PCS met with representatives of the Yorkton Tribal Council and undertook to work with them to identify potential geographic naming targets.</p> <p>The Royal Saskatchewan Museum installing new text panels in their Indigenous cultural heritage gallery. They are trilingual, featuring English, French and Plains Cree.</p> <p>The RSM is continually updating their exhibits to include more Indigenous languages in a respectful and culturally sensitive manor engaging with Knowledge Keepers and elders.</p> <p>Saskatchewan Government Insurance</p> <p>SGI continues to create awareness of the Provincial Traffic Safety Fund by sharing projects that have incorporated Indigenous language on traffic signs to preserve the language and educate society on the translation of language.</p> <p>SGI continues to support advertising on impaired driving awareness that incorporates Indigenous language. One of the advertisements showcased a community driven initiative for Pinehouse Lake’s annual memorial walk. Another advertisement showcased a local Prince Albert Grand Council ATV instructor as a community champion who advocates for ATV safety and always driving sober.</p>
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<p>16. We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages.</p>	<p>Advanced Education</p> <p>FNUniv offers full B.A. degree programs in Cree and Saulteaux (Ojibwe) Language Studies. It also offers minor programs in the five First Nations languages of Saskatchewan and is developing more First Nations language minor and certificate programs. The U of R's Faculty of Education developed an Indigenous Language Master's Program.</p> <p>The FNUniv has a variety of language education programs which address the need for language instructors: A newly launched Master of Indigenous Language Education; First Nations Language Instructor Certificate; and Certificate of Extended Studies in First Nations Languages.</p> <p>The FNUniv and National Centre for Collaboration on Indigenous Education (NCCIE) held an Indigenous Languages Symposium in January 2019. The importance of Indigenous Education was conveyed, and as a result, the pilot project, 10X10 Indigenous Language was created. 10 stories about Indigenous education programs are available on the NCCIE website in 10 different Indigenous languages.</p> <p>Since 2017, GDI's SUNTEP, situated at the U of R, is offering a Michif language course. GDI is a leader in Michif language preservation and revitalization. GDI's Métis Culture and Heritage Department, working with the MNS, Métis National Council, and Department of Canadian Heritage to revitalize and promote the Michif language, including the production of a Michif <i>To Go App</i> and a Métis Cultural Program at Westmount School (K-8) in Saskatoon.</p> <p>There are a couple of Indigenous Language Teacher Education Programs in Saskatchewan that incorporate Indigenous language instruction and Indigenous studies: the Cree Teacher Education Program in the Northern Village of Cumberland House; and the Dene Teacher Education Program in La Loche. Expansion is being considered in other areas of the province.</p> <p>The USask offers a Certificate in Indigenous Languages, Michif Language Learning and Epistemology, Cree 101, 110 and the Conversational Languages Program.</p> <p>Parkland's College Bachelor of Indigenous Education program includes a requirement of at least one class in Indigenous language.</p> <p>Other Regional and Technical Colleges also offer Indigenous language initiatives.</p>
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Health	
<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>The province has worked with a Provincial Fetal Alcohol Spectrum Disorder (FASD) Coordinating Committee, which included First Nations and Métis organizations, addiction agencies, health professionals and the federal government.</p> <p>The Ministry of Health (MOH), Saskatchewan Health Authority (SHA), First Nations Inuit Health Branch (FNIHB) and the Northern Inter-Tribal Health Authority (NITHA) as well as CBO partners are working to address high rates of HIV, hepatitis C and other sexually transmitted infections (STBBIs) in Saskatchewan. The collaborative goal of the partners is to support a culturally informed, integrated approach to infectious disease care through partnerships and enhanced and coordinated services, in order to reduce new infections and promote supportive communities for those affected by STBBIs.</p> <p>Sexually transmitted infections (chlamydia, gonorrhoea, syphilis) rates are highest in major cities and there are increases in some rural areas and First Nations communities. The recent shift that is affecting women of childbearing age is of particular concern. In an addition to ongoing efforts such as public awareness campaigns, alerts to clinicians, and increased syphilis testing in pregnancy, the MOH has worked with health officials from the SHA and First Nations jurisdictions to develop a provincially coordinated plan to address the increase in cases.</p> <p>The MOH, SHA, FNIHB and NITHA have worked to expand access to harm reduction programs to reduce the incidence of drug-related health and social harms, including transmission of blood-borne pathogens. The annual Harm Reduction report indicates that in 2018, Seventy-nine per cent of the visits to provincially-funded programs were made by persons who self-identified as being of Indigenous ethnicity.</p> <p>The Tuberculosis (TB) Partnership Committee provides oversight and ensures coordination of provincial tuberculosis prevention and control efforts. The partnership includes representatives from Tuberculosis Prevention and Control Saskatchewan, the MOH, SHA, FNIBH, and NITHA.</p> <p>Like STBBIs, TB is often the product of complex social issues. There has been a concerted effort in the north to reduce the rate of TB in high incident communities, including First Nation communities. Efforts include:</p> <ul style="list-style-type: none"> • Enhanced screening of high risk individuals using improved screening tests to identify if they have latent tuberculosis (tuberculosis that doesn't spread); and • Early treatment of latent tuberculosis that will prevent progression to active tuberculosis and, ultimately, tuberculosis transmission.

	<p>Technology such as “Doc in the Box” is used to provide remote specialist support.</p> <p>Health networks are being implemented across the province. Networks are comprised of collaborative teams of health professionals – including but not limited to, physicians, nurses, pharmacists, mental health and addictions workers and others - to better meet the healthcare needs of individuals and communities. These teams have been developed based on local data and are intended to provide care that is more accessible, co-ordinated, timely and centred on the needs of local citizens. Through engagement and involvement of local citizens in planning for health network services, citizens will get the right care at the right time from the right healthcare provider, as close to home as possible.</p> <p>Saskatchewan continues to implement a ten-year cross-sectoral Mental Health and Addictions Action Plan, which includes partnering with First Nations and Métis people to ensure the delivery of culturally-appropriate services. Key issues identified include enhancing access and capacity, prevention and earlier intervention, and enhancing residential supports for individuals with mental health and addictions issues.</p> <p>Letters on behalf of the Minister of Health were sent to both FSIN and the Metis Nation – Saskatchewan in December 2017 and January 2018 respectively accepting the recommendations within the ACY’s report around healthcare services. The ministry will endeavor to support the important roles both organizations will have in the development of their respective actions to support the recommendations.</p> <p>The Government of Saskatchewan provides secretariat support and is a co-chair to the multi-party Embracing Life Committee in northern Saskatchewan. The committee is comprised of representatives from the various northern regions and includes Indigenous groups, northern communities, and human service government and non-government organizations/agencies. The Embracing Life Initiative is a call for action to reduce suicide by sharing the strengths of northern communities and working together through healthy life promotion, suicide prevention, intervention and post-vention. In the Spring of 2022, Embracing Life launched a mobile app that aids people in creating their own safety plan, and guides them in speaking to others about suicide.</p> <p>On September 24, 2020, a tripartite Letter of Commitment was signed between the Government of Saskatchewan as represented by the Ministry of Health, the Government of Canada as represented by Indigenous Services Canada, and the Federation of Sovereign Indigenous Nations (FSIN), committing to jointly address First Nations Suicide Prevention in Saskatchewan.</p>
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	<p>Saskatchewan Health Authority</p> <p>All in-person community engagement sessions, supported by the SHA’s First Nations and Métis Health, have been impacted by COVID-19. Resumption of engagement planning sessions has been delayed due to the ongoing pandemic.</p> <p>First Nations and Métis Health is supporting some external engagement work such as the renaming of the Northland Pioneers Lodge in Meadow Lake and the redevelopment of the Victoria hospital in Prince Albert. MN-S engagement put on hold in Q1 and resumed in Q2 through video engagement sessions. Final provincial session completed and evaluation will be completed in Q3. Data collection and analysis from MN-S will help develop Métis specific culturally responsive framework by end of fiscal year.</p>
<p>24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>, Treaties and Aboriginal Rights, and Indigenous teachings and practices. This will require skills-based training intercultural competency, conflict resolution, human rights and anti-racism.</p>	<p>Advanced Education</p> <p>The FNUniv, in partnership with the U of R Faculty of Kinesiology and Health Studies, offer a Certificate in Indigenous Health Practice and a Bachelor of Health Studies. A key feature of the degree program is the emphasis on understanding basic Indigenous health needs as a foundation for addressing inequities in health.</p> <p>Cumberland’s College Continuing Care Aide (CCA) program includes Aboriginal Health and First Nation’s Home Care structure. The full time CCA instructor incorporated the Medicine Wheel into Wellness/Holistic health.</p> <p>The U of R collaborated with Sask Polytechnic to offer the Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN) program. Additionally, U of R Faculty of Kinesiology and Health Studies, partnered with the FNUniv, to offer a Certificate in Indigenous Health Practice and a Bachelor of Health Studies.</p> <p>SIIT delivers the Mental Health and Wellness Diploma program (formerly addictions) that is rooted through Indigenous approaches to counseling and Indigenous pedagogy. SIIT is also providing a pilot program for Indigenous Practical Nursing. It also includes community-based preceptorships, responding to regional requirements for practical nurses and increasing capacity at the community level.</p> <p>The USask College of Medicine has an Indigenous Health Committee that works to strengthen culturally-based linkages between Indigenous world views and the medical community. The Departments of Continuing Medical Education and Continuing Physical Therapy Education in USask partnered with the</p>

	<p>Federation of Sovereign Indigenous Nations and developed the Indigenous Wellness Program which includes two online courses: “The Role of Practitioners in Indigenous Wellness”; and “Building Awareness of Cultural Humility”. The USask’s Bachelor of Science in Nursing uses the medicine wheel as a conceptual model for its curriculum aligning with Indigenous perspectives of health. The USask’s Bachelor of Science in Nursing uses the medicine wheel as a conceptual model for its curriculum aligning with Indigenous perspectives of health. It is intended that the program include Indigenous context in each nursing course in the curriculum and the pre-professional year of study, students are required to take a three-credit unit in Indigenous Studies.</p> <p>The USask College of Nursing has the largest percentage (20.1 per cent) of self-declared Indigenous nursing students in the country. USask’s College of Medicine has an Aboriginal Health Committee that works to strengthen culturally-based linkages between Indigenous world views and the medical community.</p> <p>The USask Bachelor of Science in Nursing uses the medicine wheel as a conceptual model for its curriculum aligning with Indigenous perspectives of health.</p>
Justice	
<p>28. We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>, 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>Advanced Education</p> <p>The USask Indigenous Law Centre aims to facilitate access to legal education for Indigenous peoples, to promote the development of the law and the legal system in Canada in ways that better accommodate the advancement of Indigenous peoples and communities, and to disseminate information concerning Indigenous peoples and the law. The College has partnered with Nunavut Arctic College and the Government of Nunavut to offer a law degree in which a cohort of 25 students began their studies in the fall of 2017. The College of Law is working on altering the mandatory first-year curriculum for all students in the Juris Doctor Program to include a course in Aboriginal people and the law.</p> <p>The USask Kanawayihetaytan Askiy (K.A.) certificate is a program focused on providing a broad range of topic areas specific to the management of lands and resources. Students will have an opportunity to learn more about Aboriginal rights, strategic planning, land use planning, traditional knowledge, resource management, intellectual property law and project management.</p>
Justice	

<p>41. We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls. The inquiry's mandate would include:</p> <ul style="list-style-type: none"> • Investigation into missing and murdered Aboriginal women and girls. • Links to the intergenerational legacy of residential schools. 	<p>The Government of Saskatchewan fully supported the National Inquiry into Missing and Murdered Indigenous Women and Girls. In September 2016, Saskatchewan passed an Order in Council to jointly authorize and support the National Inquiry with Canada. The National Inquiry's Final Report, "Reclaiming Power and Place", was released in June 2019 with 231 Calls for Justice covering a broad range of sectors, governments, programs, and institutions.</p> <p>The National Action Plan responding to the National Inquiry's Final Report was released in June 2021. It contained a contribution from the Government of Saskatchewan, which also issued a media release and published a longer Saskatchewan response available on Publications Saskatchewan. The 2022 and 2023 Progress Reports also include contributions from the Government of Saskatchewan, and provincial responses were highlighted in a GoS media release.</p> <p>February 2024: The Status of Women Office leads and coordinates Saskatchewan's implementation of the National Action Plan to End Gender-Based Violence. Through the National Action Plan to End Gender-Based Violence we are increasing our investments in support and services that are in place to help those affected by violence.</p> <p>In 2020-21, the Ministry of Government Relations' <i>First Nations and Métis Community Partnership Grant Program</i> focused on locally developed projects related to issues raised by the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG). Special consideration was given to applications for initiatives addressing the vulnerabilities within society that lead to risks for interpersonal violence.</p> <p>Aligning with the part of this Call to develop remedies for the disproportionate number of missing and murdered Indigenous women and girls, the Ministry of Government Relations co-developed a new \$400K Missing and Murdered Indigenous Women and Girls + Community Response Fund with Indigenous community representatives. The primary focus of the Fund is on prevention projects to support Indigenous communities and their partners generate solutions to problems highlighted by the National Inquiry into Missing and Murdered Women and Girls. The fund was launched in the fall of 2022 and 12 projects were funded.</p> <p>The Status of Women Office (SWO) engaged with Saskatchewan Indigenous organizations on "Pillar 4: Indigenous-Led Approaches" of the draft National Action Plan to End Gender-Based Violence. SWO submitted Saskatchewan's feedback to Women and Gender Equality Canada in May 2022.</p>
