

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

Saskatchewan Actions Taken – revised Spring 2020

Note: This public list is limited to 26 out of the total 34 Calls to Action directed at provinces, plus 14 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. Monitoring and assessing neglect investigations.</p>	<p>The Ministry of Social Services provided a two-day educational TRC workshop in October 2018 to all staff in mid - to senior-level leadership positions. The workshop educated and strengthened awareness of the work and findings of the TRC.</p> <p>In 2017-2018 all staff in Child and Family Programs (CFP) began to receive TRC workshops delivered by First Nation Trainers and a continual cycle of TRC training is ongoing to all CFP staff.</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>Work continues to enhance Indigenous cultural planning policies and training curriculum with an anticipated implementation roll out province wide to occur in 2020. CFP is strengthening current policies and introducing a foundational cultural training workshop developed and delivered by First Nation & Métis trainers. The training and policies will reflect a culturally relevant and responsive child welfare approach that maintain a child's connection with family, community and culture.</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>The Ministry of Social Services appointed a Senior Indigenous Advisor in September 2018 to inform and support decision-making. The Advisor will work directly with senior leadership to advise the ministry on strategies, policies, programs and partnerships to improve social outcomes for Indigenous people in Saskatchewan. 2018 Child and Family Programs investments with four First Nation agency partners strengthen community outreach supports to at-risk families, and to clients and caregivers to decrease the length of time children spent in out-of-home care and help prevent the need for future out-of-home care placements.</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>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> <p>In 2017, Child and Family Programs implemented 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. Priority</p>

IAJ 13-28

Tabled by Chair Lawrence
 Date: Jun. 22, 2020

Requiring that all child-welfare decision-makers consider the impact of the residential school experience on children and their caregivers.

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 collaboration with First Nations Child and Family Services 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.

The expansion of the use of First Nation & Métis Elders are in place in most ministry offices across the province to support and guide staff in cultural awareness, cultural relevant supports, services, customs and traditions to better service children, families and caregivers. As part of reconciliation efforts, all service area staff receive the Truth and Reconciliation Commission of Canada, Calls to Action training delivered by First Nation Trainers.

As of March 31, 2018, close to 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 have to be removed from their parents, efforts are made to keep children with extended family and/or within their community. Family Finders, a program with First Nation Child and Family Services agencies, is specifically used to find families for First Nations and Métis children in care of the Ministry of Social Services. The ministry and its First Nation partners are currently collaborating to respond to findings from an evaluation of this program. A Charter has been drafted to guide the project as it evolves. The evaluation is done and the majority of recommendations are in place.

A funding formula for First Nations agencies who care directly for children and support Wards of the Ministry of Social Services, has been re-tooled to address identified funding inequities. The ministry 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 is currently working to open another Supportive Family Living Program which allows families to access 24-hour care while safely caring for their children. The development of this new resource is focused on the North service area.

A new Extended Family Caregiver review team has been introduced which can involve FNCFS agency members, Elders, Talking Circle Facilitators, Mobile Crisis Services, cross program involvement and the extended family applicant to participate in information sharing and decisions. Intended outcomes is 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.

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. In addition, Saskatchewan adopted the Child Rights Impact Assessment tool in 2014 which is used to evaluate legislative and policy changes in the area of social services with a United Nations Convention on the Rights of the Child lens.

Justice funds three Aboriginal Family Court workers in Regina, Saskatoon, and Prince Albert. The Family Court workers help ensure that Aboriginal families receive fair, timely, reliable, and culturally appropriate assistance in child protection matters. An evaluation indicated that the Family Court workers 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.

A Federal-Provincial-Territorial (FPT) working group was formally established in February 2017 to support the FPT Social Services Ministers' agenda to reduce the number of Indigenous children in care. The committee holds bi-weekly teleconferences.

See Section 5 of this document (*We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families*) as strengthening parental capacity is key to reducing the number of Aboriginal children in care. In response to 1 iii, First Nations University of Canada (FNUivC) 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.

As of fall 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>The ministry has a Cultural Case Planning Policy and Practice Framework, which 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 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. • Strengthening CFP's cultural planning policies and practices is in keeping with the Indigenous Inclusion Strategy's 5 Pillars. 	
<p>Province to work in collaboration with federal government.</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 18 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>We welcome and look forward to the opportunity to participate in planning discussions with Indigenous groups, along with Indigenous Services Canada, to identify the best approach to effectively transition services while ensuring the safety and well-being of children and families.</p> <p>In 2009, the provincial and federal governments and the Federation of Sovereign Indigenous Nations (FSIN) announced the interim implementation of <i>Jordan's Principle</i> – Child First Initiative in Saskatchewan. The</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>3. We call upon all levels of government to fully implement <i>Jordan's Principle</i>.</p>

<p>interim implementation document sets out the parameters for the three parties to work together to implement <i>Jordan's Principle</i>.</p> <p>In 2016, the federal government committed to support a new approach to child welfare on-reserve, in response to the ruling of the Canadian Human Rights Tribunal (CHRT), including an expanded definition of <i>Jordan's Principle</i>.</p> <p>The scope of <i>Jordan's Principle</i> continues to evolve as the CHRT issues rulings, and the federal government interprets and responds to those rulings.</p> <p>In the 2019-20 budget, the federal government announced \$1.2 billion over three years to ensure access to services through Jordan's Principle and continue planning a long-term approach.</p> <p>Saskatchewan officials are engaging with federal officials to share information and determine how to work together to ensure First Nations children seamlessly access the services they need.</p>	<p>5. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.</p> <p>The Ministry of Social Services targets investments to strengthen families and child safety through the Positive Parenting Program and intensive in-home supports.</p> <p>The ministry has added a 18th First Nations Child and Family Services Agency to its suite of partnerships, expanded capacity within existing community-based homes, and added new community-based homes 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.</p> <p>Saskatchewan's Flexible Response approach to child protection investigation was developed in collaboration with First Nations and Métis and implemented in 2013, in Saskatoon. The approach is preventive, strength-based and, with increased family engagement, demonstrates respect for family's culture and overall cultural relevancy. Evaluation of the Saskatoon pilot demonstrated successful outcomes and is currently in development for expansion to Child and Family Programs' South Service Area of the province.</p> <p>The second phase of the 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. The south service area was trained and they</p>
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implemented the changes effective December 2018, Centre Service area in June 2019 and the North service area was completed in October 2019.

In 2013, 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)
Saskatchewan's early years programming prioritizes enrollment of vulnerable children and families, many of whom are First Nations or Métis.

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. In 2019, KidsFirst participated in a research study in northern Saskatchewan using a program developed by incorporating Aboriginal knowledge and practices.

Early Years Family Resource Centres have been implemented in three communities, Regina, Sandy Bay and Yorkton, using an evidence-based model. Seven more are in development around the province. Family Resource Centres provide a "one-stop shop" where families can access services like parenting programs, free early learning and literacy opportunities and community support. 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 design and development of the new centres.

The Provincial Library and Literacy Office currently supports eight Family Literacy Hubs located throughout the province; all Hubs have the ability to deliver family literacy training and programs designed to support parents/families to support child/youth achievement; Hubs are expected to establish strong local

Aboriginal partnerships to ensure programming/services meet local needs. The 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.

The Ministry of Social Services also funds a number of First Nations community-based organizations to provide services to families in a culturally appropriate manner. These services include intensive in-home support, reunification, parenting and substance use/abuse programming. Some examples of services include Prairie Spirit Connections where emphasis is on empowerment and healing of families through traditional teachings, healing camps, ceremonies, Elders & Knowledge keepers and strengths-based programming; the Eagle Heart Centre delivers family support through preventative services that promote healing and life skills development; Fox Valley Counselling Services provides an intensive response and support to families in crisis, Elders & Knowledge Keepers, Ceremonies, intensive living programming and talking circles; Saskatoon Tribal Council Urban Services provides a range of family-centered strategies to strengthen families' parenting capacity; and Kanawayimik, which delivers parenting classes, cultural and wellness activities, and youth prevention programming, as well as provides supports to parent aides and foster homes. Opikinawasowin (OPIK) is a traditional approach that 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.

The Parents Reaching Employment program is delivered by a community stakeholder in Prince Albert and includes cultural awareness and traditional parenting workshops. Investments have been made over the last four years to strengthen families and child safety through the Positive Parenting Program ("Triple P"). Two First Nations Agencies have been delivering this program since 2012. Triple P has been expanded across the province and can be accessed by 22 communities.

The Ministry of Immigration and Career Training works with a community based organizations to deliver the Guiding Future Visions Program in Prince Albert. The program provides specialized employment services to parents facing multiple personal and systemic barriers to employment to connect them to the labour market.

Education (#6-12; also under Education for Reconciliation 62-65, 86)

12. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

Saskatchewan's Early Years Plan, 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, child care, strong families and healthy children and community planning and alignment.

The Government of Saskatchewan is committed to improving early years' programs and services and will collaborate with partners, including First Nations and Métis organizations, families and communities to implement the plan over the next five years.

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 to support on-reserve child care provided by these authorities. In June 2016, regulation amendments were adopted that allow the ministry to license child care on-reserve through agreement with interested First Nations.

The Ministry of Education works closely with First Nations child care providers and Aboriginal Headstart to provide professional development and learning resources.

Early Childhood Intervention Programs (ECIPs) are provided by a province-wide network to more than 1,200 children from birth to school age who experience developmental delays. These 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.

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.

One component of HMTMS is a series of four storybooks. These are available in print format as well as through an iPad app. The iPad app supports oral language in Cree, Dene, Michif, English and French. The HMTMS assessment, storybooks and web portal were available in the fall of 2017.

Help Me Talk About Math (HMTAM) is a Grade One math assessment which assesses students' progress in meeting math curricular outcomes, including understanding mathematical processes. *Ask's Pond* is a Grade One math iPad app game which reinforces SK math curricular outcomes, mathematical processes and First Nations and Métis content and ways of knowing. The HMTAM web portal and iPad assessment were available as of January of 2019. *Aski's Pond*, and the *Help Me Tell My Story* Storybooks apps are freely available for teachers and parents on both the Apple App Store and the Google PlayStore.

As part of the *Canada/Saskatchewan Early Learning and Child Care Agreement*, the Ministry of Education has committed to:

Provide 15 one-day in person workshops from April 2019 to March 2020, to support a maximum of 1,350 participants. This Indigenous cultural awareness training opportunity will be available in locations across the province for the early years' sector, including child care, Regional and Targeted KidsFirst, ECIP and others. This training will enhance 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. Training to date has been very well received and appreciated by the early year's sector.

1,295 new child care centre spaces have been allocated in communities in the province. Priority was given to requests from organizations with a high child care need that are located in vulnerable communities and a commitment to offer child care services to harder-to-serve families, Indigenous, new Canadian or Francophone families. Spaces were provided to the First Nations University of Canada as a part of the 1,295 allocated, with 90 spaces in Regina and 30 spaces in Saskatoon.

Invest in indigenous early books to be made available in ministry-funded early learning and child care programs and services including licensed child care, KidsFirst, ECIP, early years' family resource centres and Prekindergarten. These resources will support a sense of belonging, culture and awareness of diversity in early years' programs.

The KidsFirst Program strives to be culturally relevant to all cultures, including Indigenous culture. This includes incorporating culturally relevant content into the curriculum and designating staff positions that

<p>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 Aboriginal 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 & 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 has 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 supports to enhance understanding across the sector. There will be online modules, recommended professional resources and related children's literature. The supports will be made available this fall.</p>	
<p>Health (#18-24)</p>	
<p>The province, the new Saskatchewan Health Authority (SHA) and 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</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>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.</p> <p>The Ministry of Social Services has exempted compensation payments for victims of Indian residential schools as well as compensation payments related to the 60's scoop for the purposes of determining eligibility for income 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. In addition, Treaty 8 Agricultural Benefit Settlement Agreement and the Pasqua First Nation Specific Claims Agreement payments to individuals living off reserve who receive income assistance have also been exempted.</p>
<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 Aboriginal healers and Elders where requested by Aboriginal patients.</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:</p> <p>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 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>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 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</p>

	<p>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>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. • Ensure the retention of Aboriginal health-care providers in Aboriginal communities. • Provide cultural competency training for all health-care professionals. 	<p>The SHA in partnership with Saskatoon Tribal Council and the Gabriel Dumont Technical Institute (GDTI) has developed an Indigenous Birth Support Worker (IBSW) Program. The first set of nine candidates graduated in 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 Litigation 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>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", on line 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, 96 per cent of existing Ministry staff and 100 per cent of new staff have completed the modules.</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 and Policing, 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 Saskatchewan Health Authority as of April 2019. As of January 2020, 450 participants have been trained in MHFA FN since 2016-17.</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</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>historical abuse brought by Aboriginal people.</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>For the past three decades, Saskatchewan has pursued an Aboriginal justice agenda at the provincial and national level including two major provincial Aboriginal justice commissions and reviews.</p> <p>Saskatchewan has a province-wide restorative justice initiative which includes alternative measures programs, youth extrajudicial sanctions programs, and community justice programs that involve 63 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 31 and 38). Métis organizations and other community based organizations are also involved in delivering these kinds of programs, which resolve about 3,000 criminal matters annually. This makes a significant contribution to reducing over-representation.</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, and Courtworkers provide over 15,000 client services annually. 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>The Saskatchewan Hub model works to prevent harm and victimization by dispatching a multi-disciplinary group of front-line workers to provide immediate interventions for individuals in crisis. The Hub model is guided by a Four Filter Approach which permits the sharing of information on a “need to know” basis when acutely-elevated risk is present. Saskatchewan has also 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 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>The Saskatchewan Northern Alcohol Strategy is a response to the growing recognition that alcohol is one of the most significant drivers of social harm for communities. Personnel work to address the impacts of</p>
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alcohol misuse by supporting local solutions while identifying best practices and supporting collaboration with federal and provincial services and key stakeholders. The Lac La Ronge region Community Alcohol Management Plan, endorsed in 2016, by Lac La Ronge Indian Band, the town of La Ronge and the Village of Air Ronge, is demonstrating outcomes in reducing alcohol-related harms. Alcohol management planning has been facilitated in Montreal Lake Cree Nation, Hatchet Lake First Nation, Creighton/Flin Flon/Denare Beach, English River, and La Loche/Clearwater River Dene First Nation. These efforts are supported by the Ministries of Health, Social Services, Education, Government Relations, Saskatchewan Liquor and Gaming Authority, the College of Physicians and Surgeons, SGI, Indigenous Services Canada, Health Canada, Public Safety Canada, and academia. The Saskatchewan Northern Alcohol Strategy has also partnered with Indigenous Services Canada in training and providing assistance in alcohol planning to 52 federally-funded Community Navigators working in Saskatchewan First Nations.

