

Chart of Recommendations Directed to the City of Thunder Bay

Guiding Statements:

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

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

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| Recommendation 49. Consultation with Community Partners, and provide students prior to their move to Thunder Bay with firsthand information, re: community supports and opportunities in Thunder Bay | | | |
|--|---|--|--------------------|
| Parties Named | Actions | CTB Responsibility | Status |
| Canada, Ontario, CTB, NAN, NNEC, KO, DFCHS, MLC | <p>Meetings reported in detail in first and second annual reports. Broad range of City functions (including but not limited to Aboriginal Liaison Office, Recreation & Culture, Transit, Crime Prevention Council, Thunder Bay Drug Strategy, Human Resources and Emergency Services) participate in orientation events and programs each semester and annual events such as orientation events held by NAN, Confederation College and Lakehead University. As well, CTB participated in:</p> <ul style="list-style-type: none"> • DFC Experience-Feb 27-Mar 1, 2018: Aboriginal Liaison Office: \$8000 funding for the event; Respect Initiative and Recreation and Culture also supported event • Neighbourhood events: Together We Are Stronger, through North Caribou Lake First Nation Friendship Agreement (three events in three neighbourhoods) • Presentations in the schools • Superior High School Indigenous Student Orientation Day, October 2017 - Aboriginal Liaison Office, Crime Prevention Council, Transit; October 2018 <p>Lakehead Public School Board held four days of orientation sessions for all public high schools</p> <ul style="list-style-type: none"> ▪Funding for Matawa Student Orientation Video - Crime Prevention Council, Aboriginal Liaison Office ▪Funding for the video Chi Pi Kaaki Too Yang-Coming Together to Talk, in partnership with Thunderstone Pictures - Aboriginal Liaison Office; youth event held April 2019 ▪In May 2019, Matawa Education and Care Centre brought 16 grade 8 students from their remote communities to participate in orientation activities, including recreational events facilitated by City staff, tours and a welcome feast at City Hall. They were introduced to the Youth Inclusion Program Manager and other staff. YIP will hold annual gathering for grade 7&8 students from northern communities to orient them to Thunder Bay and will also travel to northern communities to connect with youth prior to arriving for school. | Aboriginal Liaison Office leads coordinated approach | <i>Implemented</i> |

| Recommendation 60. Avoid or resolve Zoning By-law issues, re: construction of facilities (e.g. student residence on college campus) | | | |
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| Parties Named | Actions | CTB Responsibility | Status |
| NNEC, CTB | Under Council's leadership, CTB working with requests as leads move forward with projects. For example, CTB assisted MLC with property and building for new learning centre (Grandview Lodge), which opened September 2018. | General Manager - Development Services | <i>Content or intent of recommendation is already in place</i> |

| Recommendation 74. Student welcome orientation session (including provision of City maps, transit maps, community centres, and activities) | | | |
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| Parties Named | Actions | CTB Responsibility | Status |
| CTB | See Recommendation 49 | Aboriginal Liaison Office leads coordinated approach | <i>Content or intent of recommendation already is in place</i> |

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

| Parties Named | Actions | CTB Responsibility | Status |
|--|---|---|--------------------|
| NAN, CTB, TBPS, NAPS, NNEC, KO, DFCHS, MLC | <p>CTB's Crime Prevention Council participated in all Working Group meetings and reviewed/provided feedback on all documents, procedures, best practices, risk factors, search plans and protocols developed by all named parties. CTB staff developed the missing person poster template that is being used by all named parties. CTB's Corporate Communications Division coordinated development of the public awareness campaign, in partnership with Thunder Bay Police Service, Crime Prevention Council and Matawa Learning Centre, to raise awareness of the importance and process of reporting missing person matters to Police without delay. The campaign, was publicly launched on June 26, 2018, and included a PSA video that was shared on social media and postcards for distribution to students, their families, schools and the communities. CTB Staff from Crime Prevention Council participated in missing person protocol training on January 18 and 19, 2018, facilitated by Thunder Bay Police Service. In 2019, a poster was created and the awareness campaign postcards were translated into Ojibwe, Ojicree and Cree for distribution to the northern communities. The campaign will be relaunched on Sept. 10, 2019 to continue to raise awareness and educate the community on the process for reporting missing persons.</p> | Crime Prevention Council Coordinator and Corporate Communications | <i>Implemented</i> |