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	<p>The Status of Women Office is a member of the Domestic Violence Death Review (DVDR) Steering Committee which provides executive level support, decision making, and guidance for the DVDR project from initiation, stakeholder engagement, case review, and development of a final report. The DVDR will conduct in-depth reviews of specific cases of homicide related to domestic violence.</p> <p>The Status of Women Office (SWO) is developing Saskatchewan's Implementation Plan of the National Action Plan to End Gender-Based Violence. Saskatchewan's Plan will include initiatives that support Indigenous-led approaches that address gender-based violence and support the National Action Plan for Missing and Murdered Indigenous Women and Girls and 2SLGBTQQIA+ People.</p> <p>The Status of Women Office (SWO) has entered into a bilateral agreement with the federal government for the National Action Plan to End Gender Based Violence. Saskatchewan's Plan includes several initiatives that support Indigenous-led approaches that address gender-based violence and support the National Action Plan for Missing and Murdered Indigenous Women and Girls and Two-spirited, Lesbian, Gay, Bisexual, Transsexual, Queer, Questioning, Intersex, Asexual and all other sexual orientations and genders people (2SLGBTQQIA+).</p> <p>The SWO continues to participate at the MMIWG FPT Table. Representatives from SWO, Justice and Government Relations met with the federal ministerial special representative regarding the establishment of a national Indigenous and human rights ombudsperson with authority in all jurisdictions to receive complaints from Indigenous people and communities and to conduct independent evaluations of government services for First Nations, Inuit, and Métis. They conveyed Saskatchewan's concerns regarding the lack of inclusion in the engagement process with Saskatchewan stakeholders.</p> <p>February 2024 update: The final report and recommendations are currently being finalized and are expected to be released in late Spring 2024.</p> <p>The SWO continues to serve as a member of the Domestic Violence Death Review (DVDR) Steering Committee. The current case review has been completed and an analysis is underway. It is anticipated that the findings will be presented to the Steering Committee in late fall 2023.</p>
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	<p>GOS Engagements regarding the National Action Plan on Missing and Murdered Indigenous Women and Girls</p> <p>In July 2020, the Ministries of Justice and Attorney General, Government Relations, and Status of Women Office held an online session with the federal government and Indigenous organizations to discuss the co-development of the National Action Plan responding to the MMIWG Calls for Justice. The event highlighted Saskatchewan’s promising practices, engagement approaches and challenges related to addressing violence against Indigenous women, girls, and 2SLGBTQQIA+ people. In attendance were federal and provincial Ministers and the Lieutenant Governor of Saskatchewan. This Zoom event was attended by approximately 350 people.</p> <p>In September 2021, Government Relations, Justice and Attorney General, and the Status of Women Office organized a second online engagement session with Indigenous leaders and ministries regarding the safety of Indigenous women, girls, and 2SLGBTQQIA+ people. This discussion helped to identify areas of focus such as safety and the role of economic reconciliation in addressing the issue of MMIWG. There were 135 participants in attendance.</p> <p>Addressing Missing Persons</p> <p>The Saskatchewan Missing Persons Partnership continues to work with Indigenous organizations, non-government organizations, police, and government ministries since 2006. The committee works to prevent people from going missing; coordinates policies; advises on legislation; and collaborates with agencies that provide services for families of missing persons. The partnership also created tools for families which are available on the Ministry of Justice and Attorney General’s website. The partnership organized Missing Persons Week annually since 2013.</p> <p>2023 marked the 10th anniversary of Missing Persons Week which occurred May 1 -7 with the theme “Never Forgotten: Honouring the Missing and Supporting their Families”. Family members of the missing and the public were invited to take part in the Walk to Honour the Missing. About 100 people participated in the walk, which was led by the Lieutenant Governor of Saskatchewan. His Honour dedicated a bench to families of missing persons. Family members were also invited to take part in a private luncheon, attend the Chamber’s Speaker Gallery to observe Question Period and were introduced in the Legislative Assembly by the Minister.</p>
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	<p>The National Inquiry’s Final Report discusses the Saskatchewan Missing Persons Partnership and includes Calls for Justice regarding the need for holistic family supports, missing persons’ legislation, and a standardized police policy to investigate missing person cases. The Missing Person Policy was adopted by all municipal police services in Saskatchewan. The RCMP have a similar policy, which standardizes the policing approach to missing person files across the province.</p> <p>Saskatchewan was the first Canadian jurisdiction to enact legislation related to accessing information about missing persons, proclaim a Missing Persons Week, and implement a database with information about missing persons. <i>The Missing Persons and Presumption of Death Act</i> was introduced in 2009 to enable law enforcement agencies and families to access information to aid in the search for a missing person and help families deal with the estates of missing persons. The Act was amended in 2018 to permit law enforcement agencies to obtain a search order and access the information of a third party who is believed to be in the company of a missing minor or vulnerable person. and allow police to access a wider range of records to aid in the search for a missing person. When certain criteria are met, officers can make emergency demands for information without a court order. Officers are required to comply with reporting requirements to ensure transparency.</p> <p>The Saskatchewan Association of Chiefs of Police (SACP) has a public website containing information about the cases of long-term missing persons in Saskatchewan (long-term missing persons are people who have been missing for six months or more). The SACP website includes resources and information on relevant issues the police are working co-operatively on.</p> <p>In September 2021, with funding from the Ministry of Justice and Attorney General, the Saskatchewan Missing Persons Partnership installed a bench located in Wascana Park near the Missing Persons Oak Tree with an inscription to those who are missing their loved one. As discussed above, this bench was dedicated by the Lieutenant Governor of Saskatchewan in 2023.</p> <p>Federally-funded Family Information Liasion Units (FILU) provide trauma-informed, culturally appropriate support to families and help for families to locate the information they seek about their missing or murdered family member, when legislation allows, from agencies such as Social Services, coroners, prosecutions, and police. In Saskatchewan, the FILU office began operating in September 2017. The Saskatchewan FILU has assisted in organizing several cultural-based events for families of missing and murdered Indigenous women and girls: a moccasin-making project with Kawacatoose First Nation; a music-as-therapy event with Prince Albert Grand Council’s Women’s Commission; an art therapy project with</p>
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	<p>Regina Treaty Status Indian Services; and land-based teachings and gatherings in Lloydminster/Onion Lake, Ochapowace, Buffalo Narrows and Yorkton.</p> <p>Indigenous partners had a critical role in the design of the FILU. In January 2018, the FSIN was contracted to provide two Indigenous family liaison outreach workers who directly engage families in their communities in collaboration with the FILU. In 2020-21, Métis Nation-Saskatchewan was contracted to provide one family liaison outreach worker for Saskatchewan’s Métis community. The FILU staff work directly with the families of MMIWG to ensure that the families can speak openly and to obtain the supports and services they seek in a culturally and trauma- informed manner. In addition, the FILU Justice personnel will continue to engage with representatives of Saskatchewan Indigenous organizations, police, and other organizations to identify, develop, and implement programs and services for the individuals and families of MMIWG in Saskatchewan.</p> <p>On February 23, 2023, the federal government publicly committed to extending funding for Family Information Liaison Units. Saskatchewan is maintaining core FILU operations until we receive the federal agreement.</p> <p>See Call to Action 40 regarding funding for Missing Persons Liaison positions in the victim services units in the province’s three largest municipal police services, and about the Domestic Violence Death Review.</p> <p>As well, the Ministry continues to support trauma-informed services for families of missing and murdered Indigenous women and girls and other missing persons. In 2022, Integrated Justice Services supported eight virtual culturally responsive, trauma informed training sessions for reintegration, gang exit and community justice service providers. The training provided an awareness of intergenerational trauma and healing through both a western and Indigenous perspective to better engage with Indigenous youth and families. In 2019-20, the Ministry of Justice and Attorney General provided a one-time grant in the amount of \$10,000 to Caring Hearts Inc. to develop learning materials about ambiguous loss. The Ministry also provided a second one-time grant for an additional \$10,000 to support the development of a manual regarding trauma-informed care.</p> <p>Provincial Archives of Saskatchewan (PAS)</p> <p>In late 2023, PAS provided input into the Government of Saskatchewan's progress report related to Calls for Justice (CFJ) from the Report of the National Inquiry into Government of Saskatchewan's Progress Report on</p>
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	<p>Missing and Murdered Indigenous Women Girls (MMIWG.) PAS input focused on our support of the work of the Métis Nation - Saskatchewan's Citizenship Registry, which supports and facilitates the research of all Métis people who are interested in exploring their family heritage and identity and who want to reconnect with the land (CFJ 17.26); preservation of records in our holdings that reflect the cultures, languages and stories of Indigenous Peoples (CFJ 2.1), including digitization of a significant portion of the interviews in our holdings with Knowledge Keepers and language speakers (CFJ 2.4); and the availability of safe, no-barrier, and meaningful access for all people, including Indigenous women, girls, and 2SLGBTQQIA people who wish to restore, reclaim, and revitalize their cultures and identities (CFJ 2.3.)</p>
<p>Education and Reconciliation</p>	
<p>66. We call on the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices.</p>	<p>The provincial budget continues to include \$500,000 to support eight school divisions (Creighton, Ile-à-la-Crosse, Light of Christ RCSSD, Living Sky, Northern Lights, Prairie Valley, Prince Albert RCSSD and Saskatchewan Rivers School Divisions) to deliver summer literacy programming. Of the total budget, the Northern Lights School Division (NLSD) received \$265,000 to support summer literacy programming in northern communities and Pakhisimon Nuye?áh Library System was provided with \$25,000 to purchase culturally relevant materials to support northern summer literacy programming. <i>School divisions provided programming based on local circumstances, including in-person camps, in-home literacy resources with online support and pop-up events to reach children and their families.</i></p> <p><i>In the 2022-23 budget, the Ministry of Education retained \$50,000 from NLSD's previous allocation that was used to contract Frontier College for training and reporting of in-person summer literacy camps. These dollars have been redirected to support summer literacy programming more broadly and to encourage a Saskatchewan-based approach, rather than a national program, and to purchase anchor books to support the building of home libraries for participants. In 2023, over 17,000 books were distributed by school divisions. NLSD was in favour of this reallocation.</i></p> <p>In November 2022, discussions began with school divisions to coordinate bulk book and resource procurement, programming efficiencies, connections to summer literacy programming in local libraries and stronger literacy connections for students throughout the year within the Interim Provincial Education Plan.</p> <p>In 2021, one camp at Fishing Lake First Nation and activity kits at Clearwater River Dene Nation were funded by the Ministry of Justice at a cost of \$32K. 41 students from Fishing Lake First Nation participated in the camp and 695 activity kits were provided to students registered at Clearwater River School at Clearwater River Dene Nation.</p>

	<p>Other Government Entities Providing Support:</p> <p>The Ministry of Parks, Culture and Sport partners with SaskCulture Inc. to ensure proceeds from Saskatchewan Lotteries support cultural organizations and programs throughout the province. In 2020-21, SaskCulture continued to provide funding to groups through the Aboriginal Arts and Cultural Leadership Fund and the Métis Cultural Development Fund, the Métis Cultural Development Fund, the Multicultural Initiatives Fund, Museums Grant Program, and the Creative Kids Northern Culture Fund. For 2020-21 SaskCulture Inc. funded over \$ 566,958 to 58 organizations through a combination of grants funds to Indigenous cultural organizations and communities, cultural organizations conducting work with Indigenous communities and communities engaging in TRC cultural projects.</p> <p>In 2021, SaskCulture altered approaches to funding delivery with Northern Saskatchewan and Métis communities. Both the Creative Kids Northern Cultural Fund and the Métis Cultural Development Fund are now supported through a shared delivery partnership with the Northern Sport, Culture and Recreation District and the Gabriel Dumont Institute respectively.</p> <p>SaskCulture Inc. also provides lottery funding to the Saskatchewan Arts Board to support its programs, such as the Artist in Communities, Artists in Schools and LiveArts, which as part of their programming, employ and promote Indigenous artists and engage Indigenous communities and school groups.</p> <p>In 2020, SaskCulture supported a new northern online program during Culture Days in Saskatchewan. Through this program, two northern Saskatchewan communities - Lac la Ronge and Ile La Crosse - were invited to learn different cultural practices – beading, hide-tanning, medicinal plants – through online teaching sessions.</p>