The Northeast Youth Violence Reduction Partnership works with Indigenous partners in the northern communities of Pelican Narrows, Sandy Bay, and Deschambault Lake to raise awareness and understanding regarding the risks and needs associated with high rates of crime and violence among youth and young adults. The Northeast Youth Violence Reduction Partnership strengthens community capacity by building formalized partnerships between criminal justice personnel and human service agencies to reduce youth violence and gang recruitment. Service delivery consists of integrated case management teams that provide intensive support and supervision to high-risk adults and young people. Additionally, in partnership with Indigenous Services Canada, participants have access to mental health services through remote presence technology. Five therapists deliver this innovative mental health service to consenting participants within the three Northeast communities. The Northeast Youth Violence Reduction Partnership also links participants to sustainable community mentors such as extended family, teachers, Elders, and other prosocial community connections that help mitigate risk once services conclude. The Northeast Youth Violence Partnership receives five-year federal funding from Public Safety Canada, which ends on March 31, 2020. The Ministry of Corrections and Policing is working on a wind down plan for the project.

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 involves an enterprise approach with collaboration between partners providing additional supports and resources to identify and deal with repeat violent offenders, prevent reoffending, and improve community safety. The SVOR provides coordinated supervision and planned interventions for high risk, violent offenders. Currently, the SVOR is operating in Regina, Saskatoon, North Battleford, and in the three northeast communities of Pelican Narrows, Sandy Bay, and Deschambault Lake. It is a strategic partnership involving Community Corrections, Public Prosecutions, and policing agencies and includes a new program developed by the

Canadian Mental Health Association – Saskatchewan Division: the Justice Community Support Program, which provides services and support to SVOR clients with mental health concerns.

The Ministry of Corrections and Policing 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 1 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. 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.

In 2016, Ministry officials began working with Public Safety Canada to determine how the province can support community safety plans in selected communities. Initial meetings have occurred with federal and provincial departments, Mistawasis First Nation, and Red Earth Cree Nation. Ministry officials met with Public Safety Canada in September 2019 to discuss how federal and provincial approaches to community planning could be more aligned.

Corrections employs a Director of First Nations and Métis Services who is responsible for a number of relevant activities such as overseeing a Cultural Coordinator in each adult and youth correctional facility to ensure that offenders have access to Indigenous programming. In addition, the Director oversees Chaplaincy programs within correctional facilities. The Director is also responsible for, but not limited to:

- Leading the Ministry’s response to recommendations made by the Truth and Reconciliation Commission (TRC) and by the Missing and Murdered Indigenous Women and Girls National Inquiry.
- Be the lead for the Ministry in working with the Ministry of Justice Attorney General’s Elders Advisory Committee, and other provincial Ministry Indigenous initiatives committees.
- Assist in building capacity within the Ministry to improve outcomes for First Nations and Métis People by leading the development of effective corrections programs for Indigenous youth, adults and communities.
- Review practices and culture within the Ministry and prepare findings and recommendations concerning program structure, training and quality assurance to improve relationships (staff to staff, staff to client, client to client) to enhance outcomes regarding cultural awareness and employee and client satisfaction. The position also consults and partners with Indigenous resources (e.g. Office of the Treaty Commissioner) to develop and provide the appropriate training for Ministry staff.

The Ministry of Corrections completed two reviews of its Indigenous programs within custody institutions. Work plans have been developed to implement the approved recommendations of the internal review (2017) and an external review (2013) which was conducted by the Centre for Forensic Behavioral Science and Justice Studies, University of Saskatchewan, entitled “Bringing Strength from The Home Fire”. Corrections works with Indigenous communities to access expertise regarding culturally appropriate services and programs, and traditional teachings are offered that promote healing and healthy lifestyles (see Call to Action 36). In addition, Corrections has hired Reintegration Workers for adult custody facilities. Reintegration Workers seek out supportive services within a client’s home community to help support their efforts at reintegration.

A Gladue Review Committee has been developing a practical and coordinated approach to further improve how 718.2(e) (the “Gladue principle”) works in Saskatchewan. In 2019, Community Corrections staff received two additional training sessions; one regarding the Gladue principles specifically, the other to increase Aboriginal awareness generally. In regards to presenting Gladue information in offender presentence reports, Community Corrections has consulted with justice stakeholders and is now re-drafting current policy to ensure Gladue information is presented in a thorough and consistent manner.

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 Gladue 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 from first encounter to the end of residential schools. The database will allow Gladue writers, Legal Aid, and defence counsel to have available facts and opinions of which “judicial notice” could be taken so they would not have to research the same things over and over. This will enable them to concentrate on the more recent “history” of their clients, saving time and therefore money. Annual sustaining support of \$15k was initially shared by Legal Aid, the Law Society of Saskatchewan, and the Ministry of Corrections and Policing. The database is now available not only to defence counsel but to the public as a research tool.

Prosecutions has recently revised their Gladue Principles policy. It is publicly available at Publications Saskatchewan. Additionally, Prosecutions is working on an initiative to further public education about the justice system, the Prosecutions’ role, and the need for public participation to ensure truth is found and justice followed. They are mindful of the amendments to the law in Bill C-75 and have been working on the implementation.

<p>Prosecutions regularly engages in Indigenous awareness training.</p>	<p>As described in Calls to Action 30 and 38, the province funds adult alternative measures programs, youth extrajudicial sanctions programs, and community justice programs that 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>Justice supports crime prevention programs in five communities that focus on at-risk children and youth, particularly Aboriginal youth in urban areas. These programs provide a range of services to address the causes of crime and victimization and prevent youth from entering the justice system.</p> <p>See Call to Action 30 regarding the HUB model; Call to Action 33 regarding therapeutic courts; and Call to Action 38 regarding school-based restorative justice programs.</p> <p>The Police and Crisis Teams are a partnership between police services and the Saskatchewan Health Authority. They are currently operating in Saskatoon, Regina, Prince Albert, Moose Jaw, North Battleford and Yorkton. The Police and Crisis Teams pair a police officer with a mental health professional to help direct individuals with mental health issues to appropriate services. They serve individuals who are experiencing mental illness and/or addiction issues and provide real-time response to real-time crisis. The teams share resources and information, thereby improving public and personal safety through collaborative and effective crisis intervention. [Corrections and Policing]</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. The Gang Violence Reduction Strategy is the Ministry's response to steadily increasing gang-related crime and violence throughout Saskatchewan. It is expected that the strategy will decrease the level of violence against many, including women and girls of both First Nations and non-First Nations ancestry. While the strategy does not focus specifically on First Nations people in the gang lifestyle, many gang members are of First Nation descent.</p> <p>The Ministry of Corrections and Policing has developed a Community Intervention Model (CIM) for the Gang Violence Reduction Strategy. The CIM will be delivered by STR8 UP in Saskatoon (in partnership with agencies in Prince Albert) and Regina Treaty Status Indian Services in Regina and south. These providers were established through a Request for Proposals process. Fifty (50) community partners were engaged in the development of the CIM. The CIM adheres to a three phased, four-year approach. The three phase</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>include: (1) outreach and stabilization, (2) transformation, and (3) support and sustainment. 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 • 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>Included in the five-week Community Corrections Core Training (C3T) for all newly-hired probation officers and community youth workers are strategies on how to work with adult and youth offenders affected by Fetal Alcohol Spectrum Disorder (FASD). This training has been delivered to staff since 2012. A smaller FASD section is also covered in the Mental Health module of the C3T training. New correctional officers also receive the same Mental Health module during their Induction Training Program.</p> <p>See Call to Action 33 regarding therapeutic courts and Call to Action 36 regarding other correctional programming.</p> <p>Justice participates in the provincial FASD Coordinating Committee organized by the Saskatchewan Prevention Institute. Additionally, the Ministry participates in Federal-Provincial-Territorial justice forums to review calls for amendments to the criminal law and criminal procedure to address issues related to people affected by cognitive disabilities, including FASD, in the justice system.</p> <p>On behalf of the Canada Northwest FASD Partnership, Saskatchewan hosted the FASD, Justice, and Reconciliation: Tough Questions, New Collaborations symposium on February 22-23, 2017, in Regina. Fifty-three (53) attendees participated from across Canada, including policy and program representatives from Justice, Policing, Health and community services that support people with FASD. Dr. Michelle Stewart, professor of Justice Studies at the University of Regina, facilitated the symposium, synthesized the feedback from the group discussion portions, and produced a final report and executive summary with six key findings and 18 recommendations. Dr. Stewart met with Ministry officials in summer 2019 to review the report and consider ideas for future initiatives.</p> <p>Saskatchewan has worked with the judiciary, community-based organizations, and many other partners to implement two mental health courts, two drug treatment courts, and three domestic violence courts.</p>
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<p>In August 2019, SLGA extended an agreement with the Saskatchewan Prevention Institute and the Ministries of Justice and Corrections and Policing whereby SLGA will fund the Prevention Institute \$100,000 to deliver the Youth Action Program (YAP) in Northern Saskatchewan under the oversight of SLGA and the Ministries. Although YAP does not focus directly on FASD, it 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. The funding commitment is for one year with the possibility of two one-year extensions. The extension marks the second year of the arrangement.</p> <p>SLGA provides annual funding (totaling \$150K in 2019.20) to the Saskatchewan Prevention Institute and the Support Network for projects to support the prevention and awareness of 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 (\$118K).</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. <p>Included in the five-week Community Corrections Core Training (C3T) for all newly-hired probation officers and community youth workers are strategies on how to work with adult and youth offenders affected by Fetal Alcohol Spectrum Disorder (FASD). This training has been delivered to staff, since 2012. A smaller FASD section is also covered in the Mental Health module of the C3T training. New correctional officers also receive the same Mental Health module during their Induction Training Program. See Call to Action 33 regarding therapeutic courts and Call to Action 36 regarding other correctional programming.</p> <p>Justice participates in the provincial FASD Coordinating Committee organized by the Saskatchewan Prevention Institute. Additionally, the ministry participates in Federal-Provincial-Territorial justice forums to review calls for amendments to the criminal law and criminal procedure to address issues related to people affected by cognitive disabilities, including FASD, in the justice system.</p>
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<ul style="list-style-type: none"> • 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>On behalf of the Canada Northwest FASD Partnership, Saskatchewan hosted the FASD, Justice, and Reconciliation: Tough Questions, New Collaborations symposium on February 22 and 23, 2017 in Regina. Fifty-three attendees participated from across Canada, including policy and program representatives from Justice, Policing, Health and community services that support people with FASD. Dr. Michelle Stewart, professor of Justice Studies at the University of Regina, facilitated the symposium, synthesized the feedback from the group discussion portions of the symposium, and produced a final report and executive summary that outline six key findings and 18 recommendations for moving forward.</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>The Ministry of Justice supports the Elders Advisory Committee, in which male and female First Nations and Métis Elders representing various cultural and linguistic groups provide advice to officials about justice-related policies, programs, and operations, including culturally appropriate services and responses to a wide range of issues such as substance abuse, family violence, and sexual abuse. In addition, the Ministry of Corrections and Policing maintains a number of service agreements with Elders and Chaplains who deliver cultural/spiritual programs and services within custody facilities. These individuals are a valuable bridge to community supports for Ministry clients when returning to their home community.</p> <p>As discussed in Call to Action 30, Corrections employs a Director of First Nations and Métis Services who oversees a Cultural Coordinator in each adult and youth correctional facility except for the Drumming Hill Youth Centre. These positions coordinate Indigenous services for offenders, offer information and training for staff, and assist whenever possible with the reintegration of offenders.</p> <p>Corrections works with Indigenous communities to access expertise regarding culturally appropriate services and programs for offenders. This includes utilizing local Elders and cultural advisors to provide cultural services on a daily basis. These services include counselling from an Indigenous perspective, addressing identity issues, healing from the legacy of residential schools, and teaching traditional cultural and spiritual ways. For example, traditional teachings are offered to deal with addictions and abuse and promote healing and healthy lifestyles.</p>

Substance abuse programs are offered in each of the adult correctional facilities. Chaplaincy services are also available, including worship services, individual spiritual counselling, and programs regarding grief and loss.

Corrections and Policing currently has 1 unit with 24 beds opened at Saskatchewan Hospital North Battleford for correctional clients who require referral to mental health treatment while in custody. There are plans to open 72 more beds once the clinical staff can be hired. The Ministry is also replicating the Dedicated Substance Abuse Treatment Unit (DSATU) in partnership with the Saskatchewan Health Authority at the women's correctional centre in Prince Albert, allowing more women access to intensive addictions treatment while in custody. Work continues to expand the DSATU to the three men's correctional centres.

Work is moving forward on implementing components of the Mental Health Strategy for Corrections in Canada, and 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 receive the treatment they need with continuity of care established with the community to support them upon their release.

The Ministry of Corrections and Policing implemented trauma informed practices into the revised Mental Health Induction training for all new custody and community staff in 2020. Trauma informed practices training will also be implemented to all front-line community corrections staff who have already received the previous mental health training beginning later in April 2020. This will be extended into custody facilities over time.

Smudging is practiced by clients in correctional facilities, and sweat lodge ceremonies are held on a regular basis based on Elder availability and, in some instances, the weather. Drumming, singing, and other Indigenous teachings are offered to offenders upon their request. Other activities such as traditional life skills, traditional parenting, tipi teachings, and individual mentoring, are offered when possible. Elders' services, such as one to one mentoring and traditional ceremonies, are available to assist offenders with managing stressful and difficult circumstances in correctional facilities.

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. Further, the Ministry of Corrections supports "Orange Shirt Day" on September 30th of each year. On this day, Indigenous and non-Indigenous people come together in the spirit of hope and reconciliation to honor former residential school students whose families and communities have been impacted by the policies and actions of the

Government of Canada and the churches that operated the schools. Staff members within community offices and custody facilities are permitted to wear orange shirts to demonstrate their support of this day. See Call to Action 33 regarding the mental health courts, drug treatment courts, and domestic violence courts in Saskatchewan. Additionally, Justice funds a community-based organization to provide family violence programming for the Domestic Violence Treatment Option Court in North Battleford.

Since 2014, the province has supported the annual Violence Prevention Week in October. We partner with community agencies which proclaim the week and work with them to advance the message that reducing and preventing violence is everyone's responsibility.

