

23.



STAFF REPORT INFORMATION ONLY

Strategies for Indigenous Initiatives - Update

Date: October 30, 2023

To: Toronto Public Library Board

From: City Librarian

SUMMARY

The purpose of this report is to provide a five-year progress update on the [Strategies for Indigenous Initiatives](#) at Toronto Public Library (TPL) as part of TPL's response to the Truth and Reconciliation Commission's (TRC) 94 Calls to Action.

These 42 strategies were developed for consultation with Indigenous communities in Toronto and in collaboration with Indigenous service providers in Toronto. Over the last five years, significant progress has been made on the strategies. This report provides a summary of highlights of progress to date with detailed information about the status of each initiative included in Appendix 1, along with its mapping to TPL's work in support of the new [City of Toronto Reconciliation Action Plan 2022-2032 Actions](#).

The goals in TPL's new Reconciliation Statement, once approved by the Toronto Public Library Board (the Board), will provide further direction and accountability for work the Library will continue to prioritize in consultation with Indigenous communities and partners. TPL will report to the TPL Board annually on Reconciliation Statement goal progress, incorporating updates and work in support of TPL's Strategies for Indigenous Initiatives and the City of Toronto's Reconciliation Action Plan. This reporting will serve to meet the Board's direction to report bi-annually on TPL's Reconciliation Action Plan work during its 2022-2032 term, as requested by City Council.

FINANCIAL IMPACT

There is no financial impact beyond what has already been approved in the current year's budget.

The Director, Finance & Treasurer has reviewed this financial impact statement and agrees with it.

ALIGNMENT WITH STRATEGIC PLAN

TPL's Strategic Plan (2020-2024) explicitly commits to an ongoing and long-term response to reconciliation and references TPL's Strategies for Indigenous Initiatives, endorsed by the Board in 2017. The Strategic Plan builds on TPL's existing work and identifies our commitment to engage with Indigenous communities in ongoing consultation for planning and designing of culturally safe and relevant library spaces, as well as building staff capacity to support engagement with Indigenous communities through cultural training and ongoing development.

EQUITY IMPACT STATEMENT

TPL has an important role to play in the Reconciliation process by bringing together Indigenous and non-Indigenous communities in a culturally safe and relevant space, and helping to facilitate public education and awareness on Truth and Reconciliation, residential schools and treaty relationships. TPL also has a responsibility for ensuring that the Library is a culturally safe and relevant space for members of Indigenous communities in Toronto. Working in partnership with the City on the implementation of the City's Reconciliation

Action Plan 2022-2032 will further support TPL's work in the Reconciliation process alongside, and complementary to, TPL's Strategies for Indigenous Initiatives.

It is important to note that Reconciliation and justice is not the same as achieving equity. Indigenous Peoples are not seeking equity. Indigenous Peoples have distinct Aboriginal and Treaty rights recognized under the Constitution Act, 1982. Other equity-deserving groups do not have these same constitutional rights, which are born out of being the original occupants and stewards of the land. Seeking equity implies that Indigenous Peoples have the same needs as other groups, although the historical context and needs are distinctly different. Rather, Indigenous Peoples are seeking to have their distinct Aboriginal and Treaty Rights protected.

DECISION HISTORY

At its April 18, 2017 meeting, the Board endorsed TPL's [Strategies for Indigenous Initiatives](#) for consultation with Indigenous peoples and communities as part of TPL's response to the Truth and Reconciliation Commission of Canada's (TRC) 94 Calls to Action. The 42 identified strategies focus on a number of areas, including physical and virtual spaces, programming, collections, and staff training and recruitment.

On January 27, 2020, TPL staff provided a [Board Education session](#) on TPL's Indigenous Initiatives, including a progress update on the Strategies for Indigenous Initiatives.

At its April 6, 2022 meeting, Toronto City Council unanimously adopted [2022.EX31.1: City of Toronto: Reconciliation Action Plan 2022-2032](#), which included requesting the Boards of Directors of Toronto Police Services, Toronto Public Library and all City Corporations commit to Reconciliation efforts guided by the values and principles set out in the report, and consider bi-annual (every two calendar years) reporting by staff on the work being undertaken to their respective Boards.