<p>67. We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Indigenous 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>The Royal Saskatchewan Museum, which cares for and preserves Sacred and Culturally-Sensitive Indigenous items within its collections in a spirit of shared stewardship, is working hard to continually upgrade and improve the quality of facilities within which these items are held.</p> <p>The Western Development Museum (WDM), a legislated agency funded by the Ministry of Parks, Culture and Sport, has created and is committed to the implementation of their Inclusivity Report, designed to guide WDM’s response to the Truth and Reconciliation Commission of Canada Calls to Action, efforts in becoming a more inclusive and diverse organization that welcomes and shares the histories of all Saskatchewan people, especially those who have been, and continue to be, underrepresented in the</p>

	<p>museum and inform the importance of decolonizing the WDM’s operations and programs and outline a process for doing so.</p> <p>WDM Board of Directors has laid the groundwork for reconciliation, diversity and inclusion at the WDM. The adoption of the WDM’s vision; refining the WDM’s Ends Policy; and, adopting a Statement of Intent for Reconciliation, provides the framework for the recommendations in the <i>Inclusivity Report</i>.</p> <p>The seven main recommendations in the <i>Inclusivity Report</i> are:</p> <ul style="list-style-type: none"> • Publicly acknowledge Indigenous peoples and their histories. • Treaty welcome banners displayed at all four WDM locations. • Land acknowledgment at opening of every WDM program/event. • Treaty location message prominently displayed on WDM website • As of 2022, annual host venue for Métis Cultural Days at WDM Saskatoon for five years running • One of the host venues for Atamiskakewak Gathering at WDM Moose Jaw in 2018. <p>Since 2022, have brought in temporary exhibitions on Indigenous histories like Hiding in Plain Site from Library and Archives Canada and Bi-Giwen: Coming Home – Truth Telling from the Sixties Scoop by The Sixties Scoop Indigenous Society of Alberta (SSISA).</p> <ul style="list-style-type: none"> • Since 2021, developed partnership with Kanaweyimik Child & Family Services in North Battleford to set up educational tipis at the WDM North Battleford, offering visitors cultural and historical programming, and co-hosted a Pow Wow for National Indigenous Peoples Day, June 21. • Since 2019, partner of Spark Your Pride annual event with the Saskatoon Pride Festival which showcases Two-Spirit stories. • In 2021, installed memorial display about the discovery of unmarked graves at residential schools in all four WDM locations. • In 2021, WDM Board of Directors recognized September 30, the National Day for Truth and Reconciliation as a paid holiday and a selection of films exploring various themes on Truth and Reconciliation were played at each WDM location and admission was free. 100 beaded Orange Shirt pins were commissioned from artist Keith Sangrey-Sunchild for staff to wear on September 30. <p>•In 2022, completed a 2SLGBTQ+ Oral History project with 2SLGBTQ+ seniors, half of whom are Indigenous Two-Spirit Elders, funded in part by the Community Initiatives Fund</p>
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	<p>2. Provide training and educational opportunities for staff and volunteers including cultural awareness, anti-racism and sensitivity training to improve overall cultural competency.</p> <ul style="list-style-type: none"> • Updates to the WDM Style Guide to include most up-to-date terminology when referring to Indigenous peoples and nations. • See #57. <p>3. Report on reconciliation and inclusivity activities and progress.</p> <ul style="list-style-type: none"> • Report in Annual Report, in quarterly report to the Board of Directors, on social media and website, in Sparks newsletter, and at Reconciliation Saskatoon, Reconciliation North Battleford and Reconciliation Yorkton groups. • Since 2019, various speaking engagements to community on Truth and Reconciliation commitments, including: Wicahitowin Conference in Saskatoon; Canadian Museums Association Annual Conference; Museums Association of Saskatchewan conferences and ‘Community Chat;’ Annual Meeting of the Canadian Historical Association; and others. In 2022, Dr. Elizabeth Scott, WDM Curator, was invited to present with Stephanie Danyluk, Canadian Museums Association Reconciliation Manager on Call to Action #67 for museums to Annual Conference of the Museums Association of Saskatchewan. • The WDM participates in roundtable discussions concerning the Truth and Reconciliation Commission’s Calls to Action when invited. In 2021, CEO Joan Kanigan and Scott participated in the Museums Association of Saskatchewan’s virtual roundtable on intangible cultural heritage and museums. In 2022, Kanigan and Scott were joined by WDM North Battleford Manager Joyce Smith and Indigenous partners for a Canadian Museums Association roundtable discussion, sharing their experiences with museums and Reconciliation. • Regularly publish in journals like Prairie History and the CHA’s Intersections magazine about our Truth and Reconciliation commitments and projects. <p>4. Assess collection management practices to ensure they support inclusivity and reconciliation.</p> <ul style="list-style-type: none"> • Collections Development Plan prioritizes collecting from unrepresented, underrepresented, misrepresented or erased peoples in Saskatchewan’s history. • From 2018 to 2022, completed photo-naming project with Whitecap Dakota First Nation to name members in WDM photographs found in collection. • In 2018, created dedicated Saskatchewan 2SLGBTQ+ History Collection which includes Two-Spirit stories.
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	<ul style="list-style-type: none"> • Developed in-trust agreement with Whitecap Dakota First Nation which could be replicated with other nations. • See #43 <p>5. Develop and implement a plan for exhibit renewal at all WDM locations to increase overall diversity and inclusivity in the stories being told.</p> <ul style="list-style-type: none"> • Language remediation and exhibit renewal project underway at all four WDM locations. Over 1,200 exhibit signs and exhibits under review. Approx. half require remediation. • <i>Winning the Prairie Gamble</i> exhibits now referred to as <i>The Saskatchewan Story</i> (WDM Saskatoon) and <i>100 Years of Saskatchewan History</i> (WDM Moose Jaw, North Battleford and Yorkton). • See points in #62 for other partnerships on new exhibits. <p>All new in-house larger scale and showcase exhibits will feature artifacts and histories that showcase our diversity (i.e. Doukhobor Living Book Project; Wapaha Ska Oyate: Living Our Culture, Sharing our Community at Pion-Era, 1955 – 69).</p> <p>6. Review, update and renew all education and public programs to ensure they align with reconciliation and inclusivity goals.</p> <ul style="list-style-type: none"> • All education programs are under review. None that offered Indigenous content are currently offered until widespread community consultation can be done. • Preliminary discussions began in 2022 to co-develop educational programming with Whitecap Dakota First Nation for the Wapaha Ska Oyate: Living Our Culture, Sharing our Community at Pion- Era, 1955 – 69 exhibit at the WDM Saskatoon. <p>7. Review, update and renew overall WDM operations to align with reconciliation and inclusivity goals.</p> <p>The Ministry of Parks, Culture and Sport partners with SaskCulture Inc. to ensure proceeds from Saskatchewan Lotteries support cultural organizations and programs throughout the province.</p> <p>In 2019-20, SaskCulture Inc. provided support to Saskatchewan Indigenous Cultural Centre for the first Museums, Cultural Centres, Archives, Interpretive Centres and Libraries Gathering called <i>ē-micimināyakik</i>, held May 2019. Participants included individuals and organizations involved with collections care from grassroots communities, curators, archivists, librarians, researchers, interpretive centres and museum professionals across the North America. The gathering supported discussion and networking on the growth and development of Indigenous care of collections, as well as changes needed in policy to properly preserve the history of Indigenous peoples living on this land.</p>
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	<p>In 2019-20, SaskCulture Inc. distributed annual operating funding to the Poundmaker Museum on the Poundmaker Cree Nation Reserve near Paynton, Saskatchewan. This museum received another grant to support the work on its Poundmaker exhibition and events surrounding the exoneration of Chief Poundmaker with a public apology from Prime Minister Justin Trudeau.</p> <p>As a particular example, in 2019-20, Culture Days Funding Assistance provided \$4,000 to the Indian Head Museum Society for a community reclamation project where Gabriel Dumont’s chair stored at the museum was given back to the Métis community.</p> <p>The Canadian Museums Association (CMA) was called upon to deliver a report as part of a national review of museum policies and their relationship with United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). The Western Development Museum (WDM) and the Indigenous partners they work with, Whitecap Dakota First Nation, Kanaweyimik Child & Family Services, as well as Battlefords Tribal Council, participated in the national roundtables with the CMA, to be part of the conversation and to provide input on this report. The report Moved To Action: Activating UNDRIP in Canadian Museums was released in September 2022.</p>
<p>70. We call upon the federal government to provide funding to the Canadian Association of Archivists to undertake, in collaboration with Aboriginal peoples, a national review of archival policies and best practices to:</p> <ul style="list-style-type: none"> i. Determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and the United Nations Joint-Orentlicher Principles, as related to Aboriginal peoples’ inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools. ii. Produce a report with recommendations for full implementation of these international 	<p>Provincial Archives of Saskatchewan (PAS)</p> <p>PAS in conjunction with other provincial and territorial archives, is reviewing <i>A Reconciliation Framework for Canadian Archives</i>, issued as a draft report in July 2020 by the Response to the Report of the Truth and Reconciliation Commission Taskforce of the Steering Committee on Canada’s Archives. This national Taskforce, over a period of four years, reviewed Call to Action #70 specifically and other calls to action in the TRC report to determine a reconciliation framework for Canada’s archives.</p> <p>In 2022, The Provincial Archives of Saskatchewan began using the Reconciliation Framework: The Response to the Report of the Truth and Reconciliation Commission Taskforce (2022) to guide its reconciliation work. This framework was created in response to Call to Action #70 of the Truth and Reconciliation Commission of Canada report, spearheaded by the Steering Committee on Canada’s Archives (SCCA) as developed by First Nations, Inuit and Métis heritage professionals from across Canada working together with non-Indigenous archivists. The framework is the result of five years of research, relationship building, and collaborative content development; it includes input from Indigenous communities and archives; and it reflects current reconciliation conversations.</p>

<p>mechanisms as a reconciliation framework for Canadian archives.</p>	<p>In late 2023, PAS began a Respectful Terminology project to update terminology used in the catalogue of holdings, focusing on language related to Indigenous communities and themes. PAS contracted a consultant to give insight from an Indigenous perspective into the work completed so far and the direction for the next steps. The PAS also joined an Indigenous-lead organization, NIKLA (National Indigenous Knowledge and Language Alliance), and a PAS staff member sits on the NIKLA Board of Directors as the Archives Chair. NIKLA is working on a Respectful Terminology Platform Project to build an open and online platform that will enable a dynamic, multilingual set of terminologies applied to Indigenous Peoples, places, heritage, tradition, knowledge, and cultures. By participating in NIKLA, PAS will learn about current terminology from an Indigenous perspective and to further align with the Reconciliation framework.</p>
<p>Commemoration</p>	
<p>80. We call upon the federal government, in collaboration 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.</p>	<p>Saskatchewan Liquor and Gaming Authority</p> <p>The federal government proclaimed September 30 as National Day for Truth and Reconciliation, a federal statutory holiday. Per the terms of the Collective Bargaining Agreement, SLGA in-scope employees observe the new statutory holiday.</p> <p>For the week of Truth and Reconciliation (September 25 – September 29), employees were encouraged to participate in programming which included resources, quizzes, competitions, and Lunch n Learns covering topics of history to help them better understand Indigenous mental health and wellbeing. Topics explored included allyship, empowerment, and how decolonizing our minds and practices can help create a more culturally safe environment in which Indigenous community members can reconnect with their cultural identities and heal generational trauma. These resources were provided by The National Centre for Truth & Reconciliation and LifeSpeak.</p> <p>SaskTel</p> <p>National Day for Truth and Reconciliation. (September 30th). SaskTel has commemorated this day for many years since its inception in 2013 by participating in Orange Shirt Day activities. In 2021, the Government of Canada proclaimed the creation of a new statutory holiday for federally regulated workers.</p>

	<p>SaskTel Telco employees recognize the National Day of Truth & Reconciliation as we are federally regulated. Pursuant to the Canada Labour Code. The day honours the children who never returned home and Survivors of residential schools, as well as their families and communities.</p> <p>SaskPower</p> <p>Each year SaskPower commemorates, sponsors events, promotes and offers employee support and encourages awareness and participation of the National Day for Truth and Reconciliation in our communities. In-scope employees observe the statutory holiday.</p>
<p>Media and Reconciliation</p>	
<p>86. We call upon Canadian journalism programs and media schools to require education for all students on the history of Aboriginal peoples, including the history and legacy of residential schools, the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>, Treaties and Aboriginal rights, Indigenous law, and Aboriginal Crown relations.</p>	<p>Advanced Education</p> <p>In 2021, the First Nations University of Canada (FNUUniv) developed a new one-year Journalism and Communication Program that will focus in preparing students for entry level jobs for media and communications.</p> <p>The FNUUniv’s Indian Communication Arts (INCA) Program, first established in 1982, provides students with a two-year diploma of academic training and professional experience to support the entry of Indigenous people into all areas of the communication industry, including Indigenous and mainstream media and public relations.</p> <p>The U of R’s School of Journalism bachelor program provides two courses related to Indigenous peoples: “Indigenous People and the Press” investigates the fairness, accuracy, and inclusion of Indigenous representations in the media; and “The Journalist’s Role in Reconciliation” provides students with an understanding of the history of Aboriginal peoples, the different forms of reconciliation, and how the inclusion of Indigenous perspectives in all stories is essential.</p>
<p>89. We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to promote physical activity as a fundamental element to health and well-</p>	<p>The Ministry of Parks, Culture and Sport partners with Saskatchewan Park and Recreation Association (SPRA) to ensure proceeds from Saskatchewan Lotteries support recreation organizations throughout the province.</p>