In 2015, the province launched a new public awareness campaign to encourage people to intervene and stop sexual violence and harassment. The campaign calls on citizens to value and protect all people, particularly vulnerable women and girls. The campaign is called "Who Will You Help SK" and includes a video, online materials and social media at #WhoWillYouHelpSK.

Through a funding agreement with Justice Canada, Saskatchewan Justice has partnered with the Public Legal Education Association (PLEA) to deliver a program to provide free legal information/advice to survivors of sexual violence. The pilot is scheduled to run through March 2021. Under the program, survivors of sexual violence that took place in Saskatchewan can receive up to 4 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 retaliation. In October 2019, through a partnership with PLEA, Justice is hosted a continuing professional development event for Listen Project roster lawyers, as well as any other lawyer wishing to participate, regarding best practices when receiving referrals to assist sexual assault victims through the Listen Project.

In November, 2019, the Minister of Justice and Attorney General made a commitment to deliver continuing education sessions to any and all justice system professionals on the topics of sexual violence and trauma. A planning committee has been struck to develop the program and it is anticipated that delivery of the first session will be in summer 2020.

See Call to Action 57 regarding training about the impact of trauma on victims, offenders, communities and families.

	<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, 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>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 reducing the over-representation of Aboriginal youth in custody, as does the Aboriginal Courtworker Program, the HUB model, and the work occurring in Corrections.</p> <p>The Ministry of Justice supports a school-based restorative justice program offered by the Yorkton Tribal Council to provide peer mediation, as well as two new school-based RESTORE programs in Pinehouse and La Loche. Additionally, the ministries of Justice and Education support the Restorative Action Program, which serves about 8,000 students in nine 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 and Policing has recently implemented the Decision Points cognitive behavioral program for high risk youth in both secure and open custody facilities and 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 change behaviour. See Call to Action 30 for information regarding the Northeast Initiatives, which include the Northeast Youth Violence Reduction Program and other program, and Call to Action 30 for information on the amendments to Bill C-75.</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>Victims of crime, including Indigenous victims, receive information, support, advocacy and referral from police-based victim services programs. These services are available province-wide.</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. A new initiative underway in February 2020 will bring members of the Ministry's Elders Advisory Committee and the Indigenous Resource Officers together to develop</p>

resources and training components to assist all police-based victim services programs in building closer working relationships with the indigenous communities, and support Indigenous victims of crime more effectively.

Victim/Witness Services is engaging with Indigenous Elders to create capacity for Elder support for children and other vulnerable victims and witnesses who are required to testify in court.

Indigenous Family Violence Programs in five communities provide culturally appropriate, comprehensive, and holistic family violence services to urban Indigenous families.

The Province supports 42 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. Transition homes provided safe shelter to 751 Indigenous women in the 2018-19 fiscal year. Services include residential services for women and children; family violence outreach 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. The Ministry of Justice recently developed a plan with North Sask Victim Services to raise awareness about the NTSI to ensure all RCMP, healthcare providers, educators, and other human service professionals can share this option with victims.

The Ministry of Justice funds, Missing Persons Liaison positions in the victim services units in the province's three largest municipal police services. These positions provide direct services to families of missing Indigenous and non-Indigenous families, and will continue to identify best/promising practices, develop training materials, and provide expertise, advice and training to all other police-based victim services units in Saskatchewan.

In 2015, amendments were made to *The Victims of Interpersonal Violence and Abuse Act* to expand its scope. For example, the Act applies to caregiving relationships regardless of whether people cohabit; it includes prohibitions on electronic contacts between the parties; and it expanded the definition of interpersonal violence and abuse to include harassment. In 2017, additional amendments to *The Victims of Interpersonal Violence Act*, *The Saskatchewan Employment Act*, and *The Residential Tenancies Act* strengthened the scope of protection provided to victims and provided legislative authority to establish a provincial protective order registry. *The Saskatchewan Employment (Interpersonal Violence Leave) Amendment Act, 2017*, provides survivors of interpersonal violence with 10 days of unpaid leave to access

necessary services or relocate to a safer location. The leave was extended to include sexual assault survivors. Amendments to *The Saskatchewan Employment Act* provides survivors of interpersonal violence with five days paid leave and a further five days unpaid leave which will allow survivors financial security as they leave violent relationships.

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. Initial responses to the DVDR included the development of a domestic violence disclosure process called “Clare’s Law”, the expansion of the Kids Matter program in northern Saskatchewan, funding for additional crisis worker positions, and the expansion of the Children Exposed to Violence Program. A full time position, through the Status of Women Office, was dedicated to create a response to the DVDR which resulted in the *Interpersonal Violence and Abuse: A Response to the Domestic Violence Death Review* paper, released in May 2019. Government of Saskatchewan ministries continue to meet through the Interministerial Committee on Interpersonal Violence and Abuse to advance these recommendations as well as others.

As well, the Ministry of Justice, the Ministry of Corrections and Policing, and the Status of Women Office partnered to fund a pilot and evaluation (\$122K) of the “Philadelphia Model”, a victim advocate case review process 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 police investigate complaints.

Justice officials are meeting with representatives from Saskatchewan Indigenous organizations and others to support the families of missing and murdered Indigenous women and girls, and to develop responses to the National Inquiry into Missing and Murdered Indigenous Women and Girls.

The Saskatchewan Family Information Liaison Unit (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 Regina Treaty Status Indian Services; and land-based teachings and gatherings in Lloydminster/Onion Lake, Ochapawace, Buffalo Narrows and Yorkton. Indigenous partners have played a critical role in the design of the FILU and in ongoing support in the delivery of the

<p>FILU services. 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.</p> <p>The Ministry of Justice and the provincial FILU are exploring ways to establish additional services and supports that would address the victimization of First Nations and Métis people and the families of missing and murdered persons. This will require collaboration with First Nations and Métis communities and all levels of government, and a range of other partners</p> <p>See Call to Action 36 regarding the public awareness campaign to address sexual violence and harassment and the annual Violence Prevention Week in October. See also Call to Action 57 regarding training about the impact of trauma.</p>	<p>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.</p> <p>The Ministry of Justice and the provincial FILU are exploring ways to establish additional services and supports that would address the victimization of First Nations and Métis people and the families of missing and murdered persons. This will require collaboration with First Nations and Métis communities and all levels of government, and a range of other partners</p> <p>See Call to Action 36 regarding the public awareness campaign to address sexual violence and harassment and the annual Violence Prevention Week in October. See also Call to Action 57 regarding training about the impact of trauma.</p>
<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>Three ministries (Advanced Education, Education, and Social Services) have established a senior out-of-scope Indigenous Advisor role to lead internal and external engagement and to provide advice on ministry strategies, policies, programs and partnerships that will lead to improving Indigenous outcomes in Saskatchewan. The Ministry of Agriculture is currently going through the hiring process for such an Indigenous Advisor role.</p> <p>Several ministries also have unique positions related to Indigenous matters. For example, Corrections and Policing employs a Director of First Nations and Métis Services who oversees Indigenous programming in adult and youth correctional facilities. Additionally, this position is part of the team that leads the Ministry’s response to commissions and inquiries; co-leads the Ministry of Justice’s Elders Advisory Committee; advises executive and senior management on Indigenous cultural and spiritual protocols, treaties, policies, and other matters; and supports the recruitment and retention of Indigenous staff.</p> <p>Nine (9) ministries have had significant participation in the KAIROS Blanket Exercise, an exercise focused on teaching about the history of colonization and its impacts in Canada. These ministries include Advanced Education, Social Services, Government Relations, Health, Environment, Justice, Corrections and Policing, the Public Service Commission, and Immigration and Career Training. Some of these ministries, such as Justice and Corrections and Policing, have focused on having senior leaders attend. Other ministries and units, such as Highways and Infrastructure, Advanced Education and Tourism, have begun having staff participate. Tourism plans to give additional staff an opportunity to participate in the future. As well, in September 2019, Health plans to offer the blanket exercise to members of the Diversity and Inclusion Committee and open the exercise to all employees.</p>

Advanced Education partnered with the Ministry of Education and organized a Blanket Exercise for approximately 40 staff which was facilitated by the Regina Public School Division in April 2019. Another session will likely be held for staff in 2020.

In 2017-18, GoS launched our Inclusion Strategy which included activities related to:

- Developing practical inclusion tools that assist managers in building an inclusive workplace culture;
- Undertaking a more proactive and targeted recruitment approach focusing on inclusion and diversity group members; and
- Each ministry establishing an inclusion committee to assist in developing more inclusive workplace culture in government.

All GoS staff have access to the free online “Creating Positive Spaces” training, which provides awareness and understanding to better support the 2SLGBTQQA community in our workplaces. GoS has specific hiring targets for women and Indigenous people aligned with the Saskatchewan Human Rights Commission’s equity group targets.

The PSC has signed a five-year Master Terms and Conditions contract with Aboriginal Consulting Services, an Indigenous owned and operated firm, to confirm content and pricing for Aboriginal Awareness training. The contract will be in place until January 31, 2022, at which time it is intended that all public servants will have attended the training.

The first session under this contract was delivered in March 2017. As of January 1, 2020, 2,804 employees completed the Aboriginal Awareness training offered under this contract.

Aboriginal Cultural Awareness Training was provided to Advanced Education (AE) employees in January 2018. A majority of staff attended the training seminar. The seminar provided valuable information related to terminology, demographics, socio-economic issues, First Nations and Métis history and current issues, myths and opportunities, residential schools, land claims, and hiring and retention of Aboriginal people in the workplace.

Several ministries have internal training programs, specific to the business of the ministry, to enhance intercultural competence.

The Ministry of Education has offered eight Aboriginal Awareness training sessions from August 2017 to June 2018 and all staff had completed the training at that time. Additional sessions will be offered as new staff join the ministry.

Ministry of Education staff are participating in Leading to Learn, an initiative 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 roles as system leaders impact First Nations, Métis and Inuit student success.

As of January 1, 2020, 169 Ministry of Agriculture employees have completed the Aboriginal Awareness training.

On June 6, 2019, the Ministry of Agriculture invited Chief Cadmus Delorme of Cowessess First Nation to come to discuss with staff how Indigenous values and teachings influence his life and work, and the opportunities to revitalize Indigenous agriculture in Saskatchewan.

The Ministry of Labour Relations and Workplace Safety 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.

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.

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.

Saskatchewan Crop Insurance Corporation (SCIC) currently has 1.44 per cent (7/485) of employees who have declared to be of Aboriginal ancestry.

SCIC reports that 210 employees have completed Aboriginal Awareness training. We have a target of an additional 150 employees to complete the Aboriginal Awareness training in the 2020-2021 fiscal year.

Further initiatives at SCIC are as follows:
 Respect in the Workplace training has been rolled out and currently completed by 90% of SCIC employees.

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.

The Diversity and Inclusion Committee recently held an event at SCIC on September 30, 2019, "Every Child Matters: Orange Shirt Day" in recognition of and to keep the discussion going about residential schools. Employees donated \$378 as well as 331 books to the Cowessess Community Educational Centre Literacy Program.

Advanced Education will work with the FNUUnivC and GDI to increase awareness of First Nations and Métis history, culture, protocols and perspectives in order to build the Ministry's capacity to support Indigenous post-secondary education initiatives throughout the sector. Executive Management participated in a pipe ceremony and an Indigenous cultural information session at the FNUUnivC in September 2018.

Advanced Education purchased a two-year license to the *Four Seasons of Reconciliation*, a multi-media online professional development course developed in partnership between the FNUUniv and Productions Cazabon. The course promotes a renewed relationship between Indigenous peoples and non-Indigenous people in Canada. The learning modules will be rolled out to all ministry staff and will include facilitated discussions over the course of a year. Saskatchewan Polytechnic and the University of Regina are also using the reconciliation education unit for their staff and students.

A number of Advanced Education staff are enrolled in Saskatchewan Polytechnic's free Massive Open Online Course (MOOC) – Introduction to Indigenous Studies.

As part of National Indigenous History Month, Advanced Education held an Indigenous Peoples' Day on June 12, 2019, recognizing the history and achievements of Indigenous organizations, leaders, artists, and athletes in Saskatchewan.

Advanced Education also participated in "Every Child Matters: Orange Shirt Day" on September 30, 2019.

In the Ministry of Social Services, the Income Assistance Book Club was created out of the desire to act on # 57 of the Truth & Reconciliation Calls to Action.

We recognize that many Income Assistance clients struggle with the legacy of residential schools and are committed to ensuring those developing programs in Income Assistance better understand the impacts of this policy on the First Nations and Métis residents of our province. This has resulted in deeper empathy, increased discussion, improved client service, and a consistent use of the TRC lens when approaching program development.

The book club is employee driven and managed. Membership is currently focused on broadening our knowledge of the history, legacy and impact of residential schools.

In the summer of 2019, employees of the Saskatchewan Housing Corporation (SHC), Ministry of Social Services established Truth and Reconciliation information walls in Regina and Saskatoon. The information walls share stories, promote knowledge and foster understanding in the spirit of truth and reconciliation. The walls will grow and evolve over time; and are a starting point to seek out further knowledge and learning opportunities, to influence the day-to-day work and personal lives of SHC staff.

In October 2019, Ministry of Social Services SHC staff and SHC Housing Authority staff participated in the Touchstones of Hope Reconciliation Process that focuses on the principles of truth telling, acknowledging and relating. Staff will expand their knowledge of the impact of residential schools to improve social housing client services and program development. Housing Authority managers participated in this same training in fall 2018.

In December 2018, the Ministry of Immigration and Career Training hosted a Blanket Exercise for senior and middle level management. Approximately 20 people participated in the training.

The Ministry of Immigration and Career Training is offering Aboriginal Awareness Training to staff in 2019-20 to increase appreciation and understanding of Aboriginal people's history, social context and contemporary issues.

As of January 10, 2020, a total of 487 Ministry of Highways and Infrastructure (MHI) staff have completed Aboriginal Awareness training. The training has been delivered by MHI and other ministries which have allowed highways staff to attend their sessions.

MHI had 33 participants in Lunch and Learns where they watched and discussed the Indigenous Economic Reconciliation video.

MHI promoted and participated in Orange Shirt Day.

MHI hosted a presentation by Chief Cadmus Delorme for International Day of the World's Indigenous People where 130 individuals across Government attended.

MHI is hosting four KAIRO Blanket Exercises and Talking Circles from January 22 to February 26, 2019, in Yorkton, Regina, North Battleford, and Saskatoon.