At its May 24, 2022 meeting, the Board endorsed the [City of Toronto Reconciliation Action Plan 2022-23](#) and agreed to partner with the City of Toronto on the implementation of the plan. The plan identified 28 strategic actions divided across five categories, including Actions to Restore Truth, Action

to Right Relations and Share Power, Actions for Justice, Actions to Make Financial Reparations and Actions for the Indigenous Affairs office. As part of the endorsement, TPL staff will report bi-annually (every two calendar years) to the Board on related work during the term of the Reconciliation Action Plan 2022-2032.

ISSUE BACKGROUND

The June 2015 TRC report called on all levels of government and institutions to redress the legacy of residential schools by responding to 94 Calls to Action. As a first step in responding to these calls, TPL created a new Senior Services Specialist position with the initial task of conducting an environmental scan and drafting recommendations on how TPL might respond to the TRC Calls to Action and set a path for Indigenous initiatives at TPL. This work resulted in the Strategies for Indigenous Initiatives report and outlined 42 strategies, which were endorsed by the Board on April 18, 2017.

TPL's 42 Strategies for Indigenous Initiatives are divided into the following categories:

1. Breaking Down Organizational Barriers
2. Indigenizing Library Spaces: Physical and Virtual
3. Incorporating Indigenous Content into TPL Programming
4. Improving Access to Indigenous Content through TPL Collections
5. Enabling and Empowering Indigenous Communities
6. Building Capacity and Staff Competency

COMMENTS

Progress on TPL's Strategies for Indigenous Initiatives

Since the introduction of the Strategies for Indigenous Initiatives in 2017, TPL staff have successfully completed a number of initiatives. Below is a summary of highlights of progress to date. Detailed information about the status of each initiative is included in Appendix 1, along with its mapping to TPL's work in support of the new City of Toronto Reconciliation Action Plan 2022-2032 Actions.

1. Breaking Down Organizational Barriers

- Established the [Indigenous Advisory Council \(IAC\)](#), made up of community and service provider members. IAC members provide advice and guidance on all TPL initiatives involving Indigenous aspects as well as provide community connections. IAC members have been instrumental in the development of TPL's [Land Acknowledgement Statements](#) as well as the annual [Read Indigenous](#) campaign.
- Developed [Land Acknowledgement Statements](#), as a public sign of respect and affirmation, and to help support TPL's efforts to ensure safe and welcoming spaces for Indigenous communities. French statements and a child-friendly statement for use in online and in-person children's programming have also been developed.
- Ongoing formal and informal **Community Consultations** with Indigenous communities and service providers have supported the development of TPL's current Strategic Plan, as well as the Albert Campbell branch renovation and upcoming design of the Dawes Road branch.
- Hosted TPL's first [Elders in Residence program](#) aimed at providing Indigenous community members accessing TPL services and spaces with access to culturally informed support and guidance. The Elders delivered programs, met one-on-one with members of the public and staff and delivered traditional teachings.

2. Indigenizing Library Spaces: Physical and Virtual

- **Smudging requests** now supported in all TPL programs, meetings, and events upon request. Staff guidelines were developed to help facilitate smudging requests and provide guidance and resources for staff.
- Developed **dedicated space for Indigenous content** on TPL's website, featuring Indigenous programs & events, reading lists, blogs and additional resources. Information about TPL's Native People's Collection and Land Acknowledgement also featured on additional dedicated pages on the TPL website.

- TPL's **first branch with an Indigenous name** opened in 2023. Renaming of the former Bayview branch was [approved by the Toronto Public Library Board on January 24, 2022](#) after consultations with the Huron-Wendat Nation, the Indigenous Advisory Council at TPL and the Indigenous Affairs Office, City of Toronto. The new name, [Ethennonnawahstihnen'](#) is the Wendat word for "*where they had a good and beautiful life.*"
- The [Dawes Road Library & Community Hub Project](#) is being designed by Perkins & Will alongside Smoke Architecture, an **Indigenous architecture firm** based out of Hamilton. TPL hosted many consultations with Indigenous stakeholders and community members on the designs of the branch. Reconstruction of Dawes Road Library will include the renaming of the branch with an Indigenous name and consultation plans are currently being developed.
- The newly renovated Albert Campbell branch features a number of Indigenous **place-making and place-keeping** elements, including a Medicine Garden designed by Miinikann Innovation and Design; a mural titled "Reminders of Connection" by artists from RED Urban Nation Artist Collective; and a program room with a dedicated HVAC system to facilitate smudging requests.

