



Council for Indigenous Relations



STRATEGIC PLAN 2017-2020



About our logo

Inside the circle are seven points, representing the seven sacred teachings. The inner circle contains the four colours of the Council for Indigenous Relations. The red (Eastern) represents Indigenous people and reminds us to respect the ways of other people; green (Southern) is a symbol for our medicines, many of which are green, and teaches us to acknowledge and care for Mother Earth. The blue (Western), or water and sky, give us Grandmother teachings of the moon, and the white (Northern) stands for spirituality and respect. We include symbols that represent the First Nations, Metis and Inuit peoples in Winnipeg.

Our Path

Message from the Council for Indigenous Relations and United Way Winnipeg	4
What Guides Us	5
Developing this plan	5
Goal 1 – Greater cultural inclusion and safety	6
Goal 2 – Active engagement in truth and reconciliation	7
Goal 3 – Recognizing and advancing Indigenous Philanthropy	8
Goal 4 – Increasing community collaborations and supporting capacity building	9
Goal 5 – Greater awareness of CIR/UWW involvement in the Winnipeg Indigenous community . . .	10
Goal 6 – Increased CIR/UWW capacity	11
Goal 7 – More meaningful youth involvement	12
CIR Guiding Principles	13



Message from the Council for Indigenous Relations

In March of 2015 the Council for Indigenous Relations (CIR) created a "Planning Alternative Tomorrows of Hope" plan that set the goals for the following year of CIR's activities. Since that plan was formed, we have witnessed many developments inside and outside United Way, including the final report of the Truth and Reconciliation Commission as well as United Way Winnipeg's public Moving Forward plan. With these evolving realities in mind, the Council began looking at our own plan and reflecting on our role in United Way Winnipeg's future. We believe the resulting three year plan will see our Council build more bridges across the United Way overall organization than ever before.



Angie Hutchinson
Co-Chair,
Council for
Indigenous
Relations



Sarah Cook
Co-Chair,
Council for
Indigenous
Relations

Message from United Way Winnipeg

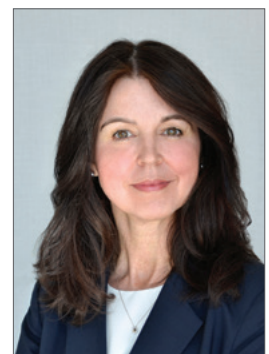
The **94 Calls to Action** in the *Final Report of the 2015 Truth and Reconciliation Commission of Canada* are an appeal to make concrete changes in our society. They list specific actions to redress the legacy of residential schools and advance the process of truth and reconciliation in Canada. United Way Winnipeg is committed to truth and reconciliation. Over time, and with guidance from the Council for Indigenous Relations (CIR), we have come to recognize how critical truth is and understand there is still much to be learned.

The Council's seven goals, as articulated in this Strategic Plan, connect to and support the three year plan of United Way Winnipeg. This alignment is essential to ensure that we are working within the spirit and intent of truth and reconciliation in all that we do.

As we move forward to implement United Way's bold new three-year plan, launched in 2016, we are honoured to work alongside members of the Council for Indigenous Relations who continually support us to think deeply, understand and learn together.



Marilyn McLaren
2017 Chair,
Board of Trustees



Connie Walker
President & CEO

What Guides Us

The Council for Indigenous Relations (CIR) operates from the foundation of the seven sacred teachings and from four pillars:

Respect

Humility

Love

Truth

Honesty

Courage

Wisdom

Building Knowledge

Building Relations

Building Capacity

Engaging Youth

Building Knowledge means to increase United Way Winnipeg's (UWW) knowledge about Indigenous communities, the Indigenous community's knowledge about UWW, and the general public's knowledge about Indigenous communities.

Building Relations is designed to strengthen relationships between UWW and individuals and organizations in Indigenous communities as well as relationships between Indigenous communities and other organizations in the not-for-profit, government, and corporate sectors.

Building Capacity includes a number of different approaches that focus on:

- Supporting leadership development within Indigenous communities
- Inviting Indigenous people onto Boards and Committees

- Mentorship
- Matching people with organizations that provide opportunities to develop skills and experience in the not-for-profit sector
- Communication efforts to highlight capacity development/growth within Indigenous communities

Engaging Youth aims to involve youth in CIR/UWW activities in real and meaningful ways.

Based on these pillars, CIR has identified seven goals to pursue over the next three years. These goals are:

1. Greater cultural inclusion and safety
2. Active engagement in truth and reconciliation
3. Recognizing and advancing Indigenous Philanthropy
4. Increasing community collaborations and community capacity
5. Greater awareness of CIR/UWW involvement in the Winnipeg Indigenous community
6. Increased CIR/UWW capacity
7. More meaningful youth involvement

Embedded throughout these goals is the Council's intention to focus on stronger and more active relationships. CIR intends to make collaboration and partnering planned, intentional, and strategic in advancing the communally minded goals of CIR and UWW.