In June 2019, the Ministry of Environment hosted guest speaker Chief Cadmus Delorme in recognition of National Indigenous History Month and in celebration of National Indigenous Peoples Day, showcasing historical and present-day Indigenous environmental issues in addition to the advancement of Reconciliation. Also in June, members of the ministry Executive team signed a personal pledge of Truth and Reconciliation with Indigenous people, and encouraged ministry staff to do the same. In September 2019, the Deputy Minister hosted a DM Speaker series with Mr. Eugene Arcand in recognition of Truth and Reconciliation and Orange Shirt Day (September 30). In this fiscal year, as of October 1, 2019, the ministry has hosted one Aboriginal Awareness session in Saskatoon, training 22 staff.

As of April 2017-, the Water Security Agency made it mandatory to take in-person training with the goal to have everyone in the corporation complete the training by end of 2021. To date, about 25 per cent of employees have taken the two-day awareness training.

The Ministry of Corrections and Policing incorporates a Cultural Awareness Module as a component of its Induction Training Program for Correction Workers and Probation Officers. The Ministry also maintains a service agreement with the Office of the Treaty Commissioner to train all front line staff about Indigenous culture as part of its induction process for new employees. This one day, five module course covers topics such as the introduction to Indigenous peoples and their history, treaties in Saskatchewan, cultural relationships and protocols, and Indigenous governments today.

In addition to the above, Corrections developed a further service agreement with the Office of the Treaty Commissioner to train all of its staff, regardless of their level and/or classification, outside of Induction Training. Under this agreement, all Community Corrections staff have been trained in cultural awareness. Planning is underway for custody staff to receive additional cultural awareness training.

Corrections and Policing has recently completed a project to support reconciliation by embracing the history, treaties, and lands of Indigenous people. A framed treaty plaque is now displayed near the entrance of every custody and community corrections office. Each plaque acknowledges the Treaty territory where the office or facility is located. Beneath the plaque are the words “We Are All Treaty People”. The Ministry has also developed posters for its clients living areas, waiting rooms and work areas that illustrate the Ministry’s commitment to reconciliation.

In fall 2019, Corrections placed a call for quotes regarding the development of cultural awareness, anti-bias and lateral violence online training for all Ministry staff. The Office of the Treaty Commissioner has agreed to provide this service, and course development is underway.

The Ministry of Education’s Provincial Library and Literacy Office (PLLO) is a member of the provincial public library working group Saskatchewan Committee on Indigenous Library Services (SCILS). This group is committed to the development, improvement, and maintenance of public library service for Aboriginal peoples province-wide. The public library sector through SCILS is dedicated to advancing reconciliation, and has reached out to the Office of the Treaty Commissioner on effective and meaningful methods to share an understanding of the Treaty relationship with patrons, staff, boards and trustees. On October 30, 2018, the 11 public library systems in Saskatchewan signed a strategic alliance with the OTC. PLLO is dedicated to supporting the Multi-type Library Board (MLB), established under the 1996 *The Libraries Co-operation Act*, in investigating the various ways in which reconciliation can be, or is being, addressed by libraries of all sectors and sizes. The 2018, MLB Community Meeting was themed around the Canadian Federation of Library Associations’ Truth and Reconciliation Report and Recommendations.

The government continues to work with partners and service providers to develop an understanding about the impact of trauma affecting service delivery and supports to victims, offenders, communities and families. This includes supporting the development of trauma-informed services for families of missing and murdered Indigenous women and girls. Over 6,500 individuals and agencies within and outside government have received training on trauma, including intergenerational trauma, since 2015. This is in addition to free webinars in April 2015, and training sessions for senior policy officials in government, victim services, prosecutions and other groups in 2015 and 2016.

The Ministry of Health continues to offer to staff the Canadian Indigenous Culture Training – Truth and Reconciliation Commission (TRC) Edition online training program offered by the Indigenous Leadership Development Institute Inc. Currently, over 95 per cent of existing staff and 100 per cent of new ministry staff have completed the modules.

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.

The Ministry of Health's Diversity and Inclusion Committee has numerous experiential learning opportunities within their work plan including:

- Conducting Indigenous health site tours to locations such as the Native Health Services and All Nations Healing Hospital;
- Holding educational sessions with guest speakers;
- More KAIRO blanket exercises and medicine walks; and,
- Develop relationships with post-secondary and training institutions, CBOs and stakeholder organizations to identify and recruit potential diversity employees. High priority is placed on Indigenous peoples and people with disabilities.

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.

The Ministry of Social Services provides the following cultural awareness training for its Child and Family Programs (CFP) staff to advance reconciliation, inspire accountability, improve intercultural competence, and create inclusive and supportive environments among staff members and our clients:

Truth and Reconciliation Workshop (beginning 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.

Working with First Nations

A five-hour workshop was developed in 2004 and is facilitated by the First Nations Training Consultants and an Elder.

The workshop includes cultural awareness and care, continuum of Indigenous identity, holistic approach, shared features of Indigenous services, organizational practice inclusion of Indigenous people, and a concluding Circle.

The objective is to teach and share knowledge of Indigenous culture, tradition, and beliefs with CFP staff who have direct contact with Indigenous families and communities.

Touchstones of Hope (TOH) – Reconciliation in Child Welfare

The First Nations Training Consultants were trained to facilitate the TOH through the First Nations Child and Family Caring Society (FNCFCS) in 2008.

They began to facilitate the TOH Reconciliation Process with support from the FNCFCS. They continue to report to the FNCFCS on each training session and receive developmental support. The TOH was a foundation piece to the Flexible Response Model in Saskatoon and since the consultants continue to facilitate this process for ministry and First Nation Child and Family Services Agency staff.

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.

These sessions bring Indigenous and non-Indigenous people together in sessions that embody a community-based reconciliation philosophy.

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 60’s 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 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.

Since 2005, Crown Investments Corporation (CIC) has provided for four Aboriginal Cultural Awareness Program (ACAP) training sessions annually. All Crown sector employees are eligible to attend at no cost (i.e. CIC covers the cost of the two-day program – consultants, facility and related food/beverages). Since inception approximately 1,600 crown sector employees have attended the session. The two-day session covers a broad range of issues, including Treaties, myth busting, partnerships and innovation, duty to consult and the Truth and Reconciliation Commission, with the objective of creating better employee understanding of Aboriginal people in Saskatchewan and Canada.

The Provincial Capital Corporation reports actions below relating to celebrating National Aboriginal Day, holding a Pipe Ceremony at Government House for installing the first Indigenous Lieutenant Governor, and celebrating October 2019, as the Month of the Métis.

National Aboriginal Day – June 21, 2019

- Elder Eashappie opened the event with a blessing following by greetings by ADC, Lieutenant Colonel Stacy Grubb who was representing His Honour, The Honourable Thomas W. Molloy, Lieutenant Governor of Saskatchewan who was unable to attend.
- The Honourable Ken Cheveldayoff, Minister of Central Services also spoke and brought greetings.
- Indigenous Dancer and Drummers performed and there was a blessing of the earth in the Edwardian Gardens by Elder Eashappie.

- A Sacred tobacco planting ceremony followed with plants from seeds that were gifted to Her Majesty, Queen Elizabeth II.
- Elder Eashappie and ADC, Lieutenant Colonel Stacy Grubb planted the sacred tobacco plants.
- The sacred tobacco seeds have been harvested in the fall and will be planted in the gardens outside the Lieutenant Governor's office for years to come.

Tipi at Government House – September 12, 2019

- On September 12, 2019 the Lieutenant Governor's office set up a Tipi on Government House's North Lawn.
- The Tipi was set for the Pipe Ceremony that began the day of His Honour the Honourable Russ Mirasty's installation as Saskatchewan's first Indigenous Lieutenant Governor.
- The Tipi was left up the week following for visitors to the house to enjoy.

Government House is celebrating the Month of the Métis and 175th Anniversary of the Birth of Louis Riel – October 2019

Art Exhibit

- October 1, 2019 to November 10, 2019, Government House is featuring an art exhibition by Métis artist Leah Marie Dorion: Being One with the Earth.

Promissory Note and Scrip Display

- October 1, 2019 to November 10, 2019, Government House will display a rare Hudson's Bay Company 1870 Promissory Note, issued at Fort Garry during the Red River Resistance (on loan from the Regina Coin Club). Also on display will be a sample of Métis Scrip, which was offered to Métis families to compensate them for loss of their title.

Lieutenant Governor's Office will host Guest Speaker at Government House

- On October 15, 2019, Lieutenant Governor Russ Mirasty hosted a presentation featuring guest speaker Jean Teillet. The great-grandniece of Louis Riel, Teillet is an Indigenous-rights lawyer who lives in Vancouver.

Student Programming - Learning and celebrating Métis Heritage at Government House

- On October 22, 2019, Government House offered a select number of Regina students an opportunity to learn more about Métis heritage. Student participated in a Métis Jigging and fiddling workshop and learned to do a Métis finger weaving.

New addition of a Métis Sash will be added to the Interpretive Centre display on the Metis and Western Settlement

- Métis Nation-Saskatchewan presented a Métis sash to His Honour the Honourable Thomas Molloy at his installation ceremony as the 22nd Lieutenant Governor of Saskatchewan on March 21, 2018. The Métis Sash has been an integral and symbolic aspect of Métis identity since the late 1700s. Government house will showcase the Sash and add information and background on the history and significant of the Métis Sash to the interpretive panels in the J.E.N. Wiebe Interpretive Centre.

Crown Investments Corporation (CIC)

CIC:

The Indigenous Bursary Program (IBP), previously known as the CIC Aboriginal Bursary Program is available to eligible students from the U of R, U of S, Sask Polytechnic, SIIT and Lakeland College. Students receive bursaries of \$2,500 (half bursary) per semester, or \$5,000 (full bursary) per academic year for a full year bursary. CIC supports up to 85 bursaries valued at \$5,000 (full bursary) per year awarding up to \$425,000 annually. Since 2009, 1,520 (\$2,500) bursaries have been awarded with a total cost of \$3.8 M.

INROADS is a Leadership Training and Employment Internship Program for post-secondary Indigenous students. The program provides opportunities for Indigenous students through career specific summer and co-op student employment, professional development, leadership development and academic coaching. There are opportunities for full time employment in the Crown sector after completing their areas of study. To date, 221 interns have participated in the program.

Since 2005, CIC has provided for four Indigenous Cultural Awareness Program (ICAP) training sessions annually. All Crown sector employees are eligible to attend at no cost (i.e. CIC covers the cost of the two-day program – consultants, facility and related food/beverages). Since inception approximately 1,439 crown sector employees have attended the session. The two-day session covers a broad range of issues, including Treaties, myth busting, partnerships and innovation, duty to consult and the Truth and Reconciliation Commission, with the objective of creating better employee understanding of Aboriginal people in Saskatchewan and Canada. ICAP was expanded in 2019 to include a one-day Crown Board of Directors training session held in October, with 35 in attendance.

The Aboriginal Government Employees Network (AGEN) is a unique organization dedicated to partnering, promoting and supporting workplace environments that are committed to the recruitment, retention and advancement of Aboriginal employees throughout the Government of Saskatchewan. CIC has been one of AGEN's Contributing Partners since inception in 1993. All of Saskatchewan's CIC Crown corporations are Employment Equity participants in the Saskatchewan Human Rights Employment Equity Program with a strategy to focus on the development, recruitment, hiring and retention of Indigenous employees

SaskGaming is supporting its reconciliation efforts through a top-down approach. On October 7, 2019, members of SaskGaming's Board of Directors attended CIC's Indigenous Cultural Awareness Program (ICAP) 1-day training session. In addition, in April 2020, SaskGaming's Executive Team is scheduled to take the 2-day training. Directors and Managers are also registered for CIC's training sessions throughout 2020-21.

SaskGaming's Human Resources department is also working with external service providers to provide online reconciliation training for all remaining staff.

SaskTel:

SaskTel has had an employee network for 25 years called SaskTel Aboriginal Employee Network (SAEN). SAEN provides educational lunch and learns corporately on a variety of different topics such as: Residential Schools and their impact, Indigenous Veterans, the importance of Indigenous Language, Medical Walks, etc. There are cultural teachings at each of the quarterly general meetings which are open to all members both Indigenous and non-Indigenous.

The Blanket Exercise was completed at a SAEN Annual General Meeting and was also completed with some members of the Business Sales organization. A subsequent offering of this exercise was held in Prince Albert.

Beginning in 2017, SaskTel, in partnership with other organizations and Crown corporations (including SaskPower, SaskEnergy, SGI and SaskGaming), organized a National Indigenous Peoples Day (NIPD) event in Victoria Park that offered cultural displays, entertainment, education and food on June 21, 2019. Once again saw a successful event. Due to rain the event was moved to the plaza at City Hall with the program portion of the event occurring inside City Hall. There was expanded cultural activities for children to participate and experience firsthand. Planning for 2020 NIPD has begun. In recognition of Orange Shirt Day in September, the same organizations organized Orange Shirt Day events to bring awareness and education to residential schools and its impact on today's society. In 2019 the event once again went

forward with artwork from Balcarres Community school on display that are aligned to the calls to action. Speakers from the Office of the Treaty Commissioner, Balcarres Community School as well as cultural performances will also occur on site. SaskTel promoted Orange Shirt day internally and offered a special edition “Every Child Matters” SaskTel t-shirt on its internal online store for employees to wear in support. The SaskTel Aboriginal Employee Network also did a draw for 5 Orange t-shirts for employees wishing to have one to wear in support of the day. The first year included speakers followed by a walk around the Regina Core and in 2018 the event included speakers followed by a self-guided informational tour through Victoria Park that had posters with information on each of the residential schools that resided in Saskatchewan. In 2019, the event is once again planned and will have art work from Balcarres Community school on display that are aligned to the Calls to Action. Speakers from the Office of the Treaty Commissioner, Balcarres Community School as well as cultural performances will also occur on site. SaskTel also promoted Orange Shirt day internally and offered a special edition “Every Child Matters” SaskTel t-shirt on its internal online store for employees to purchase and wear in support. SAEN will also be doing a draw for 5 Orange t-shirts for employees wishing to have one to wear in support of the day.

SaskTel continues to offer a number of complementary online course on its Learning Management System on Diversity, Inclusion and Conflict Resolution, which includes:

- Working Out and Through Conflict;
- Handling Team Conflict;
- Preventing Unhealthy Workplace Conflict;
- Adapting Your Conflict Style;
- Facing and Resolving Conflict in the Workplace;
- Navigating through Changes and Conflicts in Projects;
- The Many Approaches to Workplace Conflict;
- Using Communication Strategies to Bridge Cultural Divides;
- Bridging the Diversity Gap;
- Overcoming Your Own Unconscious Biases;
- Understanding Unconscious Bias; and,
- Your Role in Workplace Diversity.