3. Incorporating Indigenous Content into TPL Programming

- Year round **Indigenous programming** implemented across the library system, with a focus on National Indigenous History Month in June.
- Launched an annual [Read Indigenous](#) campaign in 2018, with selected titles featuring Indigenous authors, writers, illustrators and Knowledge Keepers. These lists are developed annually in consultation with the IAC, featuring titles for adults, teens and children.

4. Improving Access to Indigenous Content through TPL Collections

- **Focused Native Peoples Collections** located at three branches: Spadina Road, North York Central and Toronto Reference Library. Collection items also expanded to all branches, including branches identified with larger Indigenous communities in their catchments, including Cliffcrest, Dawes Road, Morningside, Parliament, St. James Town and Wychwood libraries.
- Content labels have been introduced to facilitate ease of finding books and materials with **Indigenous content**.
- **Booklists** created to provide a focus on select materials on an ongoing basis. Select titles also regularly featured on the main TPL webpage, highlighting Indigenous authors and content across all ages.

5. Enabling and Empowering Indigenous Communities

- TPL's Membership, Circulation and Collection Use policy was updated to **extend membership to Indigenous persons living on First Nations reserves in Ontario**.

6. Building Capacity and Staff Competency

- **Indigenous Cultural Competency training (ICCT) Cycle 1** was established as mandatory training for all TPL staff in 2017 as well as Cycle 2, introduced in 2022.
- **A learning pathway for truth, justice and Reconciliation** will be established as part of TPL's HR Equity & Inclusion portfolio in 2024.
- Established the **Indigenous Initiatives Committee** to lead the implementation of TPL's Strategies for Indigenous Initiatives by coordinating the planning, development and promotion of Indigenous services and programs, and providing input into the development of Indigenous collections.

Reconciliation Action Plan 2022-2032 Implementation

TPL is a partner in helping implement the [City of Toronto Reconciliation Action Plan 2022-23](#). The plan identifies 28 strategic actions divided across five categories, including: Actions to Restore Truth, Actions to Right Relations and Share Power, Actions for Justice, Actions to Make Financial Reparations, and Actions for the Indigenous Affairs office.

Appendix 1 includes detailed information about the status of TPL's Strategies for Indigenous Initiatives and maps each initiative to the Reconciliation Action Plan Action Item number that it supports.

The goals in TPL's new Reconciliation Statement, once approved by the TPL Board, will provide further direction and accountability for work the library will continue to prioritize in consultation with Indigenous communities and partners.

TPL will report to the Board annually on Reconciliation Statement goal progress incorporating updates and work in support of TPL's Strategies for Indigenous Initiatives and the City of Toronto's Reconciliation Action Plan. This reporting will serve to meet the Board's direction to report bi-annually on TPL's Reconciliation Action Plan work during its 2022-2032 term, as requested by City Council.

CONCLUSION

TPL continues to have an important role to play in the Reconciliation process. As a leading public institution, TPL has a responsibility for ensuring that the Library is a culturally safe and relevant space for members of Indigenous communities in Toronto and to educate and raise public awareness on Truth and Reconciliation. TPL's work in support of the Strategies for Indigenous Initiatives, the City's Reconciliation Action Plan 2022-2032, and TPL's new Reconciliation Statement, once approved, provide clear strategic and policy frameworks alongside further direction and accountability for work the Library will continue to prioritize in consultation with Indigenous communities and partners.

CONTACT

Pam Ryan; Director, Service Development & Innovation; Tel: 416-393-7133; Email: pryan@tpl.ca