Developing this plan

The Council for Indigenous Relations was formed in 2005 as the Aboriginal Relations Council after United Way Winnipeg developed an Aboriginal Relations Strategy. The Council developed annual plans each year and reviewed the Aboriginal Relations Strategy in 2011 (the youth pillar was added at that time).

In 2016, the Council moved toward a three-year planning model to connect to the three-year strategic plan of UWW. The process that was used included a review of past work, a session on the strengths, challenges and environmental influences of CIR and UWW. In addition to this, CIR worked hard to produce a three-year PATH (planning alternative tomorrows with hope).

This plan is based on the outcomes of the PATH process, the four guiding pillars of CIR, the seven sacred teachings, and the broader UWW strategic priorities.

GOAL

1



UNDERLYING SACRED TEACHING

Respect

SUPPORTING PILLAR

Building Knowledge

Greater cultural inclusion & safety

The goal is for UWW to be culturally inclusive and culturally safe for staff, volunteers, and participants. CIR is not intended to be the only place where Indigenous people can feel safe in sharing who they are, culturally, or in making their voice as an Indigenous person heard. This will involve working with each of the committees and departments of UWW; with staff, volunteers, and leadership.

In many ways, this work is a work of truth and reconciliation because it requires mutual learning and addressing stereotypes. It is a work of building an organizational culture that is based on respect, learning, and support.

An additional element of this goal is to support the UWW in exploring the journey to become PAR (Progressive Aboriginal Relations) certified by the Canadian Council for Aboriginal Business.

Steps toward the goal

• Develop a timeline for delivering a cultural inclusion curriculum to the Board & volunteers of UWW

• Develop a document that explains cultural safety

• Develop a plan for knowledge exchange across UWW tables that includes elements from the Philanthropic Community's Declaration of Action

• Review various organizational policies for inclusiveness

• Develop recommendations for policy revisions

Active engagement in truth and reconciliation

The City of Winnipeg declared the year of reconciliation after the Truth and Reconciliation Commission (TRC) released their 94 Calls to Action. CIR is acutely aware of the importance of the work involved with truth & reconciliation, but also aware of the risk of 'truth' being forgotten in the process. Truth and reconciliation is needed, but it is difficult work as it requires society to face the truth of the past (both long past and very recent) and the present.

The goal is for CIR to support UWW in remaining actively engaged in truth and reconciliation efforts.

GOAL 2



UNDERLYING
SACRED
TEACHING

Truth

SUPPORTING
PILLAR

**Building
Knowledge**

Steps toward the goal

- Review the TRC Calls to Action that have been committed to
- Review United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) principles
- Develop recommendations for UWW to incorporate Calls to Action in operational plans
- Develop framework for inclusion of UNDRIP principles into operations
- Develop reporting mechanism for measuring progress on action



UNDERLYING
SACRED
TEACHING

Humility

SUPPORTING
PILLAR

**Building
Relations**

Recognizing and advancing Indigenous Philanthropy

Indigenous people have been involved in philanthropy since before memory. CIR would like to recognize this and ensure that the broader UWW is aware of both the involvement and the different forms of involvement that have taken place.

Part of this work will include incorporating Indigenous philanthropy in UWW into a third environmental scan, advancing CIR/ UWW progress on incorporating principles of the philanthropic community's Declaration of Action, and exploring the current case for an Indigenous philanthropy curriculum in a Winnipeg context.

CIR will continue to support the cultivation of fundraising partners from the Indigenous communities, including individual donors as well as companies.

Steps toward the goal

- Develop a formal expanded definition of "donor" to include different forms of giving
- Review a case for locally adapting "Art of Reciprocity" curriculum;
- Develop the locally adapted curriculum;
- Share curriculum with community partners
- Develop plan for third environmental scan;
- Share expanded definition of giving as part of internal communication plan
- Share giving definition more broadly;
- Incorporate Indigenous philanthropy in environmental scan
- Public communication to recognize and honour Indigenous donors through the many different gifts and ways of giving

Increasing community collaborations and supporting capacity building

Stemming from a love of community, CIR seeks to support capacity building by providing awareness of potential community collaborations. There are many important organizations in the urban Indigenous community, some of which could benefit from being connected to supportive resources. While CIR does not have the mandate to award funding or deliver direct programming, CIR can help identify possible resources and assist in connecting community to resources.

GOAL 4



UNDERLYING SACRED TEACHING

Love

SUPPORTING PILLAR

Building Capacity

Steps toward the goal

· Learn community organizations needs and possible gaps

· Engage with organizations around identified needs

· Support possible gathering of partners and resources



UNDERLYING
SACRED
TEACHING

Honesty

SUPPORTING
PILLAR

**Building
Capacity**

Greater awareness of CIR/UWW involvement in the Winnipeg Indigenous community

UWW has had a lot of success in working with the Indigenous community of Winnipeg over the past 20+ years. In fact, UWW has become a role model for other United Ways across Canada. This success has not always been celebrated and shared with others.

Through its work, CIR/UWW recognizes the strength within the Indigenous community itself. CIR is acutely aware of the negative portrayal of the Indigenous community in the media and the general lack of coverage of positive news stories of the community.