<p>being, reduce barriers to sport participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system are inclusive of Aboriginal peoples.</p>	<p>SPRA recognizes the importance of the Truth and Reconciliation Calls to Action and believes as leaders in the recreation sector, they are well positioned to help address those specifically relating to recreation, physical activity, health and well-being.</p> <p>The SPRA Indigenous Fitness Leadership Certification program ensures barriers to participation in physical activity and fitness are reduced and fitness programs are inclusive of Indigenous people. This program has been supported by contributions from Indigenous Services Canada, First Nations and Inuit Health Branch as well as the Ministry of Parks, Culture and Sport in partnership with organizations such as Saskatoon Tribal Council, the South East District for Sport, Culture and Recreation, Lakeland District for Sport, Culture and Recreation. It aligns with the Framework for Recreation in Canada and the Common Vision for Physical Activity.</p> <p>SPRA’s Take the Lead!® program underwent revisions to include Indigenous themes and incorporate holistic learning approaches that has gained it a seal of endorsement from Physical and Health Education Canada (PHE).</p> <p>The HIGH FIVE quality-assurance program encourages participants and trainers to consider ethno-cultural backgrounds and modify the delivery of training modules to be responsive to audiences. It is enhanced with a resource titled ‘Indigenous Games for Children’, a collection of traditional Indigenous games and activities that reflect the rich heritage of Indigenous peoples from across Canada.</p> <p>SPRA field staff connect with Indigenous members and communities to better assess and meet needs. Field staff also provide representation at regional reconciliation meetings and are helping to build meaningful relationships and trust with Indigenous peoples so that collectively we can work together better to address the Truth and Reconciliation Calls to Action.</p> <p>The Ministry of Parks, Culture and Sport along with federal-provincial/territorial Ministers have endorsed the following policies to advance the sport, recreation and physical activity sectors: the <i>Canada Sport Policy</i>; <i>A Common Vision for Increasing Physical Activity and Reducing Sedentary Living in Canada: Let’s Get Moving</i>; and the <i>Framework for Recreation in Canada 2015</i>. All of these guiding policy documents include barrier reduction, inclusion and access as prominent themes.</p>
<p>91. We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am, and Commonwealth</p>	<p>The Ministry of Parks, Culture and Sport partners with Sask Sport Inc. to ensure proceeds from Saskatchewan Lotteries support sport organizations and events throughout the province.</p>

<p>games to ensure that Indigenous peoples' territorial protocols are respected, and local Indigenous communities are engaged in all aspects of planning and participating in such events.</p>	<p>RBC Training Ground was hosted in the Spring of 2019 and the Canadian Sport Center Saskatchewan invited potential NAIG Athletes to participate in the event. The rationale is to support increased promotion of opportunities that will increase the skill level of athletes to assist in inclusive participation at international competitions in the sport of choice.</p> <p>Alignment of the Indigenous Sport Leadership Council with the Aboriginal Sport Circle of Canada, including sending representation to all national meetings and having a Saskatchewan board representative to ensure Saskatchewan has an understanding to implement traditional territorial protocols if providing funds to host an international event – hosting grants will be reviewed to highlight awareness to include territorial protocols.</p> <p>Sask Sport Inc. staff assigned to the Canadian Olympic Paralympic Sport Institute (COPSI) network have the competencies and skills to bring forward awareness and understanding that influence discussions in support of territorial protocols for international events.</p> <p>SaskCulture includes land acknowledgements in all speaking engagements, including established territorial acknowledgement on email signatures and on the SaskCulture website.</p>
<p>Business and Reconciliation</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> <ul style="list-style-type: none"> • Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before 	<p>Advanced Education</p> <p>On March 29, 2021, the Ministry of Advanced Education hosted a virtual event centered around the <i>4 Seasons of Reconciliation</i> film, <i>Economic Reconciliation</i>. Representatives from the Ministry of Trade, Export and Development and First Nations University of Canada provided presentations on Indigenous economic development and the importance of economic reconciliation, co-led a discussion, and held an open question and answer session. Employees from the Ministries of Advanced Education; Trade and Export Development; Immigration and Career Training; and Government Relations' Indigenous and Northern Relations branch attended this event.</p> <p>FNUiv's School of Business and Administration provides courses committed to Indigenous content.</p> <p>The U of R's Faculty of Business Administration provides an Indigenous Entrepreneurship course for graduate students that weaves Indigenous ways of knowing into areas of conflict resolution and leadership.</p>

<p>proceeding with economic development projects.</p> <ul style="list-style-type: none"> • 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. • 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>The USask offers an Aboriginal Business Administration Certificate.</p> <p>Duty to Consult</p> <p>Saskatchewan implemented its First Nation and Métis Consultation Policy Framework (CPF) in June 2010. The CPF articulates government's commitments to consult with First Nations and Métis communities in advance of decisions or actions that may have the potential to adversely impact treaty or Aboriginal rights, such as the right to hunt, fish, and trap for food and traditional uses of lands and resources, such as the gathering of plants for food and medicinal purposes and the carrying out of ceremonial and spiritual observances and practices.</p> <p>The province released the Proponent Handbook - Voluntary Engagement with First Nations and Métis Communities to Inform Government's Duty to Consult Process in November 2013. The handbook provides:</p> <ul style="list-style-type: none"> • Clarity on the opportunity for proponents to gather relevant information to inform government's duty to consult; • The scale of engagement; • Documentation; and • Government commitment to rely on relevant engagement information to avoid duplication of processes and facilitate timely decision making. <p>The CPF applies to all Government of Saskatchewan ministries, Crowns and agencies.</p> <p>In the summer and fall of 2022, the Government of Saskatchewan engaged with the leadership of First Nation and Métis communities and organizations, industry associations, and municipal organizations to discuss the successes, strengths and opportunities to revise the CPF.</p> <p>Based on the feedback received, the province has made changes to the CPF that support the province's objectives to advance reconciliation and build meaningful and productive relationships between First Nation and Métis communities, government and proponents. The revised policy was released on August 11, 2023, and is targeted to go into effect January 2024.</p>
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	<p>First Nation Land Claims</p> <p>Saskatchewan is committed to working with First Nations and Canada to negotiate and implement Treaty Land Entitlement (TLE) settlement agreements, which address the historic shortfall of Treaty land promised by Canada. Since 1992, Saskatchewan has contributed \$300 million to First Nations as part of their TLE settlement agreements, as well as other benefits, and \$14 million in tax loss compensation to School Divisions and Rural Municipalities affected by reserve creation. There are 36 TLE agreements allowing 2.37 million reserve acres which are 38 per cent complete (888, 806 acres transferred to reserve). About five TLE claims remain to be settled in Saskatchewan. This collaborative negotiated way of resolving outstanding TLE claims demonstrates our commitment to working together in the spirit of reconciliation.</p> <p>Although we are not a signatory to the specific claim settlement agreements, Saskatchewan also works with First Nations and Canada to facilitate any reserve creation from those agreements. To date, there 24 specific claim agreements with a land component allowing 215,034 reserve acres which are 32 per cent complete (68,304 acres transferred to reserve).</p> <p>Saskatchewan works to support First Nations and Canada on many other land claim agreements and additions to reserve in our province as well and is leading the country in settling its outstanding claims and completing the implementation of the agreements.</p> <p>Government Relations</p> <p>GR and Ministry of Environment co-administer Mine Surface Lease Agreements (MSLA) for mines on Crown land in northern Saskatchewan, and the terms of these MSLA require best efforts for companies to deliver benefits to northerners, the large majority of whom are Indigenous. The benefits include jobs, training, business contracts, and other services.</p> <p>GR funds and manages the Northern Saskatchewan Environmental Quality Committee (NSEQC) which help northern residents (most of them Indigenous) learn about uranium and other resource developments, and in turn provide informed feedback to developers and to government regulators (provincial and federal).</p>
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	<p>Ministry of Finance</p> <p>The Ministry of Finance works in collaboration with the Ministry of Trade and Export Development to refine and deliver a program that provides loan guarantees through the Saskatchewan Indigenous Investment Finance Corporation (SIIFC), which will support Indigenous-equity ownership of major projects in mining, energy, oil and gas, forestry and value-added agriculture. The Ministry of Finance also contributes by having an employee participate as a member of SIIFC’s Board of Directors.</p> <p>Diversity hiring has been prioritized and identified as an Executive Leadership Team (ELT) initiative, with a specific emphasis on Indigenous recruitment. The Ministry is executing on plans to promote diversity and increasing Indigenous representation within the Ministry. This initiative is intended to improve the indigenous representation so that the Finance workforce better represents the province we serve, while building skills and experience in Indigenous employees.</p> <ul style="list-style-type: none"> - The Ministry of Finance participated in the Saskatchewan Indian Institute of Technologies (SIIT) student work placement program, a component of SIIT's diploma program. This program involves a four-week unpaid internship aimed at providing students with valuable work experience, as well as feedback and references to support their career success. - Ministry representatives attended the First Nations University of Canada (FNUC) Career Fair on November 22, 2022 to make connections with indigenous students to enhance targeted recruitment efforts. <hr/> <p>ii. Employment & Education (Crown Sector)</p> <p>CIC</p> <p>In September 2023, CIC will launch Crown Career Pathways in response to the Truth and Reconciliation Commission’s Call to Action #92, which calls for increased employment opportunities for Indigenous peoples. CIC worked with the Crowns to develop the program to provide a mechanism to bridge Indigenous graduates from eligible post-secondary institutes into permanent employment opportunities with the Crown sector, provincial government or the private sector in Saskatchewan. Crown Career Pathways is a \$1.2 million two-year pilot program with 22 interns being hired (11 each year) for positions in the Crowns – SaskPower, SaskTel, SaskEnergy, SGI, SaskWater, SaskGaming and CIC. The Crowns will select the interns from applicants graduating from recognized post-secondary institutes in Saskatchewan according to their individual workforce needs. Positions will begin to be posted in October 2023. Following the two-year pilot, a review will be conducted to measure outcomes and determine future program options.</p>
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	<p>CIC provides funding via the Indigenous Bursary Program through the following Saskatchewan post-secondary institutions and awards bursaries to Indigenous students to support their education goals and enable career opportunities by building a skilled and inclusive labour force:</p> <ul style="list-style-type: none"> • University of Saskatchewan, • University of Regina, • Saskatchewan Polytechnic, • Lakeland College; and • Saskatchewan Indian Institute of Technologies (SIIT). <p>Eligible students may receive \$2,500 per semester or \$5,000 per academic year for a full bursary. CIC supports up to 85 bursaries valued at \$425,000 annually.</p> <p>CIC signed onto the Saskatchewan Chamber of Commerce Indigenous Engagement Charter in January 2020 and renewed its commitment in 2021 and 2022. The Charter’s Mission is to provide businesses with the tools to achieve Indigenous engagement and assist in demonstrating the role businesses must play in reconciliation.</p> <p>Lotteries and Gaming Saskatchewan (LGS)</p> <p>Profit Sharing – By Q3 of 2023-24, LGS paid \$25.4M to the First Nations Trust, and \$10.4M for Regional Community Development Corporations, and \$3.5M to Community Initiatives Fund that supports the Clarence Campeau Fund .</p> <p>Indigenous Employment – In 1994, the Government of Saskatchewan (GoS) and the Federation of Sovereign Indigenous Nations (FSIN) entered into The Gaming Framework Agreement (1994). The framework established a 50 per cent Indigenous employment target at government operated casinos. . At the end of Q3 2023-24, SaskGaming has reported an Indigenous employment rate of 37 per cent. SaskGaming has an Indigenous Employment Strategy provides a roadmap for the corporation to continue to strive to meet the 50 per cent Indigenous employment target.</p> <p>In 2024-25 LGS will be developing an Indigenous employment strategy to continue the focus on economic reconciliation and development for the Saskatchewan gaming sector.</p>
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	<p>Indigenous Education – In 2022, SaskGaming launched the Operating Shift Managers (OSM) Developmental Training Program as well as provided training opportunities with ComIT for team members who were interested in furthering their careers in the tech sector. In the fall of 2022, SaskGaming also launched the SaskGaming Indigenous Scholarship/Awards Program. The program awards 14 eligible students with a \$2,500 for a full scholarship/award. Indigenous students that attend the following post-secondary institutions in a targeted certificate, diploma or degree program are eligible to apply:</p> <ol style="list-style-type: none"> 1. University of Regina registered in either the Faculty of Business Administration, the Faculty of Arts with a major in English or Journalism and the Faculty of Science with a major in Computer Science; 2. First Nations University of Canada registered in the Indigenous Business Administration, Indigenous Computer Science or Hospitality, Tourism and Gaming Management programs; 3. Saskatchewan Polytechnic registered in the Culinary Arts, Business, Business Information Systems, Computer Systems Technology, Building Systems Technician, Hospitality and Tourism, Hotel and Restaurant Management, Human Resources, Occupational Health and Safety, Office Administration, Recreation and Tourism Management and Security Officer programs; 4. Saskatchewan Indian Institute of Technologies (SIIT) registered in the Business, Information Technology Support Specialist and Mental Health & Wellness programs; and 5. Gabriel Dumont Institute (GDI) registered in the Office Administration program. <p>Indigenous Procurement – In 2022-23, SaskGaming spent \$2.9 million working with Indigenous vendors/suppliers. In Q2 2023-24,, SaskGaming spent \$958,342.62 working with Indigenous vendors/suppliers. to support the economic reconciliation</p> <p>Community Investments – In 2023-24, SaskGaming’s total Indigenous sponsorship was \$102,298.</p> <p>CIC Advisory Council on Indigenous Reconciliation (ACIR) – SaskGaming continues to participate on ACIR (formerly known as CIC Collaboration’s Indigenous Engagement Committee) in a leadership capacity as a Co-Lead. ACIR enhances the work of the Government of Saskatchewan by advancing prosperity and closing gaps toward economic reconciliation. Comprised of representatives of select government entities, the Council is committed to: sharing knowledge; setting direction; and providing advisory services. SaskGaming also leads ACIR’s Recruitment and Retention Sub-Committee.</p>