Aly Velji, Manager, Adult Services; Tel: 416-393-7220; Email: avelji@tpl.ca

SIGNATURE

Vickery Bowles
City Librarian

ATTACHMENTS

Attachment 1: Progress on TPL's Strategies for Indigenous Initiatives

Progress on TPL's Strategies for Indigenous Initiatives

Strategy 1: Breaking Down Organizational Barriers

Status	Strategy #	Strategy	Status Description	Reconciliation Action Plan Action Items
Completed	1	<p>Establish a permanent Indigenous Advisory Council (IAC) at TPL, to be comprised of representatives from key Indigenous agencies and organizations throughout the City, individual members of Toronto's Indigenous communities, and key representatives from TPL's branches and service areas. An Indigenous Advisory Council will help move forward TPL's strategic priorities to break down barriers to access, drive inclusion, and create community connections through cultural experiences.</p>	<p>Indigenous Advisory Council established in 2017. Membership is comprised of both community members and Indigenous service provider representatives.</p> <p>IAC members provide advice and guidance on all TPL initiatives involving Indigenous aspects as well as provide community connections.</p>	#6, 7
Ongoing	2	<p>Implement an ongoing Elder-in-Residence program at the Library, the selection process of which will be determined by the IAC. The Elder-in-Residence will work out of branch locations as needed, meeting with members of the public, either by appointment or on a drop-in basis. The Elder-in-Residence will sit on TPL committees, as needed, advise staff on protocols, and conduct opening and closing ceremonies at key library programs, events, and meetings. An Elder-in-Residence program will help establish TPL as</p>	<p>TPL hosted the first Elders in Residence, Frances Whiskeychan and Patrick Etherington from September 24 to December 6, 2018 at North York Central Library, Parliament Street Branch, Mount Dennis Branch, Dawes Road Branch and Toronto Reference Library.</p> <p>In February 2020, Patrick Etherington returned to TPL as a Visiting Elder, hosting one-on-one meetings with members of the public, answering questions, offering teachings, and</p>	#2, 5, 13

		Toronto's centre for lifelong and self-directed learning, while providing opportunities to create in-branch environments that connect neighbourhoods and communities, and offer opportunities for partnerships, civic engagement, and resident participation.	providing counsel. https://www.torontopubliclibrary.ca/programs-and-classes/featured/elders-in-residence.jsp	
Completed	3	Make land and treaty acknowledgement statements before all meetings, programs and events. Wording will be determined by the IAC and provided to staff in English, French, and any Indigenous languages as requested.	<p>TPL's Land Acknowledgement Statements were developed in consultation with the IAC. Three statements exist for branches depending on their location in the city. Statements are to be delivered before programs, events and staff meetings.</p> <p>French Language and Child-Friendly statements were developed and are used in programs and internal staff meetings.</p> <p>Webpage featuring information about the development of TPL's Land Acknowledgements, background and external resources provides additional content for TPL customers.</p> <p>Statements are living documents and will be updated regularly over time in consultation with the IAC and Indigenous community members.</p>	#2, 5, 15
Ongoing	4	Establish system measures and service benchmarks, including a logic model, for	Logic model developed in 2017 to support the tracking of system statistics and benchmarks.	#1, 28

		Indigenous initiatives at TPL. Staff to work to improve tracking of data and statistics on Indigenous Initiatives and activities. Encourage branches to deliver library services and programs with Indigenous content once a quarter.	Program series tags created to facilitate searching and tracking of Indigenous-led programs. Tags added to TPL blogs with Indigenous-focused content to allow for easy access and tracking.	
Ongoing	5	Conduct formal community consultations and needs assessments via a third party to ensure impartiality, and protect the anonymity of community members. The purpose of these formal community consultations is to identify specific areas for improvement in TPL's already established programs and services, and to determine opportunities for new services and initiatives that are appealing, welcoming, and culturally relevant to Toronto's Indigenous communities.	Innovation 7 (I7), a Pikwakanagan-based, Indigenous-owned company with expertise in First Nation engagement and infrastructure development worked with TPL to develop and implement a community consultation plan. Engagement sessions held in June 2019, with feedback used for the development of the 2020-24 Strategic Plan and work plan. Additional community consultation session held in February 2020 with representatives from Indigenous service providers. Ongoing consultations on branch capital projects, including on the Albert Campbell renovations and the reconstruction of the Dawes Road Branch .	#2, 6, 7, 13, 15, 16, 17, 18
Ongoing	6	Create an internal and external communications strategy to position TPL's Strategies for Indigenous Initiatives as a long-term service effort.	Program and Service Plan developed in consultation with the IAC to help guide the	#1, 28

		<p>development of a communications plan (Q4 2023).</p> <p>Development of new webpages completed. Branding to be developed and implemented in 2024.</p> <p>Service Spotlight with a focus on Indigenous Initiatives created in 2022, highlighting TPL's commitments, key accomplishments and upcoming initiatives aimed at supporting Indigenous communities. Will be updated in 2024.</p>	
--	--	---	--