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

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

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

| Recommendation 102. Consult and liaise with NNEC, Dennis Franklin Cromarty High School, Keewatinook Okimakanak, and Matawa Learning Centre to develop a plan to assist students to City programs, including transportation | | | |
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| Parties Named | Actions | CTB Responsibility | Status |
| CTB | <p>The First Nation Secondary School Pass (FNSSP) 'Pilot Program' was introduced on September 1, 2017 for First Nation students who were living in Thunder Bay to attend secondary school for the 2017-2018 school year. The initial price structure for the pilot program was introduced at a discounted rate of \$41.25 per eligible student per month. Transit Services presented an agreement to the interested communities/organizations based upon the Council approved pilot program Terms and Conditions. A signed copy of the terms and conditions was received by the nine (9) communities/organizations confirming their participation in the pilot program. At the start of the 2017 school year, Transit Services organized three (3) days at each participating school to distribute the identification bus passes. The majority of passes were provided to students during those sessions; the remainder were issued at the Transit Administration office. Students were provided with their pass, a summary of the rules of the pass and transit maps to assist with using the system. There were 236 students involved in the program – 222 youth (under the age of 18) and 14 adults. The pilot program has streamlined the process of the pass distribution for Transit Administration and student educators.</p> <p>The FNSSP Pilot Program was extended for the 2018-2019 school term to provide additional time to assess the program's effectiveness and costs. In 2018-2019, 328 students were involved in the program. As part of the 2020 budget, the program will be recommended to continue for the 2019-2020 school term. An internal review of the Transit Division's Fare and Revenue Strategy is underway and Administration will be providing a separate report to City Council later in 2019 that will include recommendations for all discounted fare pass programs.</p> | Manager - Transit | <i>Implemented</i> |

| Recommendation 103. Liaise with Dennis Franklin Cromarty High School and Matawa Learning Centre to provide copies of "The Key, and other materials, re: recreational programs | | | |
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| Parties Named | Actions | CTB Responsibility | Status |

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| CTB | The Key Coordinator was in contact with staff from MLC and DFCHS in Fall 2016, and both are now added to the distribution list. | Director-Recreation & Culture | <i>Implemented</i> |
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| Recommendation 104. Promote P.R.O. Kids to NAN, NNEC, Dennis Franklin Cromarty High School, Keewaytinook Okimakanak, Matawa Learning Centre | | | |
|---|---|-------------------------------|--------------------|
| Parties Named | Actions | CTB Responsibility | Status |
| CTB | PRO Kids staff have met with named parties. In 2017, 226 applications were made to PRO Kids from Indigenous service agencies. In addition, many more Indigenous families are referred through DSSAB. New referrals have been received from DFCHS and MLC. In 2018, 215 referrals were made from Indigenous service agencies. Many more indigenous families are referred through TBDSSAB or other community services. PRO Kids continues to reach out to Indigenous agencies by providing application forms and presentations to staff to encourage referrals. | Director-Recreation & Culture | <i>Implemented</i> |

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

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

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Recommendation 107. Coordinate participation of Dennis Franklin Cromarty High School and Matawa Learning Centre students in recreation programs and events, including use of skating rinks

| Parties Named | Actions | CTB Responsibility | Status |
|---------------------------|---|-------------------------------|--------------------|
| CTB, NNEC, KO, DFCHS, MLC | Partners Forum was held for input on City-wide youth programming including opportunities at the Kinsmen Youth Centre. Discussion included: education and employment, welcoming students to Thunder Bay, mental health and addictions, recreation, extracurricular activities and interests. Community, Youth & Cultural funding Program Grant was approved in January 2017 for a sports equipment lending library hosted by MLC that would be open to all First Nations Youth attending school in Thunder Bay. Other opportunities will be sought and Administration will have increased awareness of the needs of First Nations and Métis communities. Children & Youth staff invited partners including DFCHS and MLC to attend the Partner's Forum at the Kinsmen Youth Centre and offered the use of the Kinsmen Youth Centre for youth programming. Since then partnerships have formed with both institutions to use space at the Kinsmen for youth programming. Staff assisted in the coordination of a hockey program hosted by MLC at the Kinsmen Youth Centre outdoor rinks and will continue to pursue options for future use of skating rinks by DFCHS and MLC Students. A new swimming partnership was developed between DFC and the Canada Games Complex. DFC Experience-Feb 27-Mar 1, 2018: Aboriginal Liaison Office: \$8000 funding for the event; Respect Initiative had an information booth. Recreation and Culture also supported the event. Through the Youth Inclusion Program (YIP), both DFCHS and MLC are expanding their hockey programs, through arrangements to access ice time in City areas at reduced rates. A broomball league is being explored for the first YIP site in winter 2019. Thunder Bay Indigenous Friendship Centre carved a snow sculpture for SnowDay 2019. DFC students submitted nominations for students for annual Thunder Bay Arts and Heritage Awards. DFC Students have been included in City of Thunder Bay's celebrations of National Youth Arts Week with student work featured in Youth Arts Showcase at Kinsmen Youth Centre. | Director-Recreation & Culture | <i>Implemented</i> |