SaskTel 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.

There is also a face-to-face presentation option of this course if a team is required to work through the topic in more detail.

SaskTel also promotes and offers the ICAP training offered by CIC to the Crowns and to date has had a good take rate. SaskTel is continuing to offer ICAP into 2020 with continued interest by SaskTel employees.

Saskatchewan Opportunities Corporation (SOCO):

SOCO has had 100% mandatory employee participation in CIC's ICAP training. To date, 93% of our employees have confirmed that they voluntarily read and understood the 94 Calls to Action.

SaskEnergy:

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 Aboriginal culture and artwork in various forms. In addition, SaskEnergy brought in a speaker, Mr. Ron Crowe, to share information on the TRC process.

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 Aboriginal culture in general, and more recently regarding TRC's Calls to Action. Lunch and learns provide information on topics such as information on the TRC process by Mr. Ron Crowe and Indigenous Relationship Building with Chief Cadmus Delorme, among others. SAGE has also hosted some internal workshops for employees to include: Beading 101 and How to make a Dreamcatcher. These events allow us to continue to share and showcase Aboriginal culture and artwork. 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).

Each year for the month of June, SAGE provides multiple learning opportunities to all employees within SaskEnergy through lunch and learns with speakers, internal articles and activities for all employee participation and wrap-up stories. By engaging employees across the province, SaskEnergy provides learning opportunities and promotes sharing of stories.

Each June during National Aboriginal History Month, SaskEnergy & SAGE provide a Champion of Change award to internal employees for their commitment to fostering Aboriginal learning, employment and engagement.

Water Security Agency (WSA):

1. WSA staff are involved in Aboriginal Awareness and Respectful Workplace training, and to date, more than 45% of employees have taken the two-day course. Other elective education, conferences and training as it relates to Aboriginal awareness and reconciliation is available upon request.
2. Staff are encouraged to participate in community events, community initiatives, and special events that show support and solidarity to Aboriginal Awareness and causes that educate about reconciliation.
3. WSA is actively involved in internal Duty to Consult protocol training which involves pre-consultation reports and meeting with First Nations regarding projects that may affect First Nation communities. Public servants are briefed on Duty to Consult obligations internally and involved in meeting with First Nations in their communities, as often as occasion permits.

For the Ministry of Parks, Culture and Sport (PCS), to date, 200 PCS employees have taken Aboriginal Awareness Training.

SaskPower Indigenous Awareness Training

- Indigenous Relations has presented several Indigenous Awareness training options for SaskPower Executive, Directors and Managers to consider depending on the desired depth of the training, what SaskPower employees will attend the training, and cost to SaskPower
- All SaskPower Executive will be taking the two (2) day Aboriginal Awareness training offered through CIC by the end of December 2020.
- Indigenous Relations is developing an internal online training module with the support of Corporate Learning for potential roll out Q2 2020-21.

Through the PCS Inclusion Committee and the Royal Saskatchewan Museum, a ministry staff designed a unique t-shirt for Orange Shirt Day, 56 t-shirts were sold in support of Orange Shirt Day. The funds raised supported Indigenous programming at the Royal Saskatchewan Museum.

	<p>In November 2017, SLGA entered into an agreement with Aboriginal Consulting Services to provide Aboriginal Awareness training to SLGA staff. To date, 73 per cent of SLGA employees with supervisory responsibilities (e.g., executive, directors, managers, supervisors) have completed the training. Twenty-three per cent of all staff have completed the training with more sessions scheduled in 2020.</p>
<p>Education for Reconciliation (#62-65)</p>	
<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>The topic of residential schools is addressed directly in existing social sciences and social studies curricula. The Ministry of Education has worked with Pearson Canada Inc. to develop social studies resources for grade 4 to 7 students that specifically address the impact of residential schools and their lasting effects. In Saskatchewan, treaty education is woven throughout the broad areas of learning. 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>Curriculum renewal in secondary Practical and Applied Arts, Arts Education, Social Sciences and Physical Education 20, 30 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.</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 Aboriginal peoples in Canadian history, as well contemporary issues facing Aboriginal peoples.</p> <p>The ministry is undertaking work to supplement current teaching resources to capture the residential school experience.</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>By June 2020, the government is committed to significantly raise the achievement and graduation rates of First Nations and Métis students by reducing the difference in graduation rates between</p>

First Nations and Métis, and non-First Nations and Métis students by 50 per cent, as articulated in Saskatchewan Plan for Growth: Vision 2020 and Beyond. One key initiative for achieving this goal is the Following Their Voices initiative. Following Their Voices is a Saskatchewan model based on research done with a group of Saskatchewan First Nations and Métis students, their parents and their teachers through a research project called Seeking Their Voices and on the advice of a broad representation of Saskatchewan Métis and First Nations Elders and knowledge keepers in response to those voices. Following Their Voices is designed to engage and support students through improved relationships with their teachers. Currently 39 schools are implementing Following Their Voices.

Following Their Voices is committed to the inclusion of Elders, Traditional Knowledge Keepers and Elders' Helpers for advice in decision-making processes and participation in meetings and events on topics and issues that influence and impact outcomes for First Nations, Métis and Inuit students.

Through the First Nations and Métis Education Achievement Fund (FNMEAF), the Ministry of Education has set aside dedicated funding in the amount of \$3.8M each year specifically for the improvement of First Nations and Métis education outcomes in the province. Through partnerships with provincial school divisions, the FNMEAF seeks 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.

The Invitational Shared Services Initiatives partnerships support having Elders in both provincial and on-reserve schools to provide Indigenous knowledge and teachings.

The Ministry of Education is working to improve planning for recruitment and retention of First Nations, Métis and Inuit employees.

The Ministry of Education has a senior level position, Senior Indigenous Advisor, dedicated to First Nations and Métis education, situated in the Deputy Ministers' Office.

The Ministry of Education has worked with the Office of the Treaty Commissioner to renew the Treaties in the Classroom teacher resource. Once finalized, this resource will be translated and distributed to Saskatchewan educators to assist them in delivering mandatory treaty education. Saskatchewan mandated K-12 treaty education in 2007.

The Ministry of Education has developed a website to support educators in learning and teaching about residential schools experience and reconciliation. The purpose of the website is to:

- support educational professionals to work together to expand their understanding of truth and reconciliation and residential schools experiences;
- coordinate existing public resources into one easy-to-use location for teachers;
- house tools and learning resources that will help facilitate truth and reconciliation conversations amongst school staff, parents and students;
- promote online and in-person professional development opportunities;
- provide a collaborative online space for educational professionals to engage in province-wide discussions and to work on joint-initiatives that support reconciliation; and,
- highlight Saskatchewan-made resources and projects to inspire others to act.

The ministry partnered with the University of Regina to list curriculum connections for their *Shattering the Silence* resource. The resource is available in both French and English. The Ministries of Education and Advanced Education committed to jointly fund the Dene Teachers Education Program (DTEP) being delivered by the First Nations University of Canada to support one cohort of teachers over the four years of the program. DTEP began in September 2016 at Clearwater River Dene Nation and La Loche.

Saskatchewan Post-Secondary Institution Highlights

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. FNUUnivC, SIIT and GDI are Indigenous, and continue to ensure that their course content evolves to meet student and 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.

FNUUniv has a 40+ year history of advancing and sharing Indigenous knowledge with people of all backgrounds. Indigenous Education offer culture camps through their programs as well as courses with significant cultural content.

FNUUniv is also host to the federally funded National Centre for Collaboration in Indigenous Education (NCCIE), an online portal for educators and communities across the country to share leading practices on Indigenous lifelong learning and practical examples that respond to the TRC Calls to Action. Numerous Indigenous education initiatives in Saskatchewan are highlighted.

Since 2016, the Ministries of Advanced Education and Education have partnered with the FNUniv, Northern Lights School Division and Clearwater River Dené Nation to offer a new Dené Teacher Education Program in La Loche for up to 30 students over four years. The Province (AE & ED) is contributing half of the \$480K program costs over four years, with the Northern Lights School Division and Clearwater River Dené Nation covering the remainder.

SIIT developed a teaching curriculum on the history and legacy of residential schools in Saskatchewan and the education direction proposed in the TRC report. More than 120 participants have attended since the pilot, sharing the history and legacy of the residential school system in Saskatchewan.

Since its inception in 1980, government has provided funding to GDI for the Saskatchewan Urban Native Teacher Education Program (SUNTEP), which GDI offers in cooperation with the U of R and the U of S. 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.

As of fall 2013, the University of Regina (U of R), Faculty of Arts has required all students to complete a course on Indigenous-centred studies. The Faculty of Education has similar course requirements of Indigenous studies. The Faculty of Education also runs an annual Treaty Ed gathering, a mandatory two-day Treaty education workshop for all undergraduate students, and Treaty Ed Camp, a full-day professional development opportunity for teachers, pre-service teachers and the general public, and it is open to anyone interested in learning about legacy of residential schools, Treaty education, historical and contemporary implications of Treaty and possibilities for decolonization and reconciliation.

The U of R's, Faculty of Education is committed to ensuring its students are prepared and committed to building on their work in the development of culturally appropriate curriculum not only in K-12 schools, but also in teacher education. UR Leading provides theory and practice sessions for UR staff and faculty and offers a session on Indigenous ways of knowing and what does it mean to you as staff and how do we incorporate Indigenous ways of knowing into our classrooms. This will be offered on October 30, 2019.

The University of Saskatchewan reviewed and amended its Learning Charter, approved in 2018. This document sets out the pursuits that all U of S graduates will advance on during their degree program. These pursuits include several outcomes related to understanding of one's subject area in relation to Indigenous worldviews, connections to and impacts on Indigenous and non-Indigenous communities, as well as intercultural awareness and competence. These pursuits act as a

<p>framework to which program level learning outcomes are mapped. This includes the U of S's Indigenous Education Program.</p> <p>The Indigenous Voices team within the Gwenna Moss Centre for Teaching and Learning provide workshops for teachers/instructors who are interested in indigenizing their courses, both through pedagogic shifts and with appropriate Indigenous content. These workshops are either stand-alone for anyone to attend or tailored for a specific department or college as part of a long-term indigenization initiative.</p> <p>In partnership with the First Nations University of Canada, Parkland offers a Bachelor of Indigenous Education, with a special emphasis on the development and integration of First Nations content into the curriculum.</p> <p>In June 2019, Sask Polytech began offering a free online Indigenous MOOC (Massive Open Online Course) as an introduction to Indigenous Studies with a focus on Saskatchewan First Nations.</p> <p>The Ministry of Advanced Education staffed a new position of Senior Indigenous Advisor within the Deputy Minister's Office in August 2018. The Advisor 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>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.
<p>The ministries of Advanced Education (AE) and Education (ED) participate in the Council of Ministers of Education, Canada (CMEC).</p> <p>At the 105th meeting (2016), education ministers agreed that Indigenous education continues to be a high priority for CMEC. 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 Minister of AE, and Deputy Ministers of AE and ED, attended the 108th CMEC meeting in July 2019, in Victoria, BC. Indigenous education (both k-12 and post-secondary) was discussed. The Final Report for the Symposium on Indigenization of Teacher Education was released by CMEC in July 2019. It was shared with those representatives from the U of S, U of R, GDI, and FNUUniv that AE sponsored to attend in 2018.</p>	

<ul style="list-style-type: none"> ● Building student capacity for intercultural understanding, empathy, and mutual respect. ● Identifying teacher-training needs relating to the above. 	<p>The Indigenous Education Committee (IEC) is a permanent committee that focuses on Indigenous education at CMEC, including K-12 and post-secondary education perspectives</p> <p>The IEC's Indigenous Education Plan (IEP) for 2019-22 was approved by Ministers. The IEP 2019-22 includes: mobilizing and disseminating successful practices and proven actions to improve Indigenous education; revitalizing Indigenous languages and strengthening Indigenous culture and identity through education; teaching excellence in Indigenous education; and, Indigenous student success and well-being in education.</p> <p>The Final Report for the Symposium on Indigenous Teacher Education was released by CMEC in July 2019. It was shared with those representatives from the Uofs, UofR, GDI, and FNU that AE sponsored to attend in 2018.</p> <p>Please also see actions #62 and #7 for Ministry of Education's response.</p>
<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>Information about the importance of Indigenous spirituality and ceremonies is included in religious studies at Campion College, Luther College, St. Peter's College and St. Thomas More College.</p>
<p style="text-align: center;">Missing Children and Burial Information (#71-76)</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</p>	<p>The Ministry of Parks, Culture and Sports (PCS) advised the City of Regina on the protection, formal designation and commemoration of the Regina Indian Industrial School Cemetery. The cemetery was formally designated as a Municipal Heritage Property, in August 2016.</p> <p>PCS advised and assisted the Regina Indian Industrial School Commemorative Association Inc. in bringing forward a nomination to formally designate the Regina Industrial School Cemetery as Provincial Heritage Property (per s.39 and 41-43 of The Heritage Property Act). The cemetery was formally designated as a Provincial Heritage Property on July 19, 2017.</p> <p>PCS also advised the Rural Municipality of Battle River, No. 438 and a local community group on formally designating the Battleford Industrial School Cemetery site as Municipal Heritage Property (per s. 11-12 of</p>

<p>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>The Heritage Property Act). The cemetery was formally designated as a Municipal Heritage Property in May 2018.</p> <p>PCS advised and assisted the Battleford Industrial School Commemorative Association in bringing forward a nomination to formally designate the Battleford Industrial School Cemetery as Provincial Heritage Property (per s.39 and 41-43 of The Heritage Property Act). The cemetery was formally designated as Provincial Heritage Property on October 23, 2019.</p> <p>In consultation with the National Centre for Truth and Reconciliation and Indigenous and Northern Affairs Canada, PCS is continuing research on compiling an inventory of Indian Residential School cemeteries in Saskatchewan to facilitate preservation planning.</p> <p>PCS (through the Heritage Conservation Branch) is represented on the FPT Culture and Heritage Table’s Indigenous Engagement Working Group, which is tasked with identifying how the FPTCH Table can best engage in and contribute to the Truth and Reconciliation culture and heritage-related calls to action..</p> <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>Through its on-going relationship with the Saskatchewan Indigenous Cultural Centre’s Elder’s Advisory Council, PCS discusses protocols and processes for visiting and inspecting burial sites, cemeteries and other culturally-important locations. This information can be used to inform our work with the owners, community groups and others working to research and protect residential school cemeteries. (Important note: These actions taken in response to Calls to Action 76 pertain mainly to the on-going partnership between Parks, Culture and Sport and the Saskatchewan Indigenous Cultural Centre in managing the Central Burial Site. As the Central Burial Site is not a residential school cemetery, this work is related to, though does not bear directly on or contribute to Call to Action 75)</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>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>The Government of Saskatchewan will work cooperatively with the National Centre for Truth and Reconciliation.</p>
<p>Sports and Reconciliation (#87-91)</p> <p>87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.</p> <p>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. The project has been endorsed by the Indigenous Sport Leadership Council of Sask Sport Inc. This project is expected to be complete for launch by NAIG 2020 (July 12-19, 2020).</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>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 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.</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 will be held in Halifax, Nova Scotia in July and \$400,000 is allocated to support team Saskatchewan travel. Plans are underway and will be finalized in March 2020.</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.</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 project is in partnership with Sask Sport Inc., Sask Sport Medicine Science Council and the NAIG Team Saskatchewan Steering Committee.</p>	<p>Saskatchewan is proud of Team Saskatchewan and has continually provided funding for Team travel to the NAIG. NAIG 2020 will be held in Halifax, Nova Scotia in July and \$400,000 is allocated to support team Saskatchewan travel. Plans are underway and will be finalized in March 2020.</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.</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 project is in partnership with Sask Sport Inc., Sask Sport Medicine Science Council and the NAIG Team Saskatchewan Steering Committee.</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. • Programs for coaches, trainers and sports officials that is culturally relevant for Aboriginal peoples. • Anti-racism awareness and training programs. 	<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>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. 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 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</p>

Whitecap Dakota First Nation in October 2019, and the formal signing was scheduled for Orange Shirt Day Celebrations at Whitecap on Monday, September 30, 2019.