Strategy 2: Indigenizing Library Spaces: Physical and Virtual

Status	Strategy #	Strategy	Status Description	Reconciliation Action Plan Action Items
Ongoing	7	Post land and treaty acknowledgement statements in all public service locations, including TPL's library locations, book mobiles, and online platforms. The wording will be determined by the IAC, and posted in English, French, Anishinaabemowin, Mohawk, and any other Indigenous languages deemed relevant and necessary by the IAC.	Land Acknowledgement statements posted online, and in public service locations and on branch LCD screens.	#2, 5, 15
Completed	8	Encourage, enable and empower Indigenous peoples to practice their beliefs by removing barriers and restrictions on smudging at TPL	Smudging requests are supported in all TPL programs, meetings and events wherever possible.	#2, 7, 13, 15, 16, 22

		<p>programs, meetings, and events, and by formalizing this practice through a Rules of Conduct Bulletin and other staff communication documents.</p>	<p>Smudging guidelines developed and implemented in 2023 to support staff in facilitating smudging requests in all TPL branches upon request. Guidelines provide background information, relevant legislation and information for both staff and customers. Communications, training and resources available for all staff.</p> <p>Newly renovated Albert Campbell branch includes designated room with a separate ventilation system to facilitate smudging requests.</p>	
Ongoing	9	<p>Create a dedicated space on the TPL website for Indigenous content. This online space will provide information on Indigenous initiatives and content at TPL as well as access to digitized resources, including items from special collections, audio files from Spadina Road Branch's Oral History Collection, and links to language learning resources. This online content will also include information on the Native Peoples Collections, Indigenous programming at the Library, and recommended reading lists highlighting Indigenous authors and titles in TPL's collections.</p>	<p>Indigenous Celebrations webpage developed as a dedicated space, featuring programs & events, reading lists, blogs, podcasts and additional resources.</p> <p>Information about TPL's Native People's Collection and Land Acknowledgements also featured on additional dedicated pages on the TPL website.</p> <p>Indigenous Digital Content Lead supported by donations to the TPL Foundation hired in 2020. Digital Content Lead continues to work on amplifying physical and digital collections through shared lists, blog posts, social media, as well as on tpl.ca.</p>	#2, 15, 16, 17

Ongoing	10	Commission an Indigenous artist to design artwork for TPL to be used in templates, logos, and social media promoting Indigenous programs, initiatives and events at TPL.	Communication Plan to be developed in Q4 2023 and will include the commissioning of an Indigenous artist to design artwork for TPL for implementation in 2024.	#15, 16
Ongoing	11	Support the issues deemed important by First Nations communities in Ontario, specifically those of the Haudenosaunee and the Mississaugas of New Credit on whose traditional territory TPL sits, by providing spaces for members of the communities to meet, share information, and deliver programs through opportunities for co-sponsorship.	Ongoing programming around important issues, including history of residential schools, language learning and Indigenous history and culture. Ongoing work to further develop programming partnerships with organizations that advance important issues such as MMIWGT2S, Indigenous Place-keeping, and Jordan's Principle.	#2, 10, 11, 13, 15, 17
Ongoing	12	Engage in ongoing local consultation with members of Indigenous communities, through a variety of approaches, both formal and informal, on ways to make library branches across the system more culturally relevant, respectful and welcoming.	Ongoing consultation with Indigenous community members and organizations through community partnerships. Formal consultation sessions on branch Capital Projects, including the Albert Campbell and Dawes Road Branches. Ongoing feedback and guidance from the Indigenous Advisory Council .	#5, 6, 7, 15, 16
Ongoing	13	Collaborate with the IAC and staff to identify appropriate branch signage to be posted in local Indigenous languages, including Anishinaabemowin and Mohawk.	Plan to be developed for 2024.	#15, 16, 17