Recommendation 108. Develop policy and procedures for dealing with incapacitated youth (under 18), including addressing the safety of youth who are denied or removed from, or exit, Transit Services, including training of Operators and Controllers

| Parties Named | Actions | CTB Responsibility | Status |
|---------------|--|--------------------|--|
| CTB | Procedures, protocols and training to address the safety of all riders who appear to be unable to care for themselves and/or are in apparent distress while ensuring the safety and well-being of the passenger, other passengers, and the operator. | Manager - Transit | <i>Content or intent of recommendation is already in place</i> |

Recommendation 109. Develop and report on employment equity targets for Indigenous youth hired by the City

| Parties Named | Actions | CTB Responsibility | Status |
|---------------|--|---|--|
| CTB | Every three years the Corporation provides an Employment Equity report that includes an update and review of its workforce demographic and outreach efforts related to Indigenous peoples, persons with disabilities, women, and visible minorities. Effective July 1, 2018 the Corporation will also track workforce data related to Indigenous youth applications and hires. | Director - Human Resources & Corporate Safety | <i>Alternate recommendation has been implemented</i> |

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| Recommendation 111. Post "Declaration of Commitment" (dated March 29, 2010) in all City Buildings | | | |
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| Parties Named | Actions | CTB Responsibility | Status |
| CTB | Plaques with Declaration of Commitment to Urban Aboriginal People created and posted at 45 locations in City Buildings. The Declaration is read at Council's Committee of the Whole meeting closest to the annual National Aboriginal Day, most recently June 18, 2018. | Director-Corporate Strategic Services/City Clerk | <i>Implemented</i> |

| Recommendation 113. Take into account the need to appoint Indigenous representative(s) on the Thunder Bay Police Services Board | | | |
|---|---|---|--------------------|
| Parties Named | Actions | CTB Responsibility | Status |
| Ontario, CTB | In December 2017, Celina Reitberger, a member of Fort William First Nation, became the Provincially appointed member of the Thunder Bay Police Services Board. In January 2019, Georjann Morriseau was appointed as a Civilian Board Member to the Thunder Bay Police Services Board. | Thunder Bay Police Services Board with City Council and Ontario | <i>Implemented</i> |

| Recommendation 115. Consult with Community Partners, TBPS, NNEC, DFCHS, KO, Independent First Nations Alliance (IFNA), Shibogama and MLC on Terms Of Reference for safety audit of rivers frequented by First Nation students (e.g. improved lighting, emergency button poles, under-bridge barricades, increased police patrols) | | | |
|---|--|--------------------------------------|--------------------|
| Parties Named | Actions | CTB Responsibility | Status |
| CTB, TBPS, NNEC, KO, DFCHS, MLC | Included as an action in Safer Thunder Bay 2017-2020 Community Safety and Well-being Strategy, which was approved by City Council on December 19, 2016. Training and audits conducted May 15-16, 2017, with 50 participants from all named parties participating including youth, mental health and on-call student support workers. The training and audits were led by safety and security experts. The report resulted in 10 recommendations which include short, medium and long-term actions. Actions to date: lightning enhancements along prioritized river areas; removal of overgrown vegetation/ongoing maintenance plan; establishment of Project Floodway/TBPS river patrols removal of graffiti; increased event programming at the river locations including Jane's Walks at Vickers Creek, clean-ups all locations; increased river patrols by on-call staff from schools; Nibii Mamowechitiwin Youth Event, September 2018-recognizing the significance of water to Indigenous Culture; direct linkage to North West Community Mobilization Network. DFC proposal for installation of student artwork along waterways has been presented to and approved in principle by the Public Art Committee. | Crime Prevention Council Coordinator | <i>Implemented</i> |