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	<p>SaskTel</p> <p>Since 1982, SaskTel has been an Employment Equity participant in the Saskatchewan Human Rights Employment Equity Program with a strategy to focus on the development, recruitment, hiring and retention of Indigenous employees. This has been achieved through fostering relationships with the following educational institutions and community organizations through partnerships, workshops and sponsorship with:</p> <ul style="list-style-type: none"> • Saskatchewan Indian Institute of Technology (SIIT) • Dumont Technical Institute (DTI) and Gabriel Dumont Institute (GDI) • First Nations University of Canada • University of Regina • University of Saskatchewan • University of Saskatchewan-Indigenous Student Centre • Ignite Learning Corporation • First Nations Employment Centre (FNEC) <p>Scholarship Program On an annual basis, SaskTel awards several scholarships to First Nations and Metis students in fields related to information and communications technology (ICT).</p> <ul style="list-style-type: none"> • <u>SaskTel Metis Scholarship</u> SaskTel partners with the Gabriel Dumont Institute to award a minimum of nine scholarships. • <u>SaskTel / Saskatchewan Indian Institute of Technologies (SIIT) Scholarship</u> Three scholarships to support Indigenous students pursuing post-secondary education in fields directly related to telecommunications (ICT). • <u>SaskTel Scholarship Program</u> Nine were awarded to Indigenous students studying in fields related to the ICT industry. <p>Community Support Initiatives In 2021/2022, SaskTel contributed \$\$114,000 towards Indigenous community events, activities, and initiatives.</p>
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	<p>SaskTel Indigenous Youth Awards of Excellence June 16th, 2023, the Wicihitowin Foundation and SaskTel hosted this event for its 25th year. SaskTel is the major sponsor and organizer for this annual event that celebrates Saskatchewan’s Indigenous Youth by incorporating Indigenous culture and traditions into the awards ceremony</p> <p>SaskTel ‘s Indigenous Business Development (IBD) team collaborates with communities to provide alignment on key developments such as Education & Health, Business Development and Social Economic benefits.</p> <p>The team’s focus is to assist in the development of connectivity and innovation that will allow the communities to expand education and health while providing a social wellness for the whole community. The IBD team tactically builds alliances for development of relationships to deliver services for the success for our customers and ultimately accountable in driving revenue for SaskTel.</p> <p>At SaskTel, we seek to develop a diverse workforce that is representative of the communities we serve, at all jobs, at every level of our organization. We will continue to focus on the recruitment of Indigenous candidates and supporting their career growth. As well as creating lasting connections with Saskatchewan’s Indigenous youth and emerging workforce. As of August 2023, SaskTel’s Indigenous Peoples representation was 10.3 per cent of our workforce.</p> <p>SaskTel also has an Equity Hiring program that allows SaskTel to be competitive with other employers through the ability to create opportunities proactively for potential candidates, rather than having to wait for vacant positions. SaskTel continues to have aggressive hiring goals to meet the targets established, primarily focused on the recruitment of Indigenous Peoples and people with disabilities.</p> <p>The Equity Hiring Program has funding for approximately 10 full-time positions for one year. Since 2007, over 80 individuals have been hired through the HR funded program. Continuation of the permanent Overhire and Career Launch funding enables SaskTel to be proactive with respect to hiring high-potential equity candidates to enable us to meet our representation targets.</p> <p>SaskTel’s Northern Placement Policy aids in the form of benefits and allowance rates for employees who reside and maintain a household in specific northern communities as well as north of the 55th parallel. This is a great incentive for potential Indigenous employees who may prefer to stay in or relocate back to their home communities.</p>
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	<p>SaskTel Indigenous Supply Chain Manager Position In December 2023, SaskTel took another big step towards meeting its objectives of its Indigenous Engagement strategy by hiring Darcy Tourangeau for the position of Corporate Services Manager – Indigenous Supplier Development. Darcy’s wealth of knowledge and business dealings with First Nations across the province will be a great asset for the strategy, for SaskTel and for the people of our province.</p> <p>SaskTel Indigenous Engagement Manager Position</p> <p>This position was filled February 2023 With this dedicated role for Indigenous engagement at SaskTel, we are better able to ensure higher priority along with additional focus and alignment across the organization. This will help to operationalize the required components necessary to advance our Indigenous Engagement Strategy as well as position ourselves more in line with the other major Crowns. All while building trust and reinforcing relationships within Indigenous communities which are essential elements for continued success..</p> <p>Indigenous Engagement Charter Signatory, which is an initiative, put forth by the Saskatchewan Chamber of Commerce to enhance Indigenous engagement for Saskatchewan businesses. As such a three-year Indigenous Engagement Strategy was developed. It includes goals and objectives that contribute to increased opportunities and building Indigenous relationships supported through sound business and economic targets.</p> <p>Indigenous Procurement was added to the SaskTel Procurement Policy. SaskTel endeavors to promote Indigenous economic development by looking to increase contracting opportunities and access to procurement opportunities by First Nation, Metis, and Inuit people. For fiscal year 2022 - 2023, SaskTel signed fourteen contracts with Indigenous suppliers for a value of \$3.7 million dollars in products and services. Which is approximately 1.6% of the overall dollar amount of our contracts.</p> <p>SaskTel will continue to work towards a goal of five percent Indigenous purchases in the next three to five years.</p> <p>Indigenous Procurement Crown Collaboration Committee: SaskTel has representation on this committee to promote alignment and grow opportunities for Indigenous Procurement across Saskatchewan’s commercial Crown sector.</p>
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	<p>CIC Advisory Committee on Indigenous Reconciliation (ACIR), SaskTel is an active member of the CIC Advisory Council on Indigenous Reconciliation (formally known as the Indigenous Engagement Collaboration Committee) that was originally formed in February 2022. It is made up of representatives from Saskatchewan’s Crown corporations and executive government ministries. Members of the committee work in a collective manner to analyze, identify, organize, develop, and communicate recommended actions and best practices that support and promote Indigenous Engagement across the province. There are four focus areas/priorities for this committee are: Training & Development, Recruitment & Retention, Indigenous Business Development & Procurement and Community Investment</p> <p><i>Rural Broadband Partnership Program</i></p> <p>In September 2021 SaskTel announced the launch of its Rural Broadband Partnership Program, an initiative that has seen SaskTel partner with internet providers to bring advanced broadband connectivity to underserved farms, acreages, Indigenous communities and other hard to serve rural areas in the province. As the first service provider to partner with SaskTel, Wood River Controls has already utilized the program to bring improved broadband service to a number of underserved Indigenous communities in the province, including Peepeekisis Cree Nation and Muscowpetung Saulteaux First Nation.</p> <p>More recently, through a strategic partnership with, Meadow Lake Tribal Council Resource Development Inc. the Beaver River Broadband (BRB), a new majority Indigenous owned internet service provider. was launched Through SaskTel’s Rural Broadband Partnership Program (RBPP), BRB will utilize portions of the Crown corporations’ network to deliver high quality and reliable internet connections to more Indigenous and rural households.</p> <p>This new enterprise will increase Indigenous participation in the economy, with financial benefits returned to the nine Nations under Meadow Lake Tribal Council (MLTC), and lead to job creation in communities where service is being deployed.</p> <p><i>Connected Community Program</i></p> <p>Through collaboration with Indigenous communities and leadership, SaskTel’s Connected Community approach was developed. It supports First Nations to use broadband networks and Information, Communication, Technologies (ICT) for community -controlled service delivery. This includes supporting community members to use these technologies effectively.</p>
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	<p>Our Connected Community Program addresses the next level of connectivity and supports First Nations digital transformation by creating internet access in community buildings and providing internal and external communication tools to enhance daily routines for health, social, education, and economic opportunities. Based on conservative numbers the Connected Community program has impacted approximately 13,378 individuals.</p> <p>SaskPower</p> <p>SaskPower is committed to strengthening Indigenous relationships and seeks to proactively engage with Indigenous communities on a consistent basis. SaskPower works to meet community priorities for local economic benefit. SaskPower also has local Indigenous targets with major contractors to ensure local benefits to the Indigenous communities.</p> <p>SaskPower provides several scholarships with partners from Saskatchewan Polytechnic, FNUniv, SIIT, DTI/GDI, University of Regina and University of Saskatchewan.</p> <p>SaskPower utilizes partnerships with SIIT and GDI/DTI in the past to help source and prepare candidates for training positions within the company.</p> <p>SaskPower has developed and implemented an Indigenous Recruitment and Retention Strategy.</p> <p>SaskPower is an active member of the CIC Advisory Council on Indigenous Reconciliation committee made up of representatives from Saskatchewan’s Crown corporations and executive government ministries.</p> <p>Each year, SaskPower invests over \$200,000 in Indigenous Community Investments, participates and attends community and cultural gatherings.</p> <p>SaskEnergy</p> <p>SaskEnergy continues to value the partnerships and strategic alliances. The Board of Directors previously approved four Strategic Alliance Agreements with File Hills Qu’Appelle Tribal Council Inc., PAGC Management Company Ltd. (Prince Albert Grand Council), and the Saskatoon Tribal Council Inc. for the years 2015 to 2017, which are currently in use. As well, a Strategic Alliance Agreement has been signed</p>
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	<p>with Four Horse Developments Ltd. (Yorkton Tribal Council) for a one-year period (2017). These Agreements relate to employment access, capacity development, education, professional development and training, ultimately tying back to SaskEnergy’s core strategic objectives.</p> <p>SaskEnergy provides a number of scholarships with partners from Saskatchewan Polytechnic, FNUUniv, SIIT, DTI/GDI, University of Regina and University of Saskatchewan.</p> <p>SaskEnergy meets with Indigenous owned companies, and businesses in order to add them to our internal Indigenous Contact List for Procurement.</p> <p>SaskEnergy utilized partnerships with SIIT and GDI/DTI in the past to help source and prepare candidates for training positions within the company.</p> <p>SaskEnergy continues to strive for a representative workforce. Indigenous employees comprise 15.4 per cent of the corporation’s current workforce.</p> <p>SaskEnergy was instrumental and continues to utilize the Building Environmental Aboriginal Human Resources (BEAHR) program which focuses on raising environmental monitoring skill sets within the First Nation communities.</p> <p>One of SaskEnergy’s most visible activities involving Indigenous engagement is the Duty to Consult on all projects impacting, or in close proximity to, traditional land. SaskEnergy’s Aboriginal Relations Unit consistently aligns its consultation processes and operating procedures with the Government’s Consultation Policy Framework with its internal process refined and developed to suit SaskEnergy’s business needs. The major components of the SaskEnergy’s Duty to Consult process include: Elder and Monitor Participation – Environmental Monitors and Elders are involved during the initial route survey; environmental survey; and construction phases of various projects in relation to construction activity that has an impact on traditional lands. Involvement during this phase is intended to recognize and leverage the community’s knowledge to assist in mitigating impacts on any cultural observances, traditional territories/lands, or interests (i.e. pending land claims). The environmental monitoring program has been extremely beneficial to SaskEnergy and the First Nations communities that are involved in these processes. SaskEnergy has utilized over 40 monitors doing environmental studies and monitoring project across Saskatchewan. SaskEnergy also includes post construction clean up and reclamation to the monitoring opportunities.</p>
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	<p>Information Exchange - Notification letters are sent to affected First Nations and Métis communities as early as possible to provide notice of proposed projects and information to allow for feedback, such as level of consultation required to proceed or the need to examine alternatives, at time when changes can be made.</p> <p>Business and Employment Opportunities - Outside of the signed Protocol and Benefit Agreements directly involving projects, SaskEnergy continuously explores opportunities with First Nations and Métis communities. This includes: 1) Direct Involvement – Aboriginal Relations staff are available to answer questions, provides information at career fairs, and give presentations to the First Nations/Métis educational institutions and students; 2) Building Capacity (BEAHR Program) – SaskEnergy’s Indigenous Engagement Unit has been instrumental in bringing this program to Saskatchewan and introducing it to the Crown sector; and 3) Leveraged Involvement – Aboriginal Relations have been successful in encouraging First Nations communities to partner with industry and contractors working on projects (i.e. employment and service opportunities). SaskEnergy continues to look for opportunities to create opportunities for First Nations and Métis community members in the areas of employment and construction opportunities.</p> <p>SaskEnergy showed leadership in the province by being a founding partner sponsor of the Saskatchewan Chamber of Commerce Indigenous Engagement Charter. The charter is a commitment to excellence in Indigenous engagement. It will also influence Saskatchewan businesses to create partnerships with Indigenous people, businesses and communities. The event was held on January 21 in Regina and January 22 in Saskatoon and supports the TRC Calls to Action.</p> <p>Starting in late 2021, SaskEnergy has committed to providing ICAP (Indigenous Cultural Awareness Program) to all employees. To date we have been able to have well over 500 employees throughout the province participate in this training with the intent of ensuring all employees receive this training. Our hope is that by the end of 2023 this will be complete. A refresher course is being developed internally to provide on-going to those employees that have completed the initial ICAP training.</p> <p>Recently Indigenous Engagement has updated their Indigenous Policy, this will serve to strengthen the work that the Indigenous Engagement team does within our projects and within the communities.</p> <p>SaskEnergy has been participating in a newly formed Crown Collaboration committee for Indigenous Engagement. Sharing Information related to SaskChamber Indigenous Engagement Charter, Truth and Reconciliation Calls to Action, Scholarships, as well as any government updates related to the Indigenous working group.</p>