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.

The Tribal Council Coordinator Program has been in place for the past 21 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.

Saskatchewan is pleased to be a representative and continued supporter of the Aboriginal Long-term Participant Model. Facilitated 2 sessions during the 2017-18 fiscal year. In addition, supported three additional workshops in 2018-19. Planning is underway to train additional facilitators in 2019-20 to support ongoing engagement.

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.

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.

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.

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.

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.

Additional Calls to Action of Interest to Saskatchewan (not directed at provinces)

Education

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).

Education Sector

The Saskatchewan Plan for Growth aims for an increase in the three-year First Nations and Métis graduation rate from 35 per cent in 2012 to at least 65 per cent by 2020. As of June 2019, the three-year graduation rate rose to 43.4 per cent.

The Education Sector Strategic Plan is the first-ever province-wide education plan to be developed in cooperation with First Nations and Métis education authorities. It includes a number of initiatives aimed at improving graduation rates among First Nations and Métis students.

The Invitational Shared Services Initiative supports 16 partnerships between First Nations education organizations and school divisions to provide students living on-reserve with access to supports in reading, literacy, graduation supports, student engagement and early learning.

Each partnership is unique and designed to address the needs of the students in the area through the development of a joint plan to increase outcomes for First Nations and Métis students.

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>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.</p>	<p>Help Me Tell My Story/Help Me Talk About Math were developed in cooperation with First Nations and Métis Elders and educators. These innovative tools assess children’s oral language or numeracy development, and provide parents and teachers with activities to assist with children’s learning and development.</p> <p><i>Aski’s Pond</i> is a grade one math iPad app game which reinforces Saskatchewan math curricular outcomes, mathematical processes, and First Nations and Métis content and ways of knowing. The 2016-17 forum, Our School Includes Everyone, provided students in Grades 6 – 12 the opportunity to hear from three young First Nations leaders who emphasized that all students matter and that students can create safe, respectful and inclusive environments by supporting one another.</p> <p>First Nations and Métis education organizations participated with school divisions and the Ministry of Education in the Provincial Reading Team and Provincial Administrators Reading Team, which developed and implemented a reading improvement strategy for teachers and leaders (Saskatchewan Reads and Saskatchewan Reads for Administrators). First Nations and Métis education organizations have participated in provincial awareness and implementation sessions.</p> <p>Additional initiatives aimed at improving education and employment outcomes for First Nations and Métis students, include:</p> <ul style="list-style-type: none"> ● Summer Literacy Camps and Family Literacy Hubs; ● Prekindergarten; ● Developing alternate pathways to graduation (dual credits) and transition planning for post-secondary and jobs; ● The First Nations and Métis Education Achievement Fund; ● Support to the Martin Family Initiative to engage First Nations, Métis and northern students; ● Support for CommunityNet; ● Making technological resources like the Student Data System and ROVER (a streaming video of licensed and reviewed videos) available to First Nations schools; ● To support the graduation rate priority of the Education Sector Strategic Plan (the Ministry of Education’s Northern Education Action Plan), the Ministry of Education purchased the provincial license
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for myBlueprint, an online career planning tool that can be used by all Grades 7-12 students in this province. Grade 9 students can use myBlueprint to develop and maintain graduation and post-graduation plans; and,

- Providing funding to the Pahkisimon Nuyeh?ah Library System to purchase culturally and community relevant materials.

Saskatchewan has updated and renewed *Inspiring Success: First Nations and Métis PreK-12 Education Policy Framework* 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.

The Ministry of Education and education sector partners have developed and implemented an initiative to support First Nations, Métis and Inuit students, teachers and administrators by increasing the knowledge and skill base of administrators in Saskatchewan schools. The initiative, called *Leading to Learn: Impacting First Nations, Inuit and Métis Student Outcomes* provides capacity building professional learning and development to administrators from provincial and First Nations education organizations.

New Treaty education teacher resources have been created in collaboration with the Office of the Treaty Commissioner. The resource is available on the curriculum website in French and English and includes suggestions for integrating Treaty education into a range of subject areas at each grade. It provides sample learning activities and links to related resources and ensures First Nations and Métis content, perspectives and ways of knowing continue to be a priority within Saskatchewan classrooms.

For the 2018-19 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.

The Ministry of Education is making available to 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.

In 2018, Innovation Saskatchewan (IS) piloted a robotics and coding program called RoboYOU at Cowessess and Kahkewistahaw First Nations schools. It was delivered to students in grades five to nine (85 students in total), aiming to enhance the digital literacy of Indigenous students and encourage them to explore a possible career and/or education pathway in STEM.

Prior to RoboYOU, 52 percent of the participating students were interested in technology and a STEM career. Post-implementation, the figure had increased to 70 percent of students.

IS has committed to working with the Ministries of Education and Government Relations, as well as the federal government, to explore its role in expanding the delivery of similar programs to other First Nations schools in the province.

The Provincial Capital Commission shared information on the Charles Knight Youth Mentorship Program

- This program provides an opportunity for northern high school students to 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.
- Students will also participate in a Mock Parliament facilitated by the Speaker.

Post-Secondary Sector

Under *Our Stories* on the Saskatchewan.ca website, the province promotes success stories of First Nations and Métis students and increases awareness of the value of post-secondary education. Stories that are posted include: 1) "Sask Polytech Focused on Supporting Aboriginal Students"; 2) "Cumberland College: Cumberland Cares"; 3) "Education Making a Difference for First Nations and Métis People"; 4) "Coffee Cart Teaches Life Lessons to Adult Students in North Battleford"; and, 5) "Gabriel Dumont Institute Driver Training Empowers Métis Clients for Success".

Advanced Education received additional success stories from 18 post-secondary institutions in Saskatchewan and they have been shared with other post-secondary institutions and the Ministry of Immigration and Career Training.

In 2019-20, the Ministry of Immigration and Career Training has committed \$27.8 million for skills training and employment initiatives that specifically target Indigenous individuals. Partnerships between employers and community organizations help to prepare Indigenous workers for a range of occupations, support Indigenous participants in successful transition from reserve to urban settings, engage in recruitment and

outreach, and ensure ongoing, successful attachment to the labour market. Specific partnerships also exist to support northern employment, providing training, education and work experience in norther industries.

Public Sector

The Government of Saskatchewan Inclusion Strategy was developed and rolled out in 2017. The themes of the strategy are meant to inspire accountability, improve intercultural competence, enhance talent acquisition, and create an inclusive and supportive workplace. Initial presentations to introduce the strategy have been delivered to 19 ministries.

Ministries are completing an inclusion work plan. Only two ministries do not currently have an inclusion work plan. An initial phase of the Inclusion Toolkit was rolled out in October 2019 (introductory module) and a second phase will be rolled out in February 2020. The focus will be to help managers acquire, engage and grow diverse talent. There continues to be emphasis on increasing representation of Indigenous people within the public service at all levels. Although still behind the Saskatchewan Human Rights Commission’s representation target, the current representation of Indigenous people in the Government of Saskatchewan is 9.6 per cent.

A committee of representatives in the Talent Branch of the Public Service Commission, led by Talent Acquisition, are working towards the creation of a diversity sourcing strategy with specific connections to the Indigenous community.

The Public Service Commission expanded its use of self-declaration data beyond reporting. The process was developed and implemented in July 2018. The process allows for self-service with the opportunity to consent to contact regarding targeted training opportunities, sourcing of internal diversity candidates for employment opportunities 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.

The voluntary self-declaration process now allows the opportunity for individuals to self-declare in one of our 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.

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.

Tourism Sector

Tourism Saskatchewan is the provincial delivery agent for the Ready to Work Program - offering training for the tourism industry. The program partners with a variety of Aboriginal and non-Aboriginal communities and education institutions and has 85-90 per cent Aboriginal participation. In 2018-19, the program had a completion rate of 92 per cent and 78 per cent engaged in work or returned to school. So far, in 2019-20 fiscal year, completion and employment rates remain consistent. Approximately 150-200 participants successfully complete the program annually and go to work in tourism and tourism-related employment. So far in 2019-20, programs have been completed in Sandy Bay, Muskowekwan, Carry the Kettle, Muskoday, and Mistawasis. New programs are starting in Melfort, Buffalo Narrows, and Stanley Mission/Grandmothers Bay.

Tourism Saskatchewan is working with the Indigenous Tourism Association of Canada (ITAC) to advance Indigenous tourism in Saskatchewan. We are currently finalizing the details of a multi-year Memorandum of Understanding with ITAC, and planning for initiatives that we will partner on over the next three years. This includes the completion of a SK-specific Indigenous tourism strategy led by ITAC, currently in process, to be delivered by March 31, 2020.

Tourism Saskatchewan provided Heritage Interpreter training, in partnership with Parks Canada, to participants from the Indigenous Tourism Corridor (Whitecap Dakota First Nation, Beardy's Okemasis First Nation, and Wanuskewin Heritage Park) in March and June 2019.

Tourism Saskatchewan implemented a new award at the Tourism Awards of Excellence Gala in April 2019. The Indigenous Tourism Experience Award recognizes a business, partnership, organization, event or attraction that incorporates Saskatchewan Indigenous culture, traditions and stories into its product offering. This recipient demonstrates a commitment to delivering authentic Indigenous experiences and working collaboratively to enhance the tourism landscape in Saskatchewan. Wanuskewin Heritage Park was the recipient of the inaugural award.

Tourism Saskatchewan has partnered with Nutana Collegiate to introduce a new educational program. Through partnerships, Tourism Saskatchewan implemented a successful pilot of the NICE (Nutana Industry Career & Education) Program for the 2018-2019 school year. Students in this program explored a minimum of 15 trades, in several industry occupations, while earning up to 12 high school credits. The teachers/

instructors worked together to provide students with real and relevant learning experiences that will apply directly to life and the world of work. The program participants designed and built a “tiny house”, opened and operated a mock restaurant, and investigated technology, health care and other fields of study. The students were involved in community-based initiatives and volunteer work, learning the importance of giving back to the community. The program is underway for a second year, with 20 students participating. A number of other schools are looking to replicate this successful model.

Tourism Saskatchewan has an internal committee, with representatives from all departments, who focus on work with Indigenous businesses and communities, to ensure coordinating efforts and maximizing support.

Economic and Employment Sector

In 2019-20, the Ministry of Immigration and Career Training has committed \$27.8M for skills training and employment initiatives that specifically target 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:

The province funds Essential Skills (ES) programs on- and off-reserve. These are programs that support the acquisition of literacy skills and other foundational skills that assist people to further their education, attain employment or adapt to workplace change. A significant proportion (69 per cent in 2018-19) of ES participants identify as First Nations/Métis. In 2018-19, 103 Essential Skills in the Workplace (ESWP) opportunities were provided on-reserve. The programs equip adults with essential skills for employment and provides an alternate pathway to employability skills development.

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. Approved projects are linked to achieving Saskatchewan’s goals. For example, GR supported a funding request from the Saskatchewan First Nations Economic Development Network, which hosted a two-day event, Engaging Employers: The Business Case for Reconciliation. The event was part of a year-long project aimed at raising awareness and providing tools to employers of Saskatchewan for responding to the Calls to Action.

Through the Canada-Saskatchewan Job Grant, First Nation organizations (i.e., business, bands, councils) in Saskatchewan can receive funding to train new or existing employees. In 2018-19, Indigenous

organizations and employers accessed the Canada-Saskatchewan Job Grant (CSIG) to provide training to more than 160 individuals.

The Aboriginal Apprenticeship Initiative (AAI) program funded through the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) is designed to increase awareness of the skilled trades, provide access to employment in skilled trades, and encourage participation and success in apprenticeship trades for Indigenous people. Participating trades include carpenter, food and beverage person, welder, scaffolder and industrial mechanic (millwright). The AAI accepts proposals that can include a variety of projects, including apprenticeship courses with Indigenous partners, mentoring projects, and career exploration. Recent initiatives include new and tiny house construction, residential and renovation construction and carpentry. Since 2012-13, the initiative has reached 510 participants.

Workforce development programs that assist under-represented groups with finding and maintaining employment, including supports for Indigenous people, youth, older workers, and workers with disabilities.

Projects like the Wicehtowak Workforce Development Program, delivered by George Gordon Developments Ltd. (GGDL), the Urban Navigator Program delivered by STC Urban First Nations Services Inc. and a similar project delivered by the YWCA Prince Albert Inc. are designed to increase skills training and employment opportunities for Indigenous participants, ages 18+. These programs support participants to successfully transition from reserve to urban settings for employment and training purposes. They provide essential skills and employment readiness training to participants who are not yet work ready. The projects partner with local employers to recruit participants and ensure successful ongoing attachment to the labour market for indigenous job seekers.