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Recommendation 117. Consult with Community Partners to arrange for speakers/instructors to attend schools to provide information on topics which are aimed to engage the students

| Parties Named | Actions | CTB Responsibility | Status |
|-----------------------------|--|--------------------|--|
| CTB, NNEC, KO DFCHS, MLC | <p>Various CTB Departments have implemented elements of this recommendation:</p> <ul style="list-style-type: none"> ▪Superior High School Indigenous student orientation day, Oct. 2017 - Aboriginal Liaison Office, Crime Prevention Council, Transit. Lakehead Public Schools grade 9 orientation sessions, fall 2018. ▪Presentations on opioids, overdose prevention and naloxone to Catholic Board and Public Board principals, and at MLC human trafficking workshop - Thunder Bay Drug Strategy ▪Youth 4 Community grant - Drug Awareness Committee. Bay Safe implemented project to engage with youth through Mary J. L. Black Library, Castlegreen Youth Hub, Kinsmen Youth Centre, and resource centres at Vale/Limbrick, Windsor/Picton/Blutcher and Academy. Focus was on providing information on harm reduction and safer partying - Coordinated through Thunder Bay Drug Strategy ▪Community safety and well-being presentation at MLC human trafficking workshop - Crime Prevention Council ▪Youth Inclusion Program is connecting with youth from all named parties to engage the students and invite their involvement and participation in programming. | Various | <i>Content or intent of recommendation is already in place</i> |

Recommendation 118. Review the Calls to Action from the Truth and Reconciliation Commission, including Number 57, and consider appropriate action

| Parties Named | Actions | CTB Responsibility | Status |
|---------------|--|--|--------------------|
| CTB | <p>The Corporation offers Aboriginal/ Indigenous Cultural Awareness training to all new employees and Walk a Mile training to all employees using the short documentary film series, professional curriculum and trained community facilitators.</p> <p>In consultation with the Indigenous community and the Corporation's union representatives, CTB has redeveloped staff Aboriginal/Indigenous Cultural Awareness training programs to enhance the current training curriculum and include skills-based training related to intercultural competency, conflict resolution, human rights and anti-racism. The training program will launch in fall 2019, and will include a mandatory three-hour training session for all existing City staff and all new City Staff. A modified six-hour training session will be delivered to all front-line/customer-facing staff.</p> | City Clerk/Aboriginal Liaison/Human Resources & Corporate Safety | <i>Implemented</i> |

Recommendation 119. Review the United Nations Convention on the Rights of the Child and the United Nations Declaration of the Rights of Indigenous Peoples

| Parties Named | Actions | CTB Responsibility | Status |
|---------------|--|--------------------------------------|--------------------|
| CTB | Considered in renewal of the Aboriginal Strategy and other cultural awareness training and activities in 2017. | City Clerk/Aboriginal Liaison Office | <i>Implemented</i> |

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

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

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

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

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

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

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

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

MEDIUM-TERM = 2 - 4 YEARS

Recommendation 75. Act as a resource to identify Community Partners including, but not limited to, Canada and Ontario who could provide support, and fund peer leaders and mentors

| Parties Named | Actions | CTB Responsibility | Status |
|----------------------|--|---|--------------------|
| Canada, Ontario, CTB | On August 28, 2018, Public Safety Canada announced \$5.6 million funding over five years for the five- year Youth Inclusion Program. Application submitted in June 2016 to Public Safety Canada for a five-year Youth Inclusion Program. Public Safety Canada supported the development of a full proposal which was submitted December 2017. The priority issues the project will address include youth safety, youth crime reduction and well-being, and youth engagement/participation in recreational, social and cultural opportunities, with a focus on providing positive role models and mentors to Indigenous youth attending school in Thunder Bay. A Program Manager was hired in January 2019. Two Youth Navigators, two Program Supervisors and two Coordinators have also been hired and the framework for the YIP has been established. Youth are being engaged at the neighbourhood level and schools level to prioritize youth-driven programming will be implemented. Youth programming began in June 2019. A third-party evaluator has been hired to conduct a comprehensive evaluation of the program over the five years. | Director - Corporate Strategic Services, CPC Coordinator, General Manager - Community Services, Youth Inclusion Program Manager | <i>Implemented</i> |

Recommendation 110. Review "Welcome Thunder Bay" and incorporate better reflection of Indigenous presence in the territory for millennia

| Parties Named | Actions | CTB Responsibility | Status |
|---------------|--|---------------------------------------|--------------------------|
| CTB | A Wayfinding Plan has been developed to create an integrated system that orients people to their locations and directs them to selected primary destinations. Consultation and engagement sessions were held with Fort William First Nation band council and members. The project team collaborated with Fort William First Nation artists both as an acknowledgement that the wayfinding system is on the traditional lands of FWFN and as a sign of welcome to the many other First Nation individuals who visit or live in Thunder Bay. The wayfinding materials depict important animals and places that are featured in Anishinaabe culture, stories and teachings and were considered appropriate by Fort William First Nation's Chief and Council. The sides of the kiosks include words of welcome printed in both English and Ojibwe, the language of FWFN. The plaques on the front of the kiosks read "You are on the traditional territory of Fort William First Nation, signatory to the Robinson Superior Treaty of 1850." | Director-Corporate Strategic Services | <i>Being Implemented</i> |