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	<p>SaskEnergy has recently been participating and incorporating pipe ceremonies into project work with local elders.</p> <p>September 2022 saw a number of activities, participation in the Miyo-wiciwitowin event held at Mosaic Stadium. Internally we hosted a speaker who spoke about their experience within residential school (this was open for in person or online participation. We will be posting the video to our internal website for all employees to view when they are available.</p> <p>200 Orange shirts were purchased and distributed to those that requested.</p> <p>SaskBuilds and Procurement</p> <p>The Ministry of SaskBuilds and Procurement is exploring the development of an Indigenous Procurement strategy to support economic participation by Indigenous people and businesses within procurement. This supports Saskatchewan's Growth Plan for the Next Decade of Growth 2020-2030 commitment to engage Indigenous people, businesses, and other under-represented groups in supplying goods and services to the public sector. The Ministry of SaskBuilds and Procurement completed initial engagements with Indigenous economic development organizations, businesses and industry associations in Winter 2023, and the ministry is planning follow-up engagements with key stakeholders in Winter 2024.</p> <p>Saskatchewan Research Council (SRC)</p> <p>SRC is managing Project CLEANS – a multi-year, multimillion-dollar project to assess and reclaim Gunnar Uranium Mine and Mill Site, Lorado Uranium Mill Site and 35 Satellite Mine Sites in Northern Saskatchewan. SRC engages with northern communities to facilitate meaningful participation in determining the best options for remediation. From 2008-2016, SRC remediated the Lorado Mill site. Some highlights from the Lorado project include, more than 50 per cent Athabasca Aboriginal employment, more than 60 per cent local equipment utilization, more than 30 per cent of the total project was spent locally, Driver’s License training, heavy equipment operator mentorship and employment readiness training were provided. Work is on-going at the Gunnar and Satellite sites with similar goals for engagement and training.</p>
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	<p>Saskatchewan’s Accelerated Site Closure Program (ASCP) has led to strong participation in two provincial programs, the First Nations Stewardship Fund (Stewardship Fund) and the Indigenous Business Credit Pool (Credit Pool). Announced in January 2021, these programs have leveraged \$80 million in ASCP funding for First Nations and Métis contractors and for site closure work on Reserve lands across Saskatchewan. The Credit Pool made ASCP funding available to participating oil and gas producers to engage eligible First Nations and Métis contractors to complete site closure work. The Credit Pool completed operations on October 31, 2022, supporting over \$28 million in spending on 34 eligible Indigenous contractors. The Credit Pool has facilitated the creation of new partnerships between non-Indigenous and Indigenous oil and gas service companies. First Nations and Métis contractors have also seen success in the program outside of the Credit Pool. To date, Indigenous oil and gas service companies have completed an additional \$22 million in site closure work, bringing the total for First Nations and Métis contractors to \$50 million so far under the ASCP.</p> <p>SRC created and filled the new position of Director of Indigenous Relations. This individual is developing and implementing company-wide programming to help ensure opportunities are created for meaningful participation and inclusions, wherever possible, as SRC’s work continues to evolve with complex, large-scale projects with multiple partners.</p> <p>SRC is committed to fair and transparent procurement processes and supports the long-term economic and skills development of Indigenous people in Saskatchewan. To accomplish this, SRC has developed Indigenous Procurement Policy guidelines and criteria to encourage Indigenous Suppliers. These guidelines will be incorporated into SRC tenders where possible and practical.</p> <p>SRC has developed an Indigenous Relations Policy to confirm its desire to develop meaningful, respectful relationships with Indigenous peoples, businesses, and communities. SRC believes this is vital for future company success to support reconciliation between Indigenous peoples and broader society.</p> <p>SRC has continued inviting Indigenous nations and organizations to visit SRC Rare Earth Elements technical bay to learn more about the Rare Earth Element processing plant currently being constructed. Métis Nation Saskatchewan and Prince Albert Grand Council have visited during July 2023. More tours are expected in September/October 2023.</p> <p>SRC is currently in the process of creating a draft action plan to Indigenous learning, Indigenous workforce development and other Indigenous advisory strategies.</p>
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	<p>Saskatchewan Government Insurance (SGI)</p> <p>In January 2020, SGI became one of 38 organizations to sign the Saskatchewan Chamber of Commerce’s Indigenous Engagement Charter. The first of its kind in Saskatchewan, the Indigenous Engagement Charter is a way to help businesses bring the Truth and Reconciliation Commission’s Calls to Action into business decisions and practices through practical steps. SGI’s Indigenous Engagement Strategy has been in place for three years and will be undergoing a revamp in 2023. In January 2023, SGI reconfirmed its commitment by signing the new Charter.</p> <p>Traffic safety is a key priority for SGI. SGI funds four positions at tribal councils to increase traffic safety by working with the community to identify traffic safety issues, determine root-cause and make action plans to overcome the issues (e.g., licensing, suspensions, collisions factors).</p> <p>In January 2022, SGI joined the newly created Crown Indigenous Engagement Committee whose mandate is to work in collaborative manner to analyze, identify, organize, develop and communicate recommended actions and best practices that support and promote Indigenous engagement across Saskatchewan’s Crown corporations and executive government ministries by achieving strategic alignment, cost savings and improved customer service deliveries. In early 2023, this committee expanded to include other areas of government and is now called “CIC Advisory Council on Indigenous Reconciliation.”</p> <p>SGI created two new Indigenous Relations focused positions dedicated to Indigenous partnerships and supporting Indigenous communities. They provide advice and guidance to the Board, Executives, and Senior Management on issues and strategies to improve outcomes for Indigenous citizens by ensuring the Indigenous needs, voices, and perspectives are considered and reflected in SGI programs, policies, services, decisions, and direction. These roles also support SGI in its work to develop a diverse and inclusive workforce. Both roles were filled in January 2023.</p> <p>In September 2023, SGI launched the SGI Indigenous Employee Resource Group.</p> <p>SGI established the Harold Johnson Memorial Scholarship and Sponsorship in 2023, which will help develop the next generation of Indigenous community leaders. Harold Johnson helped establish the province’s Northern Alcohol Strategy, which SGI has long supported. Through community-led partnerships, the strategy aims to reduce harms associated with alcohol misuse in Saskatchewan. The scholarship will award one post-secondary Indigenous student with a maximum total amount of \$10,000, allotted annually in</p>
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	<p>increments of \$2,500 for up to 4 years or for the term of the program. The sponsorship will award one charitable or non-profit organization in Saskatchewan that’s making a positive difference in the Indigenous community with a one-time sponsorship of \$10,000.</p> <p>Students at the Saskatchewan Indian Institute of Technologies (SIIT) will receive increased support in 2023 thanks to a \$30,000 donation from Contractor Connection in partnership with SGI CANADA. The donation will be used to upgrade technological infrastructure at SIIT Career Centres and support individuals with licensing, safety and technical training.</p> <p>SaskWater</p> <p>SaskWater developed Indigenous Procurement Policy and Procedures documents with a focus on building meaningful relationships with Indigenous vendors. This policy also requires the use of specific evaluation criteria within any procurement that exceeds \$100,000 to encourage participation from Indigenous companies.</p> <p>SaskWater meets and engages with Indigenous owned companies and businesses in order to add them to our internal Indigenous Business Directory, which is used in our procurement of goods and services.</p> <p>SaskWater has set an internal measure to track Indigenous Procurement and is committed to increasing the amount of goods and services that are procured from Indigenous owned companies and businesses. There are currently two SaskWater employees participating on the Indigenous Engagement Crown Collaboration team.</p> <p>Annually, SaskWater provides \$3,000 to the Saskatchewan Polytechnic’s Indigenous Summer Student Transition Program.</p> <p>Two SaskWater employees are a part of the CIC Advisory Council on Indigenous Reconciliation (ACIR). The council’s objective is to encourage proactive engagement from a business perspective, while supporting and promoting the important work of reconciliation across all government entities.</p>
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	<p>Labour Relations and Workplace Safety</p> <p><i>The Saskatchewan Employment Amendment Act, 2019</i>, which came into force on March 27, 2020, expands nomination, candidate and public office leave to include employees seeking election to a Band Council.</p> <p>In August 2023, the ministry commenced a public engagement on the employment standards provisions of <i>The Saskatchewan Employment Act</i> which includes outreach to indigenous employers and employees.</p> <hr/> <p>Agriculture Sector</p> <p>Through its <i>Canadian Agriculture Partnership (CAP)</i> programs, the Ministry of Agriculture ensures First Nation communities and the Métis Nation-Saskatchewan are provided opportunities to participate in generating economic growth in the agricultural sector. The Ministry of Agriculture has focused efforts to:</p> <ul style="list-style-type: none"> • Provide a communication strategy with First Nation communities and the Métis Nation- Saskatchewan; • Provide a schedule of First Nation communities and the Métis Nation-Saskatchewan engagement and consultation sessions to be conducted during <i>CAP 2.0</i> planning for release in 2023. • Provide an internal <i>Indigenous Engagement Framework (IEF)</i> to provide a suite of information for management and staff across the Ministry of Agriculture to assist in relationship building, consultation, engagement and duty to consult opportunities. The <i>IEF</i> will also educate in the areas of Treaties and Treaty Land Entitlement, land jurisdictions and acknowledgements, duty to consult, and Indigenous-Crown relations. <hr/> <p>Environment Sector</p> <p>Through its <i>Forest Resources Management Act</i>, associated regulations and <i>The Environmental Code</i>, Saskatchewan ensures First Nations and Métis communities are provided opportunities to participate in Forest Management Planning processes and Forest Operational Planning processes. Combined, the Act, Regulations and Code ensure that a licensee:</p> <ul style="list-style-type: none"> • Provides a strategy for sharing information with First Nations and Métis communities; • Provides a schedule of First Nations and Métis community information sessions to be conducted during the period of the forest management plan development; • Provides a description of traditional and current land use in the license area and the cultural activities and concerns of local residents respecting the license area;
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	<ul style="list-style-type: none"> • Indicates what concerns and issues were brought to the licensee’s attention and what the licensee will do in response to the concerns and issues raised; and • Indicates how First Nations and Métis using land within the license area have been engaged. <p>The Government of Saskatchewan has made a commitment to double the forest sector economy by 2030 and set a priority goal to continue to increase Indigenous participation in the natural resource sector. In the forest sector, Saskatchewan has the highest Indigenous workforce within Canada, with Indigenous peoples accounting for approximately 2,000 direct and indirect forestry jobs and representing over 27 per cent of the total forestry workforce. This is by far the highest in any province, and well beyond the Canadian average of 5 per cent. In addition, Saskatchewan has the largest 100 per cent First Nations owned forest products mill in Canada and 30 per cent of the provincial timber supply is allocated to Indigenous businesses.</p> <p>In September 2021, the Government of Saskatchewan provided an update on timber allocations related to four forestry projects totaling nearly \$1 billion in new capital investments. These four projects have majority of the timber allocation required to become operational, with the remaining balance required to fully operate yet to be secured through commercial agreements negotiated with other mills, Indigenous timber allocation holders and private landowners. Specifically;</p> <ul style="list-style-type: none"> • One Sky Forest Products (One Sky) will be constructing an Oriented Strand Board (OSB) mill in Prince Albert in partnership with Peak Renewables Ltd., local investors, Montreal Lake Business Ventures, Meadow Lake Tribal Council, Big River First Nation, and Wahpeton Dakota Development Corporation; One Sky's production facility is expected to create over 700 jobs in northern Saskatchewan. • The approval of timber allocations to support the restart of the Paper Excellence pulp mill in Prince Albert is expected to create over 1,650 direct and indirect jobs, while enhancing northern and Indigenous economic and labour development opportunities. • The approval of timber allocations to support the proposed expansion of the Dunkley Lumber sawmill in Carrot River will lead to significant growth in lumber sales and exports and is expected to create 240 new direct and indirect jobs. • The approval of a timber allocation to support increased lumber production at the Carrier Forest Products sawmill in Big River will bring the Carrier sawmill closer to capacity and is expected to create important new jobs and will lead to enhanced economic development opportunities for Indigenous workers, northern communities and the broader provincial economy.