Willow Cree Education and Training Centre delivers a program designed to build a job ready workforce, with a focus on the Indigenous youth of Beardy's and Okemasis First Nation to respond and engage in employment opportunities. The program provides services that address individual needs in Employability Dimensions of Job Readiness, Career Decision Making, Job Search, and Career Growth ensuring long term success for both individuals and employers.

The Ministry of Highways and Infrastructure (MHI) have been running the Aboriginal Apprenticeship Program (AAP) within the Ministry which began in 2003. This includes Heavy Duty Mechanic, Parts Person and Welder journeyperson trades. MHI has participated in a long standing partnership with Gabriel Dumont Institute (GDI). This program helps students obtain their journeyperson status. This is a cost

sharing initiative between the Ministry and the apprentice's sponsoring agency (First Nation, Tribal Council, or other). From 2003-2019 there have been 58 participants with a 63 per cent Program Retention Rate.

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 and Policing, Custody, Supervision and Rehabilitation Services.

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.

The Ministry of Immigration and Career Training provides labour market services for people in need of information on career and job opportunities, as well as training and education. As part of their professional development, employees who work directly with clients in the labour market services offices attend an annual Contact Conference. In 2019, the Contact Conference included a session on *Indian Residential School Trauma Informed Practice in the Workplace*. The presenter (Brenda Reynolds) develops programs for workers who provide support and counselling to Indian Residential School survivors. She helps workers understand how to work with historical trauma and how to minimize vicarious trauma. Her collaborative model is focused on emotional safety for both the workers and the clients.

The Northern Labour Market Committee includes representation from business, government, Aboriginal, industry and economic development agencies. 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.

Adult Basic Education (ABE) is also funded by the Ministry of Immigration and Career Training and delivered through the provincial post-secondary system, including Saskatchewan Indian Institute of Technologies and the Dumont Technical Institute. The knowledge and skills gained in ABE are important for those who wish to enter or re-enter the labour force, who need further training or who wish to advance in a chosen career.

<p>The Northern Labour Market Committee includes representation from business, government, Indigenous communities and organizations, industry, training institutions and economic development agencies. 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>The province engages two federally-funded Indigenous Skills and Employment Training (ISET) Program agreement holders to coordinate planning and services for First Nations and Métis workers and to determine how best to meet the needs of First Nations and Métis clients. ICT continues to hold joint meetings with the ISETS and Employment and Social Development Canada to discuss labour market priorities in Saskatchewan.</p> <p>Justice Sector</p> <p>The Ministry of Corrections and Policing delivers a vocational construction training program to provide enhanced real life experiential learning for adult offenders, thereby increasing employment outcomes. Corrections 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 corresponding difficulty youth offenders have in securing enrollment in community schooling, Corrections and Policing decided to ensure that more youth are guaranteed the promise of an education. The Regina Integrated Classroom was created as a pilot project to begin to develop local capacity to work with these complex clients' needs. This resulted in a 11 entity partnership including the Ministries of Corrections and Policing, 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. As a positive byproduct, this renewed focus on youth offender education has seen a 32 per cent increase in a year over year school enrollment numbers for youth offenders in Regina in subsequent snapshots.</p>	
<p>10. We call on the federal government to draft new Aboriginal education legislation</p>	<p>In 2019-20, Advanced Education is investing nearly \$17M directly in post-secondary institutions and programs to improve Indigenous outcomes. Through budget letters and operational plans, the ministry</p>

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:

- 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.

encourages institutions to use their annual operating funding to create programs and supports that will improve the participation and success of Indigenous students. In addition, the ministry also provides targeted funding for Saskatchewan Polytechnic's Indigenous Student Success Strategy; and Saskatchewan Indian Institute of Technologies' Student Support Services Model.

In 2015, all 19 public post-secondary institutions, including Universities, Regional Colleges, Federated and Affiliated Colleges have expressed a commitment to the Calls to Action and every institution is working to make progress to increase the success of First Nations and Métis students.

Six Saskatchewan post-secondary institutions (Cumberland, North West, Northlands, Parkland, SIIT and Saskatchewan Polytechnic) have signed the College and Institutes Canada (CICan) Indigenous Education Protocol: <https://www.collegesinstitutes.ca/policyfocus/indigenous-learners/protocol/>

Post-secondary institutions all consider Indigenous content and culturally appropriate curricula and programming fundamental to their operations as a whole. Saskatchewan's two universities have each adopted approaches to mandatory Indigenous courses or courses with mandatory Indigenous content and the universities have been working to create more programs in Aboriginal languages. Sask Polytech is working to have Indigenous content in all programs by 2023.

With respect to Indigenous, universities have been changing the core of what they are as institutions to include Indigenous ways of knowing. For example, Indigenous efforts have been embedded and expanded in the U of R's Strategic Plan, *Peyak Aski Kikawinaw*, which includes goals, actions and metrics. Similarly, the U of S has embedded Indigenous into its new Strategic Plan, *Nikānitān Manāchitowinihk*; and, Saskatchewan Polytechnic recently refreshed its *Miyo Wahkowhtowin: Indigenous Student Success Strategy* through consultations with various Indigenous and non-Indigenous Elders, students, staff and businesses.

AE led work in developing Indigenous Post-Secondary Education Profiles for all 19 institutions in Saskatchewan. Information was shared with institutions, AE and ICT to support further collaboration to work towards increasing educational attainment of Indigenous students in Saskatchewan.

AE partnered with the FNUUniv and held an Indigenous Post-Secondary Education Symposium on Leading Practices on October 1, 2019, in Regina.

<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>	
<p>The Ministry consulted with post-secondary institutions regarding their perspectives on accessibility issues as they related to funding available for First Nations students seeking a post-secondary education.</p> <p>A letter from AE’s Deputy Minister, dated June 5, 2018, was sent to the Director General of Indigenous Services Canada (ISC) regarding funding demands exceeding available funding for First Nations students in Saskatchewan, eligibility constraints, grade thresholds, timing of funding, and better integration of other federal income support programs.</p> <p>AE senior officials met with ISC in early 2019 to discuss the status of the Post- Secondary Student Services Program (PSSSP) and the Post-Secondary Partnerships Program. ISC stated that the PSSSP is under review and consultations with First Nations will take place over the next two to five years.</p>	<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>
Language and Culture	
<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 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, federal funding for 2019-20 was provided directly</p>	<p>16. We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages.</p>

to Saskatchewan Indigenous Cultural Centre (SICC) for distribution in Saskatchewan. SICC partnered with SaskCulture Inc. to deliver what was originally known as the Aboriginal Languages Initiative grant. In 2020-21 the program, now renamed as the Indigenous Languages Component, of the federal Indigenous Languages and Cultures Program, continues to be delivered by SICC with some support from SaskCulture Inc.

The Indigenous Languages Component (formerly known as the Aboriginal Languages Initiative) supports the reclamation, revitalization, maintenance and strengthening of Indigenous languages through community-driven activities.

The FNUUniv offers full B.A. degree programs in Cree and Saulteaux (Objive) 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. For the past five years, FNUUniv has offered a Cree 150 immersion class.

The FNUUniv 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.

The FNUUniv 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 will be available on the NCCIE website in 10 different Indigenous languages.

In 2017, GDI's SUNTEP, situated at the U of R, offered a Michif language course. GDI's Métis Culture and Heritage Department works with the MNS, Métis National Council and Department of Canadian Heritage to revitalize and promote the Michif language including the production of a *Michif To Go* app and a Métis Cultural Program at Westmount School (K-8) in Saskatoon.

SIIIT's "Learn, Speak Teach" Lunch and Learn Series teaches several distinct Indigenous languages (Cree, Dakota, Dene, Saulteaux, Lakota, Nakota). This series focuses on familiarizing students with the different languages (kinship terms, basic commands, and general awareness).

The U of R, U of S, Lakeland College, Parkland College, STM College, and St. Peters College offer Indigenous language programming.

Health

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.

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.

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 (STBIs) 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 STBIs.

Sexually transmitted infections (chlamydia, gonorrhea, 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.

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.

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, FNIHB, and NITHA.

Like STBIs, 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:

- 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 18-member Embracing Life Committee in northern Saskatchewan. The committee is comprised of representatives from the various northern regions and includes Aboriginal 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.</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</p>
<p>The FNUniv in partnership with the University of Regina’s (U of R) Faculty of Kinesiology and Health Studies offer a Certificate in Indigenous Health Practice and a Bachelor of Health Studies. The certificate examines the health issues that shape the health of Indigenous communities today and assists students gain the knowledge and skills they need to provide the best care to Indigenous patients. 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>Aboriginal Rights, and Indigenous teachings and practices. This will require skills-based training intercultural competency, conflict resolution, human rights and anti-racism.</p>	<p>SIIT delivers the Mental Health and Wellness Diploma program (formerly additions) that is rooted through Indigenous approaches to counselling and Indigenous pedagogy.</p> <p>SIIT is also providing Indigenous Practical Nursing a pilot program that includes basic components of Indigenous medicine and healing. It also includes community-based preceptorships, responding to regional requirements for practical nurses and increasing capacity at the community level.</p> <p>The University of Saskatchewan’s (U of 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 U of S’s Departments of Continuing Medical Education and Continuing Physical Therapy Education partnered with the 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”. It is designed from an Indigenous world view and equips health practitioners with the knowledge and insights to employ an interdisciplinary approach in understanding and supporting Indigenous patients.</p> <p>The U of S’s Bachelor of Science in Nursing uses the medicine wheel as a conceptual model for its curriculum aligning with Indigenous perspectives of health.</p> <p>As of fall 2013, the U of R, Faculty of Arts has required all students to complete a course on Indigenous-centred studies. The Faculty of Nursing has a similar course requirement of Indigenous studies.</p>
<p>Justice</p>	
<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,</p>	<p>The U of S’s <i>Wiyasiwewin Mikiwahp</i> Native Law Centre promotes the development of the law and legal system in Canada in ways which better accommodate the advancement of Aboriginal peoples and communities, and to disseminate information concerning Aboriginal peoples and the law.</p> <p>The U of S’s College of Law has partnered with Nunavut Arctic College and the Government of Nunavut to offer a law degree.</p> <p>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>conflict resolution, human rights, and anti-racism.</p>	
<p>Justice</p>	
<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>	<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>
<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 Saskatchewan Provincial Partnership Committee on Missing Persons (PPCMP) has worked with police, First Nations, and Métis organizations, non-government organizations, and government ministries since 2006 to prevent people from going missing and to develop improved responses to missing persons issues. The National Inquiry's Final Report discusses the PPCMP and includes Calls for Justice regarding the need for holistic family supports missing persons legislation, and a standardized police protocol to investigate missing person cases.</p>
	<p>Through the PPCMP, Saskatchewan was the first Canadian jurisdiction to enact legislation related to 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 help families deal with the estates of missing persons. The Act was amended in 2018 to allow police to access a wider range of records to aid in the search for a missing person. The Missing Person Policy was adopted by all municipal police services in Saskatchewan, which standardizes the policing approach to missing person files across the province. The Saskatchewan Association of Chiefs of Police has a public website with information about cases of long-term missing persons in Saskatchewan (people who have been missing six months or more). As well, the PPCMP created tools for families which are available on the Ministry of Justice website.</p>
	<p>The PPCMP organizes Missing Persons Week annually each May to increase public awareness about issues related to missing persons. The Committee is currently reviewing its mandate and developing a new work plan, with the intention of supporting year-round public education.</p>
	<p>Justice Canada is providing funding for trauma-informed, culturally appropriate supports and the Family Information Liaison Units (FILU) in provincial-territorial victims services offices. The FILUs help families locate the information they seek, when legislation allows, from agencies such as social services, coroners,</p>

<p>prosecutions, and police. In Saskatchewan, the FILU office began operating in September 2017. In June 2018, the federal government announced additional funding for the FILUs and extended their mandate to March 2020. In fall 2019, the federal government announced that funding for the FILUs will be extended again. The FILU staff work directly with the families of missing and murdered Indigenous women and girls (MMIWG) to ensure that the families are able to 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 in collaborative efforts to identify, develop, and implement programs and services for the individuals and families of the victims of MMIWG in Saskatchewan. As described in CTA 40, this includes exploring ways to establish additional services and supports that would specifically address the victimization of Indigenous people.</p> <p>In the lead up to the National Inquiry, Justice officials met with representatives from Saskatchewan Indigenous organizations and others to develop a provincial approach to support the National Inquiry and to address violence against Indigenous women and girls. These meetings included preparing for the National Roundtables on Missing and Murdered Indigenous Women and Girls in 2015 and 2016, and consultations with over 700 individuals and 22 organizations in 2015 on the Federal-Provincial-Territorial Justice Framework to Address Violence against Indigenous Women and Girls. The Justice Framework was finalized by Federal-Provincial-Territorial Ministers Responsible for Justice and Public Safety and publicly released in January 2016.</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>Additionally, officials in inter-ministerial forums have continued working to prevent and respond to the risks of violence against Indigenous women and girls, including the 2015 release of #WhoWillYouHelpSK to encourage bystander action where there is a risk of sexual violence, and the release of a 2014 Provincial Child Abuse Protocol. As described in Call to Action 36, the Listen Project provides a free legal information/advice line for survivors of sexual violence. The legal information pilot is scheduled to run through March 2021.</p>	
Education and Reconciliation	
	<p>66. We call on the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and</p> <p>First Nations Summer Literacy Camps support improved academic and social achievement for Indigenous children and youth aged 5 to 14 by providing rich learning experiences during July and August to reduce summer reading loss.</p>

establish a national network to share information and best practices.

The 2019-20 provincial budget includes \$500,000 to support eight school divisions (Creighton, Ile a la Crosse, Light of Christ RCSSD, Living Sky, Northern Lights, Prairie Valley, Prince Albert RCSSD and Saskatchewan Rivers) to deliver approximately 20 summer literacy camps.

In 2019, the Ministry of Education invested \$500,000 for summer literacy camps, serving mostly Indigenous students living in Saskatchewan's northern communities. These camps were delivered by eight school divisions. Frontier College was a partner which supported camp counsellor training, buying books and resources for participants.

In 2018, the ministries of Education and Justice contributed funding for summer literacy camps delivered in four First Nation communities.

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.