Under this goal, CIR will inform a marketing/promotion plan to both increase awareness of CIR and UWW's active involvement in the Indigenous community of Winnipeg and share and celebrate positive stories from the Indigenous community more broadly.

Steps toward the goal

- Develop a marketing/promotion plan focused on positive Indigenous stories
- Explore a relationship with voices like Red Rising Collective for positive community stories
- Gather stories of success, strength, Indigenous philanthropy, positive practices, role models
- Develop and launch a sharing vehicle

Increased CIR/UWW capacity

For CIR/UWW to continue achieving the kind of success it has achieved to date, it is important to ensure that CIR capacity is kept strong. Under this goal, CIR will support increasing the connection between Indigenous agency needs and UWW departments and committees. In addition, CIR will work to keep the Council strong through succession planning, and activities that build unity and team among the CIR members.

GOAL 6



UNDERLYING SACRED TEACHING

Wisdom

SUPPORTING PILLAR

Building Capacity

Steps toward the goal

- Plan Day of Caring; Jointly establish a schedule of regular meetings with UWW departments and committees
- Develop CIR succession plan and include concept of mentorship;
- Develop reporting indicators to measure Indigenous participation & contribution to UWW
- Deliver three Day of Caring events per year;
- Incorporate succession activities as part of CIR member expectations — establish youth co-chair role
- Develop recommendations for policy revisions;
- Communicate value of reporting to all areas of UWW;
- Implement data collection and draft first report based on indicators

GOAL

7



UNDERLYING
SACRED
TEACHING

Courage

SUPPORTING
PILLAR

**Engaging
Youth**

More meaningful youth involvement

CIR recognizes the importance of youth, the next generation, in continuing the important work of CIR. Youth have an energy and insight that is important to include in CIR plans and activities. Not only is it engaging youth, one of CIR's pillars, it is a specific goal in this plan. CIR will strive to increase the involvement of Indigenous youth and their voice as a regular part of UWW committees and activities.

Steps toward the goal

- Begin active invitations to youth through CIR members to participate at CIR events
- Through marketing plans, extend invites for youth participation to schools, student councils, youth organizations
- Develop closer relationship with Youth United
- Establish youth co-chair model at CIR
- Share the value of active youth participation with broader UWW

Council for Indigenous Relations Guiding Principles

The Seven Sacred Teachings guide the process of engagement for all members of the Council for Indigenous Relations.

The Co-Chairs along with all council members and staff support will ensure that the guiding principles are upheld.

Each member of the Council for Indigenous Relations will honour the Guiding Principles in all functions and activities to serve the urban Indigenous peoples of Winnipeg.



Respect

Reciprocal appreciation of each other's differences and the willingness to work together to affect change.



Humility

No one person in the group has the solution to all the issues. We can only be open to ideas and solutions to accomplish each task. It is important in the process, to include and honour the input and needs of the community at large.



Love

In a professional sense, it is to have the ability to give, accept and share without judgment, conditions or bias.



Truth

Being sincere and straightforward with each other to achieve the goals and tasks of the Council. Being transparent in sharing information with all members that is relevant and reliable.



Honesty

A partnership can only function when all parties are genuine in work and action, regardless of positive or negative situations. Confidentiality must also be honoured.



Courage

Having the ability to face adversity together and take chances with new ideas will certainly contribute to achieving a goal.



Wisdom

Understanding that everything is a learning process. It is important to accept responsibility and to also be accountable to the community. The Council has shown us to be practical and to move forward in a good way.

Ground Rules According to the Seven Sacred Teachings

Love

Celebrate
Accept each other “unconditionally”
Demonstrate passion for our mission to serve community
Be kind to each other

Humility

Don't try to do it all alone
Recognize the value in others and help others achieve their value
Ask for help

Courage

Disagree
Do things differently
Do the right thing
Admit when you are wrong
Say what you have to

Respect

Come prepared and participate actively
Be mindful of language
Be on time
RSVP
Respond to emails even if just an acknowledgement
Treat people as people, not as their role
One person to talk at a time
No inappropriate language, no yelling

Honesty

Be clear or direct
Say what you mean
Mean what you say
Practice what you preach

Wisdom

Be solution oriented
Reminder of why we are all there, at every meeting (Seven Teachings/Guiding Principles)
Be prepared
Explore new methods of improving effectiveness

Truth

Our collective mission is our collective truth. Remember who we are working for.
Raise issues and finish discussions at the CIR table rather than outside the meetings
Treat people as people, not as their role





580 Main Street, Winnipeg MB R3B 1C7 P 204-477-5360 | F 204-453-6198

E info@UnitedWayWinnipeg.mb.ca | W UnitedWayWinnipeg.ca

 [unitedwaywinnipeg](https://www.facebook.com/unitedwaywinnipeg)  [unitedwaywpg](https://twitter.com/unitedwaywpg)  [unitedwaywpg](https://www.instagram.com/unitedwaywpg)  [unitedwaywpg](https://www.linkedin.com/company/unitedwaywpg)