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	<p>Since May 2023, Government Relations has provided Duty to Consult training to 89 Ministry of Environment staff.</p> <p>In the 2021-22 budget, the Ministry of Environment established a new fund of \$200,000 to better support Indigenous participation in a range of ministry engagement initiatives. Funds have facilitated increased opportunities for Indigenous clients to participate in the development of policy and program options, while enhancing relationships of mutual trust and respect.</p> <p>Since launching the Indigenous Engagement Fund in April 2021, funding has supported 15 projects (as of February 2024).</p> <ul style="list-style-type: none"> • 2021-22 - 4 applications totaling \$92,750; \$200,000 funding allocated, \$92,750 spent by fiscal year-end. • 2022-23 - 8 applications totaling; \$223,869; \$200,000 funding allocated, \$155,555 spent by fiscal year-end. • 2023-24 - 6 applications totaling \$214,960; \$200,000 funding allocated-\$44,467 spent as of the end of Q3.
	<p>Economic Sector</p> <p>Energy and Resources (ER)</p> <p>Through the Clean-Up of Northern Sites (CLEANS) project, ER supports Indigenous business development and employment in Northern Saskatchewan through two major joint venture contractors:</p> <ul style="list-style-type: none"> • The Quantum Murray Points North partnership has hired 75 per cent Athabasca Basin Region Aboriginal employees, and sourced 78 per cent of its equipment from the Athabasca Basin Region • The Fond du Lac Nuna joint venture hired 41 per cent Athabasca Basin Region Aboriginal employees, sourced 98 per cent of its equipment and spent 33 per cent of total business expenditures in the Athabasca Basin Region. <p>The remediation phase of the Lorado Mill portion of the CLEANS project was completed in 2016, and over its project life had hired 51 per cent Athabasca Basin Region Aboriginal employees, had sourced</p>

	<p>60 per-cent of its equipment from the Athabasca Basin Region, and had spent 38 per-cent of total business expenditures in the Athabasca Basin Region in Northern Saskatchewan.</p> <p>ER committed to ensuring that Indigenous businesses, communities, and peoples benefited from the Accelerated Site Closure Program (ASCP), which concluded in March 2023. The program utilized \$400 million in federal funding for the abandonment and reclamation of inactive oil and gas wells and facilities in Saskatchewan.</p> <p>To deliver on its commitment, in 2021 ER launched the Indigenous Business Credit Pool (Credit Pool) and the First Nations Stewardship Fund (Stewardship Fund). These two initiatives generated over \$90 million spent in support of Indigenous participation. ASCP supported over \$59 million paid out to eligible Indigenous service companies to complete program work and over \$32 million in site closure work on Reserve lands.</p> <p>Indigenous people account for approximately 27 per cent of the total forestry sector workforce, by far the highest of any province, and well beyond the Canadian average of 5 per cent. 30 per cent of the provincial timber supply is allocated to Indigenous businesses, also by far the highest of any province. Saskatchewan has the largest 100 per cent First Nations owned forest products mill in Canada (NorSask Forest Products in Meadow Lake).</p> <p>In March 2022, ER hired a Senior Indigenous Advisor to provide guidance to executive management on a range of resource development issues. The position is supporting the Ministry's efforts to strengthen relationships with Indigenous institutions, organizations, and communities in pursuit of Saskatchewan's Growth Plan goal to increase Indigenous participation in Saskatchewan's natural resource industries. The position reports directly to the Assistant Deputy Minister of the Lands and Corporate Services Division. Key actions for the Senior Indigenous Advisor in 2023-24 include:</p> <ul style="list-style-type: none">• Implementing an Indigenous Connections SharePoint site on HomeRoom to create, promote and educate staff on Indigenous matters through relevant programs of awareness and understanding for the purpose of reconciliation.• Leading a Blanket Exercise with Senior Leadership Team.• Leading the 4 Seasons of Reconciliation training program for ER staff.• Partnering with Public Service Commission to enhance ER's Indigenous resource and capacity to create recruitment and retention practices within the ministry.
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	<p>ER is working toward awareness initiatives and annual events within the ministry including:</p> <ul style="list-style-type: none"> • Recognition of National Indigenous History Month - June • Celebration of National Indigenous Peoples Day - June 21 • Promotion of Truth and Reconciliation Day initiatives with staff and community – September 30 • Recognition and promotion of Orange Shirt Day - September 30 • Collaboration in cross-ministry Indigenous initiatives and programs. <p>Trade and Export Development</p> <p>In 2019, in order to better serve the needs of the province’s Indigenous communities and businesses, the Ministry of Trade and Export Development’s (TED) First Nation and Métis Economic Development and Northern Economic Development branches were combined into the Indigenous Economic Development branch.</p> <p>The Indigenous Economic Development Branch supports the growth of First Nation and Métis communities and businesses in the province by helping facilitate business development, partnership and business network creation, investment attraction, and knowledge building. It does this through:</p> <ul style="list-style-type: none"> • Establishing and maintaining relationships with Indigenous and non-Indigenous communities and leadership, economic development corporations, businesses and institutions in order to understand their interests, priorities, opportunities and challenges; • Path-finding, sharing opportunities, connecting stakeholders, aligning partners and priorities, and reducing barriers to economic development; and, • Supporting initiatives that facilitate knowledge-building. <p>The Ministry also supports funding agreements with Indigenous peoples in the resource sector. For example:</p> <ul style="list-style-type: none"> • Montreal Lake Cree Nation is receiving \$400,000 annually from December 1, 2010 to April 30, 2031. This funding supports education, business development, and training programs for Indigenous peoples. • Big River First Nation is receiving \$351,620 annually from until to April 30, 2031. This supports activities for education, business development, and training programs for Indigenous peoples.
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	<ul style="list-style-type: none"> • Pelican Lake First Nation is receiving \$225,447 annually until April 30, 2031. This supports activities for education, business development, and training programs for Indigenous peoples. • Witchehan Lake First Nation is receiving \$172,933 annually until April 30, 2031. This supports activities for education, business development, and training programs for Indigenous peoples. • Northwest Community Wood Products is receiving \$365,000 annually from August 1, 2011 to April 30, 2027. This funding supports activities for education, business development, and training programs for Indigenous peoples. <p>TED regularly provides funding and supports for initiatives that look to further Indigenous participation in the province’s natural resource sectors.</p> <p>In 2022, the Ministry provided \$300,000 to the Saskatchewan First Nations Natural Resource Centre of Excellence (the Centre) to complete two research projects:</p> <ul style="list-style-type: none"> • a report identifying the current levels of Indigenous participation in the province’s resource sector. • a report identifying opportunities for Indigenous communities and businesses in Saskatchewan’s critical minerals sector. <p>In February 2023, TED hosted the second annual Indigenous Business Gathering that brought together over 550 representatives from Indigenous communities and businesses with representatives from non-Indigenous businesses, Crown corporations and government ministries to identify opportunities to collaborate on economic opportunities. The third annual Gathering will be held in March 2024.</p> <p>In July 2023, TED and CIC committed to jointly provide the Indigenous Manufacturing and Contracting Network (IMCN) with \$125,000 per year for three years to support the IMCN’s efforts to:</p> <ul style="list-style-type: none"> • recruit new members; • support Indigenous businesses in securing new contracts and growing the Indigenous workforce; and, • conduct outreach to Indigenous youth to encourage them to consider careers in the manufacturing and contracting sectors. <p>In June 2022, the Saskatchewan Indigenous Investment Finance Corporation (SIIFC) was formally launched. The SIIFC has \$75 million in loan guarantees available to eligible Indigenous communities and organizations to purchase equity/ownership in natural resource and value-added agriculture projects.</p>
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	<ul style="list-style-type: none"> • The Government of Saskatchewan created the SIIFC to support economic reconciliation by increasing access to capital for Indigenous communities and organizations. • A lack of access to sufficient capital at commercially competitive rates has been a significant barrier to Indigenous inclusion in projects. • This initiative will support the Truth and Reconciliation call to action to build stronger economies in Indigenous communities. <p>TED provided financial support to the University of Saskatchewan (USask) to develop an <i>Indigenous Leadership: Governance and Development Program</i>.</p> <ul style="list-style-type: none"> • The program will provide made-in-Saskatchewan tools for Indigenous communities to build the governance foundation to support long-term economic development and will be modeled after the Harvard Project on American Indian Economic Development (the Harvard Project) at Harvard University, with whom USask has a working agreement. • TED provided the Saskatchewan Chamber of Commerce with financial support to maintain their recently established Indigenous Business Directory which already has over 500 Indigenous businesses listed. The directory is a valuable tool for Indigenous and non-Indigenous businesses and individuals to find Indigenous partners and service providers. <p>The Government of Saskatchewan has long negotiated a mine surface lease agreement with each mine development on Crown land in the north. Through the agreement, mine operations commit to making best efforts to provide socio-economic benefits to the north (through employment and contracts) and to report annually on their progress. In recent years, companies have reported that approximately half of their employees are hired from the north, and of those, about 41 per cent are Indigenous; this reflects the fact that Indigenous people make up 80-90 per cent of the northern population.</p> <p>Saskatchewan is committed to working with Canada and Entitlement First Nations to Treaty Land Entitlement settlement agreements, which address the historic shortfall of Treaty land promised by Canada.</p> <p>Saskatchewan also supports Canada and First Nations in implementing other land claim settlement agreements and additions to reserve.</p>
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	<p>Innovation Saskatchewan (IS)</p> <p>In 2022-23, IS participated on the Advisory Committee for the Indigenous Tech Sector Opportunities Forum hosted by Saskatchewan Indigenous Economic Development Network (SIEDN). The event was held on June 9, 2022, in Saskatoon and was designed to connect leaders in Saskatchewan’s tech sector with SIEDN’s networks of Indigenous leaders.</p> <p>In 2023-24, IS participated on the Advisory Committee for the Indigenous Digital Economic Forum hosted by the Saskatchewan Indigenous Economic Development Network (SIEDN). The event was hosted on September 20, 2023, and was designed to connect leaders in Saskatchewan’s tech sector with SIEDN’s network of Indigenous leaders. The forum addressed the question of what it takes to create a reconciled Indigenous economy.</p> <p>IS's CEO also participates on the Indigenous Women in Tech Advisory Council which is looking to change Saskatchewan’s tech ecosystem to empower Indigenous woman. This council was responsible for planning Reconciling Tech: A Hackathon Improving Equity for Indigenous Women. Ethical Digital’s innovative event took place on February 23-24, 2024, and aimed to find innovative solutions to increase and sustain the participation of Indigenous women in technology. IS was also a gold sponsor for the event.</p> <p>The International Minerals Innovation Institute (IMII), one of IS’s funded research institutes, has a Diversity and Inclusion Program to support innovative projects that strengthen the current workforce and attract and inspire the next generation of employees the minerals industry. To date, IMII has invested \$1.397 million in this program. IMII also supports skills training for Indigenous peoples through funding programs with the Regional Colleges and the building of the Mine School in Air Ronge with the goal of creating a diverse workforce in the mining industry.</p> <p>In early 2022, IMII supported the launch of Digital Transformation in Potash Mining: Cowessess Edition training program, delivered on Cowessess First Nation.</p> <ul style="list-style-type: none"> • Sixty candidates applied from across the prairies, from three treaty territories (4, 5, and 6). • The selection committee consisted of a collaborative team that included First Nation community representation from Barry Sparvier of Cowessess First Nation and Frieda Sparvier of Ochapowace Nation, Potash Industry representation through Mosaic’s Earl Greyeyes, and training provider representation from Morris Interactive’s Benjamin Williamson. • Twelve Indigenous students – 4 female and 8 male – were selected to participate in the course to launch their careers in potash mining. The program celebrated its first graduating class in April