For 2019-20, SaskCulture Inc. funded over \$250,000 to 23 organizations through the Aboriginal Arts and Cultural Leadership Grant and another \$100,000 was provided to four projects funded through the Métis Cultural Development Fund. The Aboriginal Arts and Culture Leadership Grant supports the sharing of cultural skills and knowledge to young people through participatory cultural activity with First Nations or Métis arts and culture leaders. The Métis Cultural Development Fund supports community-based cultural activities and initiatives that preserve, strengthen and transmit Métis culture and traditions in Saskatchewan.

Other SaskCulture Inc. programs such as Multicultural Initiatives Fund (MIF), Community Cultural Planning and Engagement grant and Culture Days Assistance Fund also support a range of cultural programming that addressed reconciliation and reached youth. In 2019-20, the MIF grant distributed approximately \$217,000 to Indigenous groups for community cultural programming. A good portion of all of this programming reaches Indigenous youth.

In 2018, SaskCulture Inc. sponsored a special conference in Saskatoon, hosted by Canadian Roots, that engaged youth on reconciliation issues.

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.

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.

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 museum and inform the importance of decolonizing the WDM's operations and programs and outline a process for doing so.

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 *Inclusivity Report*.

The seven main recommendations in the *Inclusivity Report* are:

1. Publicly acknowledge Indigenous peoples and their histories.
2. Provide training and educational opportunities for staff and volunteers including cultural awareness, anti-racism and sensitivity training to improve overall cultural competency.
3. Report on reconciliation and inclusivity activities and progress.
4. Assess collection management practices to ensure they support inclusivity and reconciliation.
5. Develop and implement a plan for exhibit renewal at all WDM locations to increase overall diversity and inclusivity in the stories being told.
6. Review, update and renew all education and public programs to ensure they align with reconciliation and inclusivity goals.
7. Review, update and renew overall WDM operations to align with reconciliation and inclusivity goals.

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 2019-20, SaskCulture Inc. provided support to Saskatchewan Indigenous Cultural Centre for an Indigenous Museum Gathering, held May 2019, where museums across the country gathered to discuss the growth and development of Indigenous museums/keeping houses and collections, as well as changes needed in museum policy to properly preserve the history of Indigenous peoples living on this land.

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

	<p>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>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>The U of R's School of Journalism bachelor program provides two courses related to Aboriginal peoples. "Indigenous People and the Press" has students investigate the fairness, accuracy and inclusion of Indigenous representations in the media. "The Journalist's Role in Reconciliation" course 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>The FNUniv's Indian Communication Arts (INCA) Program was first established in 1982 and provides students with a two-year diploma that provides 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>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-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>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>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</p>

<p>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; 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 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>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>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</p>
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	<p>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>
Business and Reconciliation	
<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 proceeding with economic development projects. • 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 	<p>Post-Secondary Education</p> <p>The University of Regina’s Faculty of Business Administration is offering in fall of 2019 an Indigenous Entrepreneurship course for graduate students. This will weave Indigenous ways of knowing into areas of conflict resolution and leadership.</p> <p>The U of S 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>CIC’s sector-wide Duty to Consult Policy has been revised to align with the Government of Saskatchewan’s CPF.</p>

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.

SaskPower actively engages and consults on projects and activities 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.

ii. Employment & Education

CIC:

The Indigenous Bursary Program (IBP), previously known as the CIC Aboriginal Bursary Program is available to eligible students from the U of R, U of S, Sask Polytechnic, SIIT and Lakeland College. Students receive bursaries of \$2,500 (half bursary) per semester, or \$5,000 (full bursary) per academic year for a full year bursary. CIC supports up to 85 bursaries valued at \$5,000 (full bursary) per year awarding up to \$425,000 annually. Since 2009, 1,520 (\$2,500) bursaries have been awarded with a total cost of \$3.8 M.

INROADS is a Leadership Training and Employment Internship Program for post-secondary Indigenous students. The program provides opportunities for Indigenous students through career specific summer and co-op student employment, professional development, leadership development and academic coaching. There are opportunities for full time employment in the Crown sector after completing their areas of study. To date, 221 interns have participated in the program.

Since 2005, CIC has provided for four Indigenous Cultural Awareness Program (ICAP) training sessions annually. All Crown sector employees are eligible to attend at no cost (i.e. CIC covers the cost of the two-day program – consultants, facility and related food/beverages). Since inception approximately 1,439 crown sector employees have attended the session. The two-day session covers a broad range of issues, including Treaties, myth busting, partnerships and innovation, duty to consult and the Truth and Reconciliation Commission, with the objective of creating better employee understanding of Aboriginal people in Saskatchewan and Canada. ICAP was expanded in 2019 to include a one-day Crown Board of Directors training session held in October.

The Aboriginal Government Employees Network (AGEN) is a unique organization dedicated to partnering, promoting and supporting workplace environments that are committed to the recruitment, retention and advancement of Aboriginal employees throughout the Government of Saskatchewan. CIC has been one of AGEN's Contributing Partners since inception in 1993.

All of Saskatchewan's CIC Crown corporations are Employment Equity participants in the Saskatchewan Human Rights Employment Equity Program with a strategy to focus on the development, recruitment, hiring and retention of Indigenous employees.

CIC has signed onto the Saskatchewan Chamber of Commerce's Indigenous Charter. The Charter's Mission is to provide businesses with the tools to achieve engagement and assist to demonstrate the role businesses must play in reconciliation.

SaskGaming:

In 1994, the Government of Saskatchewan (GoS) and the Federation of Saskatchewan Indigenous Nations (FSIN) entered into *The Gaming Framework Agreement (1994)* which led to the establishment of SaskGaming. The framework established a 50 per cent Indigenous employment target at government operated casinos. As of December 2019, SaskGaming has reported a representative workforce of 42 per cent, the highest number of Indigenous employees amongst the Crown corporations and executive government ministries. Since inception, SaskGaming operating Casinos Regina and Moose Jaw has been a leader in economic reconciliation by providing employment, training and educational opportunities for Indigenous people throughout the province.

In October 2019, SaskGaming attained a resource as the Manager of Indigenous Strategy & Engagement. The Manager works closely with the Director of Human Resources and Vice President of Corporate Services to develop, align and implement human resource strategies such as: Indigenous Employment Strategy; Reconciliation Framework; Wellness Strategy; and, Learning Strategy. SaskGaming also has an internal Indigenous Employees Network (IEN) which promotes First Nations, Métis and Inuit culture, history, beliefs and traditions.

SaskGaming is developing an Indigenous Procurement Policy as it is the Crown corporation's mission to build upon and continue to provide economic benefit to the community and profit for Saskatchewan people in partnership with First Nations. As well, SaskGaming continues to work with the Crown Collaboration's Indigenous Procurement Committee to share best practices in Indigenous engagement strategies and supplier development initiatives while ensuring that there is alignment with CIC and Priority Saskatchewan direction.

A portion, or 25 per cent of Casinos Regina and Moose Jaw's sponsorship dollars, are allocated to Indigenous events, organizations and causes in and around Regina and Moose Jaw. SaskGaming supports events and activities that improve the lives of Indigenous people in communities for which it operates. In

2019-20, SaskGaming spent \$98,250.00 on Indigenous sponsorships which included but is not limited to: hosting National Indigenous Peoples Day events, smudge walks, powwows, community holiday dinners and cultural camps.

Through the *Gaming Framework Agreement (1994)* with FSIN, SaskGaming allocates 25 per cent of its revenues to the First Nations Trust and 25 per cent of its revenues to the Community Initiatives Fund. Each entity offers grants to help support community development, inclusion, leadership and vitality, with priorities being urban and rural Indigenous people, youth leadership and individuals challenged by financial constraints, accessibility issues, or other barriers.

For training, please refer to SaskGaming's update on Call to Action #57.

SaskTel:

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:

- 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)

Each year SaskTel also partners with the Gabriel Dumont Institute to award several scholarships to Saskatchewan students of Métis heritage who are studying in a field directly related to information and communication technology.

The Saskatchewan Indian Institute of Technologies (SIIT) and SaskTel also jointly established three scholarships to encourage Indigenous students to pursue post-secondary education in fields directly related to telecommunications.

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's Northern Placement Policy provides assistance 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.

For training, please refer to SaskTel's update on Call to Action #57.

SaskPower:

As of December 2019, SaskPower achieved 6.11 per cent Indigenous representation (up 0.13 per cent) per the Diversity Census in partnership with Canadian Centre for Diversity & Inclusion (CCDI); and 7.35 per cent (up 0.22 per cent) based on SaskPower's Self-Identification Questionnaire.

SOCO:

SOCO provides a scholarship to an Indigenous student pursuing post-secondary education in the sciences field at the University of Saskatchewan. SOCO has renewed its commitment to provide an annual scholarship to an Indigenous student pursuing post-secondary education in the sciences field at the University of Regina.

SOCO partners with the Saskatchewan Indian Institute of Technologies by hosting their Power Engineering students in its Energy Centre for their work placements.

SaskEnergy:

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 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.

SaskEnergy provides a number of scholarships with partners from Saskatchewan Polytechnic, FNUUniv, SIIT, DTI/GDI, University of Regina and University of Saskatchewan.

SaskEnergy utilized partnerships with SIIT and GDI/DTI in the past to help source and prepare candidates for training positions within the company.

SaskEnergy continues to strive for a representative workforce. Indigenous employees comprise 15.4 per cent of the corporation's current workforce.

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.

One of SaskEnergy's most visible activities involving Aboriginal Relations 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 over 40 monitors doing environmental studies and monitoring project across Saskatchewan.

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.

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 Aboriginal Relations 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.

SaskPower 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 Jan. 21 in Regina and Jan. 22 in Saskatoon and supports the Calls to Action initiative

SaskPower Indigenous Procurement

SaskPower continues to integrate Saskatchewan Aboriginal businesses into its supply chain through its Indigenous Procurement Policy. Since 2012, SaskPower has directly and indirectly procured goods and services from Saskatchewan Aboriginal Business worth over \$250M. Through Q3 2019, SaskPower has procured: \$31.9M across multiple projects throughout Saskatchewan.

- Hosted the 4th annual Indigenous Procurement Networking Forum on November 12th, which was attended by 107 suppliers, Crown procurement representatives and SaskPower Executives.
- SaskPower presented to the Conference Board of Canada’s Council on Corporate Aboriginal Relations regarding Indigenous economic development through SaskPower’s Indigenous Procurement initiative.
- SaskPower received the Premier’s Award for Excellence in Public Service for Indigenous Procurement.

First Nations Power Authority (FNPA)

- Developing 20 MW of solar generation. This includes a 10MW project through the George Gordon and Star Blanket First Nations partnership and a 10MW on-reserve project led by Cowessess First Nation. The goal is to have both solar projects commissioned by the end of 2021.

<ul style="list-style-type: none"> • Cowessess Renewable Energy & Storage: 20-year Power Purchase Agreement; Additional 340 kW solar added Oct 2018 <p>Meadow Lake Tribal Council:</p> <ul style="list-style-type: none"> • Potential for 8 MW biomass project - 25-year PPA signed in September 2019. The Government of Canada is contributing up to \$52.5 million to this project through the Investing in Canada Infrastructure Plan. \$250,000 is being provided by the Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs' Community Opportunities Readiness Program. <p><u>SaskBuilds:</u> Development of an Indigenous Procurement Guide and Guidelines with a focus on building meaningful relationships and the consideration or inclusion of specific evaluation criteria in government procurements to ensure Saskatchewan Indigenous companies have fair and open access to opportunities as all Saskatchewan business do. Priority Saskatchewan is developing the guide which will be used by the Single Procurement Service as it conducts procurements on behalf of ministry clients. The guide will also be available to the Crown sector.</p> <p>Work is underway with Priority Saskatchewan, the Crowns, and industry associations to create an Indigenous supplier directory to assist government entities to identify Saskatchewan Indigenous companies service offerings and to provide goods and services to government.</p> <p><u>Labour Relations and Workplace Safety</u> The Ministry has introduced amendments to <i>The Saskatchewan Employment Act</i> which will expand nomination, candidate and public office leave to include employees seeking election to a Band Council.</p> <p>Environment Sector 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;
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<ul style="list-style-type: none"> • 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; • 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>Economic Sector</p> <p>The Government of Saskatchewan works to assist, enable, and encourage investment and re-investment in Saskatchewan. Greater Indigenous Investment leads to new sales, new markets, exports, new prosperity, jobs and further diversification in the provincial economy. The Indigenous Economic Development Branch in the ministry of Ministry of Trade and Export Development is working closely with Indigenous organizations, institutions and businesses to help create, retain and expand Indigenous business, as well as attract new economic opportunities for Indigenous peoples. The 2019-20 annual branch budget for Indigenous service delivery is \$1.043M, with focused effort to:</p> <ul style="list-style-type: none"> • Ensure that Indigenous peoples are made aware of business opportunities; • Support and work to find investors for Indigenous business development projects; • Organize and facilitate investment opportunity meetings between non-Indigenous businesses and Indigenous businesses; • Support investment and work to find investors for Indigenous business development projects; and • Path-find, align, expedite and reduce barriers to increase Indigenous business opportunities. <p>The Ministry of Trade and Export Development sponsors projects, events and memberships to organizations that provide research, training and tools that support Indigenous business development. Total support for the 2018-19 operating period was \$223,000.</p> <p>The Ministry of Trade and Export Development is supporting 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 ○ Agency Chiefs Tribal Council is receiving \$750,000 annually from January 1, 2011 to 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.
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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.

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.

Saskatchewan also supports Canada and First Nations in implementing other land claim settlement agreements and additions to reserve.

International Minerals Innovation Institute 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.

International Minerals Innovation Institute has issued seven diversity & inclusion challenges in 2017-2018 to increase the number of Indigenous peoples and women in the mining sector including the supply chain.

Ministry of Highways and Infrastructure 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 159 Indigenous employees hired since 2006 and 40 per cent have received permanent employment or job referrals.

SaskPower Indigenous Procurement

SaskPower continues to integrate Saskatchewan Aboriginal businesses into its supply chain through its Aboriginal Procurement Policy. Since 2012, SaskPower has directly and indirectly procured goods and services from Saskatchewan Aboriginal Business worth over \$250M. Through Q2 2019, SaskPower has procured \$15.9M across multiple projects and throughout Saskatchewan. This represents 6.5 per cent of SaskPower's Saskatchewan procurement spending.

On June 3rd, 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.

SaskBuilds:

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.

Indigenous Eligible Ultimate Recipients/Applicants under the program include:

- A band council within the meaning of section 2 of the *Indian Act*.
- 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.

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.