Ongoing	14	Consider the use of Indigenous names for new building projects, and the reopening of renovated branches, where possible.	<p>TPL's first branch with an Indigenous name established in 2023 with the renaming of the former Bayview branch approved by the Toronto Public Library Board on January 24, 2022, after consultations with the Huron-Wendat Nation, the Indigenous Advisory Council at TPL and the Indigenous Affairs Office, City of Toronto. The new name, <u>Ethennonnhawahstihnen'</u> (pronounced et-a-nonna-wasti-nuh), is the Wendat word for "where they had a good and beautiful life."</p> <p><u>Reconstruction of Dawes Road Library</u> will include the renaming of the branch with an Indigenous name. Process to be developed starting in Fall 2023 in partnership with Smoke Architecture. Intend to consult Indigenous community members, in addition to local Nations such as Mississaugas of the Credit and Six Nations of the Grand River. Expected completion date for construction is 2026.</p>	#2, 5, 7, 15
Ongoing	15	<p>Adopt and implement the CFLA-FCAB's Truth & Reconciliation Committee's recommendation that "Renovations or new construction projects engage with Indigenous architects and stakeholders so as to incorporate authentic Indigenous designs."</p> <p>TPL will incorporate Indigenous perspectives into building design, signage and architecture, where</p>	<p><u>Dawes Road Library and Community Hub Project</u> designed by Perkins&Will alongside Smoke Architecture, an Indigenous architecture firm based out of Hamilton.</p> <p>Branch designs were created in consultation with Indigenous stakeholders and a diversity of community members.</p>	#4, 6, 15, 16

		<p>appropriate, through state of good repair, branch renovations, and other capital projects, including the building of new library branches.</p>	<p>The three-storey building's façade is inspired by the star blanket, wrapping around the building as a symbol of respect and admiration of everyone in the community.</p> <p>Building will feature a new roundhouse, forming the heart of the building and will host ceremonies for Indigenous communities and serve as a central space for knowledge-sharing.</p> <p>Reconstruction of the newly opened Albert Campbell branch features a mural titled "Reminders of Connection" by artists from RED Urban Nation Artist Collective. The branch also includes a Medicine Garden and program room with a dedicated HVAC system to facilitate smudging requests.</p>	
Ongoing	16	<p>Include the planting ceremony of an Eastern White Pine tree, also known as the Tree of Peace by the Haudenosaunee, as part of branch reopening events in 2017/2018, as a symbol of TPL's commitment to fostering better relationships between Indigenous and non-Indigenous communities for the next 150 years, with a plaque commemorating this commitment.</p>	<p>Initial plans for the planting an Eastern White Pine tree were developed but not completed. Will be addressed in 2024.</p>	#5, 6, 15
Ongoing	17	<p>Incorporate Medicine Gardens into library landscaping space. Include plans for Medicine</p>	<p>Albert Campbell branch features a Medicine Garden as part of the renovations, designed Miinikaan Innovation and Design. Garden</p>	#7, 13, 15, 16, 18

		Gardens in any new and/or upcoming capital projects.	concept and design developed based on an extensive consultation process with the Indigenous community. Reconstruction of Dawes Road Library will feature a Medicine Garden.	
Ongoing	18	Engage and consult with Indigenous agencies and community members in any branch capital projects, as part of the larger consultation process.	Ongoing consultations with Indigenous organizations and community members for branch capital projects.	#7, 15

Strategy 3: Incorporating Indigenous Content into TPL Programming

Status	Strategy #	Strategy	Status Description	Reconciliation Action Plan Action Items
Completed	19	Provide a statement for TPL's Canada 150 events and programs acknowledging that Indigenous nations were vibrant and active on the lands and territories now called "Canada" thousands of years before confederation in 1867. This statement will be read before TPL Canada 150 programs and events, and will also be posted on any TPL Canada 150 promotional materials, and any other communication platforms, including TPL social media and tpl.ca . This strategy is based on the CFLA-FCAB's Truth and Reconciliation Committee's recommendation that libraries rebrand Canada 150 programming to Canada 150+	Statement provided in 2017 and read before all programs and events, and posted on all promotional materials. Archival statement listed on the TPL website.	#2