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	<p>2022. The students are considered employment-ready after eight weeks of classroom instruction in Cowessess followed by a two-week practicum at Mosaic’s K3 mine near Esterhazy.</p> <p>In 2022, Petroleum Technology Research Council (PTRC), another of IS’s funded institutes, announced its commitment to the Progressive Aboriginal Relations (PAR) program.</p> <ul style="list-style-type: none"> • The PAR program provides a high level of assurance through the independent, third-party verification of company reports on measurable outcomes and initiatives in four performance areas: Leadership Actions, Employment, Business Development, and Community Relations (Engagement and Support). • PTRC also announced funding for a University of Regina research project that is collaborating with an Indigenous-owned company called Evolution Growers to utilize geothermal heat and other renewable energy sources to power a proposed greenhouse complex in Estevan. The project has the potential to improve sustainable food production technologies for rural and remote First Nations communities. <p>Highways</p> <p>Ministry of Highways (MoH) has been hiring individuals to work on Roving Crews throughout the Province since 2006. This initiative involves hiring term Indigenous equipment operators and labourers through partnerships with Tribal Councils, First Nations organizations, Métis organizations, Community Employment Centre’s and First Nations Post-Secondary Institutions. This initiative helps provide skillsets required to be successful within the heavy construction industry both within and outside the Ministry. There have been 321 positions filled by Indigenous employees since 2006 and approximately 40 per cent have received permanent employment or job referrals.</p> <p>The Ministry of Highways worked with SAGE Roadway Signs to help supply approximately 50 per cent of the signs provincially until they permanently closed in January of 2024. This partnership increased Indigenous participation and generated more competition in the industry for the 3+ years they were in business.</p>
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	<p>SaskPower Indigenous Procurement</p> <p>SaskPower continues to integrate Saskatchewan Indigenous businesses into its supply chain through its Indigenous Procurement Policy.</p> <ul style="list-style-type: none"> • SaskPower annually hosts an Indigenous Procurement Supplier Information, with over 50 Indigenous suppliers in attendance as well as various SaskPower representatives and Executive members. • An Indigenous Procurement strategy includes increased Indigenous content and additional targets and metrics has been approved for implementation. <p>SaskPower launched a collaborative cross-crown effort to grow Indigenous supplier participation across the Crown sector, specifically within SaskTel, SaskEnergy and SGI. The committee is tasked with creating a consistent framework for Indigenous Procurement, information sharing as well as identifying potential crown collaboration procurement opportunities.</p> <p>Since 2017, SaskPower has been certified at gold standing through the Canadian Council for Aboriginal Business, Progressive Aboriginal Relations program, recognizing SaskPower’s leading efforts in Indigenous relations.</p> <p>SaskPower Indigenous Customer Care</p> <p>February 2023 marks one year since SaskPower moved the Indigenous Customer Care Pilot program to a permanent program with an expanded budget , employees and mandate. This team consists of a Manager, consultants and community power representatives to support First Nations and northern communities in Saskatchewan. The revised program includes 10 community power representatives dedicated on a contract basis for First Nations communities experiencing the highest residential power bills in Saskatchewan. The Indigenous Customer Care program strives to work with customers within First Nations communities by delivering presentations to enhance power literacy, understanding power bills, explaining the program, and speaking with students regarding SaskPower careers. The program is also working to provide information and communication plans with the communities regarding the future arrivals of Advanced Metering Infrastructure so they can be well informed on what to expect. This program and team have created significant positive relationships with external stakeholders such as Jordan’s Principle and Métis</p>
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	<p>Nation- Saskatchewan. In addition, capital project planning will be a part of the Indigenous Customer Care program’s focus, which includes working with customer relations for large service requests for First Nations communities.</p> <p>SaskBuilds and Procurement</p> <p>The governments of Saskatchewan and Canada entered into an Integrated Bilateral Agreement (IBA) for the Investing in Canada Infrastructure program (ICIP). Saskatchewan will receive approximately \$896.3 million in federal funding, over a decade, under the ICIP through four streams: Public Transit; Green Infrastructure; Community, Culture and Recreation Infrastructure; and Rural and Northern Communities Infrastructure.</p> <p>Indigenous Eligible Ultimate Recipients/Applicants under the program include:</p> <ul style="list-style-type: none"> • A band council within the meaning of section 2 of the <i>Indian Act</i>. • A First Nation, Inuit or Métis government or authority established pursuant to a self-government agreement or a comprehensive land claim agreement between Her Majesty the Queen in Right of Canada and an Indigenous people of Canada, that has been approved, given effect and declared valid by federal legislation. • A First Nation, Inuit or Métis government that is established by or under legislation whether federal or provincial that incorporates a governance structure. • An Indigenous development corporation. • A not-for-profit organization whose central mandate is to improve Indigenous outcomes. <p>The IBA requires Saskatchewan to direct \$15.9M of federal funding in the Community, Culture and Recreation infrastructure stream to projects for the benefit of Indigenous peoples not living on reserve.</p> <p>Saskatchewan Public Safety Agency (SPSA)</p> <p>The SPSA remains dedicated to engaging with Indigenous communities and advancing relationships with Indigenous Public Safety Providers. Staff consistently liaise and collaborate with Indigenous Communities, Local Leaders, and Emergency Management Coordinators. SPSA aims to ensure cooperative efforts, assist</p>
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	<p>in developing community-specific public safety programs, and create avenues for greater connectivity and participation within the provincial public safety network.</p> <p>Through ongoing dialogues and collaborations with local First Nations, Métis, and Northern Communities, the SPSA continues to enlist local Indigenous firefighters, Métis and First Nation contract firefighters, and emergency firefighter personnel. This approach aligns with SPSA’s commitment to integrating local expertise into wildfire management and response, which reduces the need of importing resources during extreme fire seasons. Our primary focus remains on leveraging local resources and support from businesses, corporations, heavy equipment operators, hotels, and restaurants, wherever feasible, to provide essential backing for firefighting and Incident Management Teams. This ensures the safeguarding of lives, communities, critical public and private infrastructure, commercial forests, and invaluable resources.</p> <p>The SPSA's Prevention and Mitigation Unit has consistently planned and executed fuel management projects around communities at wildfire risk since 1999. Our approach commences by engaging community leadership, allowing our Prevention and Mitigation Specialists to tailor fuel management collaboratively to address each community's unique wildfire risk reduction needs. Upon plan completion and agreement, formal endorsement by the community precedes implementation. Since 2010, in alignment with Saskatchewan's First Nations and Métis Consultation Policy Framework (CPF), the SPSA has conducted comprehensive consultation assessments for all projects. This practice ensures compliance with the Duty to Consult Policy while determining the appropriate consultation level.</p> <p>Most mitigation efforts involve hand-thinning dense conifer forest stands, undertaken by crews equipped with chainsaws and brush saws, with a significant portion of the workforce comprising local First Nations and Métis crews. Funding for most fuel management projects since 2009 originates from Federal Government partnerships. Between 2009 and 2011, this funding facilitated the training and employment of local First Nations and Métis residents for project execution. With the nine-year Disaster Adaptation and Mitigation Agreement (DMAF) signed with the federal government, we continue to enlist First Nations and Métis crews to execute mitigation work on DMAF projects.</p> <p>In 2015, Métis and First Nation trappers in the Cumberland Delta embarked on a collaboration with the SPSA Wildfire Science Unit, aiming to reintroduce traditional fire practices for controlling Common Reed Grass (<i>Phragmites australis</i>), enhancing muskrat habitat and water flow through the Delta. This initiative, led by local trappers in partnership with the University of Saskatchewan and Ducks Unlimited, involves the development of Resource Management Fire Burn Plans. These plans ensure regulatory compliance,</p>
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	<p>entailing Duty to Consult and local stakeholder consultations on behalf of the trappers. This collaborative effort, spearheaded by trappers Solomon and Renee Carriere, has culminated in the "Muskrat to Moose: Braiding Cultural Burning and Western Fire Management" Project. Representatives from the SPSA, Prince Albert Grand Council, Canadian Forest Service, and the University of Saskatchewan serve as Advisors / Subject Matter Experts / Reviewers, fostering Indigenous involvement in policy development and transformation, thus promoting meaningful engagement of Indigenous Peoples in Northern Saskatchewan in cultural burning and habitat restoration.</p> <p>Collaboration with trappers for muskrat habitat burn plans has persisted for the last seven years, symbolizing our enduring commitment.</p> <p>SPSA's Land Operations personnel collaborate closely with communities to develop Community Emergency Response Plans. These interactions involve comprehensive meetings with communities, including First Nation and Métis communities, to establish vital points of contact. These plans identify critical infrastructure, community response abilities, evacuation plans, contingency plans, mutual aid agreements and other vital information.</p> <p>The SPSA's Indigenous Relations Strategy magnifies its impact on Indigenous communities and partners. This strategy, operational since 2022, involves initiating Letters of Understanding (LOUs) with several Tribal Councils. With Meadow Lake Tribal Council (MLTC) and Yorkton Tribal Council (YTC) being the first to sign LOUs in 2022, the SPSA anticipates other Tribal Councils to sign in the near future.</p> <p>The SPSA actively participates in First Nations-led working groups to facilitate information exchange and gather valuable input. These working groups serve as platforms for mutual learning and understanding, where the SPSA shares insights and receives guidance from Indigenous Leaders, and Emergency Management Coordinators. Moreover, to ensure continuous and meaningful engagement, the SPSA has established an Indigenous Advisory Council (IAC), poised to hold its inaugural meeting in 2024. The IAC will serve as a critical channel for amplifying Indigenous voices within our decision-making processes, providing an avenue for Indigenous Leaders to contribute to developing public safety strategies and initiatives that are culturally sensitive, contextually relevant, and responsive to the unique needs of Indigenous communities.</p> <p>The SPSA Senior Leadership Team participates in training events to enhance their understanding of the history of Indigenous Peoples in Canada and recently participated in a Blanket Exercise. This year, the SPSA is furthering its commitment to reconciliation by providing training that aligns with the TRC's Calls to</p>
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	<p>Actions, including reconciliation training and experiential learning. The SPSA plans to extend these training opportunities to all employees, fostering a comprehensive understanding of these critical matters.</p> <p>Tourism Saskatchewan</p> <p>In 2020, Tourism Saskatchewan employees attended a one-day Indigenous Awareness Training hosted by John Lagimodiere and Winston McLean, of Saskatchewan-based ACS Consulting and Iron Wolf Consulting. Multiple sessions have been delivered since and, as of September 5, 2023, 96 per cent of Tourism Saskatchewan’s current employees (65 of 68) have attended this training. New team members complete the training within their first year of employment.</p>
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