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| Recommendation 112. Encourage and support Anti-Racism, Respect, and Crime Prevention Committees, and develop a public education campaign identifying and discussing the issue of racially motivated crimes involving Indigenous communities | | | |
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| Parties Named | Actions | CTB Responsibility | Status |
| CTB | Anti-racism Resources have been added to Anti-Racism & Respect Advisory Committee web page (www.thunderbay.ca/antiracism). The Racism Incident Reporting and Referral Service Pilot Program was launched June 27, 2017. Funding was extended into 2019. | Anti-Racism & Respect Committee/Director-Corporate Strategic Services | <i>Implemented</i> |
| | Included recommendation as an action in Strategic Priority 2: Strong Neighbourhoods of the Crime Prevention Council's Safer Thunder Bay 2017-2020 Community Safety and Well-Being Strategy. Working Group established to review the existing hate crimes awareness campaign: <i>Hate Divides a Community-We're Better Than This</i> . Planning for consultations with Indigenous partners and community members to review the existing campaign or explore renewal or development of a new campaign. | Crime Prevention Council Coordinator | <i>Being Implemented</i> |

| Recommendation 114. Consultation between numerous Community Partners, including Health Canada, Northwest LHIN, EMS, et al, to develop an alternative facility or intoxicated youth (e.g. shelter or detox unit for youth under 25) | | | |
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| Parties Named | Actions | CTB Responsibility | Status |
| Canada, Ontario, CTB, NAN, NNEC, KO, MLC | Working group meeting regularly through the coordinated effort of the Northwest Local Health Integration Network. Included as an action in TBDS Strategic Plan 2017-2020. Successful proposals submitted and funding received for three safe sites for each respective First Nation named party (KO, NNEC, Matawa). Three sites are operational and include shared services among the three groups, as well as use of existing resources within each group. Third site still undergoing some renovations. Goal is to have fourth site (to serve all other youth not currently served by the existing sites) in place by beginning of next school term (September 2019). | Thunder Bay Drug Strategy Coordinator | <i>Being Implemented</i> |

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| Recommendation 116. Work with First Nation expertise to develop a local and social media campaign, which addresses: challenges, health and safety, racism faced by First Nation students, and reporting racism | | | |
|---|---|---|--------------------------|
| Parties Named | Actions | CTB Responsibility | Status |
| CTB, NAN, DFCHS, MLC | Submission in June 2016 to Public Safety Canada for Youth Inclusion Program, including \$40,000 for implementation of Recommendation 116. This funding was approved in August 2018. Leadership Thunder Bay Community Action Project (CAP), as a first phase, conducted a related project for the City's Anti-Racism and Respect Advisory Committee. Focus of project on engaging Indigenous youth and allies to identify challenges faced by youth and opportunities for the community to get involved in addressing these. A video was completed in June 2018. Named parties worked with Diversity Thunder Bay to bring together over 200 Thunder Bay youth on April 30, 2019 to screen the <i>Coming Together to Talk</i> film and have break-out style discussions about racism, reconciliation, challenges facing Indigenous youth coming to Thunder Bay and misconceptions/stereotypes. Over 20 youth facilitated the discussions and took notes, which will be compiled into a report prepared by youth. The named parties are working with a local design company to develop a social media campaign to raise awareness about the challenges facing Indigenous youth in Thunder Bay and to deepen our community's understanding. | Director- Corporate Strategic Services, | <i>Being implemented</i> |

| Recommendation 139. Pursuant to Recommendation Number 57 of the Truth and Reconciliation Commission's Calls to Action, provide skills-based training in intercultural competency, conflict resolution, human rights, anti-racism to staff | | | |
|--|--|--|--------------------------|
| Parties Named | Actions | CTB Responsibility | Status |
| Canada, Ontario, CTB | CTB offers Aboriginal/ Indigenous Cultural Awareness training to all new employees and Walk a Mile training to all employees using the short documentary film series, professional curriculum and trained community facilitators. In consultation with the Indigenous community and the Corporation's union representatives, CTB has redeveloped staff Aboriginal/Indigenous Cultural Awareness training programs to enhance the current training curriculum. | City Clerk/Director- Corporate Strategic Services/Director- Human Resources & Corporate Safety | <i>Being Implemented</i> |