Completed	20	Expand programming with Indigenous content from Aboriginal Month in June to year	Indigenous programming featured year-round, with a focus on National Indigenous History Month in June.	#2, 16
Completed	21	Launch a reading campaign under the banner “Read Indigenous” that features Indigenous authors and titles that are easily accessible to the public.	<p>Read Indigenous campaign launched in 2018, with select titles featuring Indigenous authors, writers, illustrators and Knowledge Keepers.</p> <p>Annual lists developed in consultation with the IAC, featuring titles for adults, teens and children.</p> <p>Read Indigenous website features the current list, as well as an archived list of selections by year.</p>	#2, 13, 16, 17
Ongoing	22	Work with Indigenous agencies to expand the Community Librarian Pilot Project to key Indigenous organizations and institutions across the City.	<p>Pilot placement launched in 2022 with Native Women’s Resource Centre and Miziwe Biik.</p> <p>Additional opportunities to be identified in 2024 as funding permits. Community Librarians are funded through donations to the TPL Foundation.</p>	#6, 10, 13
	23	Offer Indigenous language programs at branches across the City.	<p>Select programs held in TPL branches since 2017.</p> <p>Online program Anishinaabemodaa program held in March 2023.</p>	#2, 17

			Research and community feedback resulted in greater understanding of priorities, challenges, and wise practices related to the implementation of this strategy. Future programing will be Indigenous-led, developed in consultation/partnership with Indigenous communities and should not take away resources from Indigenous learners. TPL priority will be to support existing language programs in Toronto and focus on revitalisation of languages within Indigenous communities first and foremost.	
Not Completed	24	Have at least one traditional teaching program available at one branch location per month.	Further consultation with Indigenous communities needed to implement this action consistently.	#2
Ongoing	25	Integrate Indigenous content into already established system programming, and in particular children's programming, such as Ready for Reading.	Indigenous authors and books integrated within children's programming on an ongoing basis. Featured book lists and titles also featured on the TPL Kids website, aimed at younger readers.	#2, 16
Ongoing	26	Ensure that Dial-A-Story includes Indigenous stories, in English, French and Indigenous languages, throughout the year, beyond Aboriginal Month in June. Consult with the IAC to determine protocols and guidelines for posting Indigenous stories on Dial-A-Story, including which stories can be told and shared, and appropriate times of year to post certain stories.	Formal plan and consultation process to be developed in 2024.	#2, 17

Strategy 4: Improving Access to Indigenous Content through TPL Collections

Status	Strategy #	Strategy	Status Description	Reconciliation Action Plan
Ongoing	27	Expand the Native Peoples Collection to library locations serving neighbourhoods with Indigenous agencies and larger Indigenous populations, including Cliffcrest, Dawes Road, Morningside, Parliament, St. James Town, and Wychwood.	<p>Focused Native Peoples Collection featured at 3 branches: Spadina Road, North York Central and Toronto Reference Library.</p> <p>Collection expanded to Cliffcrest, Dawes Road, Morningside, Parliament, St. James Town and Wychwood libraries with items interfiled within the branch collections.</p>	#2, 13, 16
Ongoing	28	Ensure that library locations across the system, even those that do not serve Indigenous communities, have a thorough representation of Indigenous content in their branch collections, especially on the topics of Truth and Reconciliation, treaties, and residential schools. TPL collections should also be representative of the achievements, successes, and accomplishments of Indigenous communities by making available and accessible the rich diversity of Indigenous writers, authors and illustrators.	<p>All branches now include items from the Native Peoples Collection interfiled within their branch collections.</p> <p>Booklists and resources created to provide a focus on select materials on an ongoing basis. Select titles also regularly featured on the main TPL webpage, highlighting Indigenous authors and content across all ages.</p>	#2, 13, 16
Ongoing	29	Ensure that children's materials with Indigenous content are well-represented at library locations across the system, and that the Indigenous content in children's collections is culturally relevant, appropriate, and respectful. Indigenous children	<p>Branch collections enhanced with children's materials to include Indigenous authors and content.</p> <p>Booklists and resources created to provide a focus on select materials on an ongoing basis,</p>	#2, 13, 16

		<p>should see themselves and their cultures reflected positively in TPL collections.</p>	<p>and provide easy access to customers. Select titles also regularly featured on the main TPL webpage, highlighting Indigenous authors and content across all ages.</p> <p>System-wide expansion of Children's Reference Story Shelf collection in December 2020. New titles were added to represent and celebrate equity, accessibility, diversity and inclusion. Goal was to provide an opportunity for all children to see representations of their lives, culture and personal experiences in our programs. Five Indigenous titles added in consultation with the IAC:</p> <ul style="list-style-type: none"> • The Girl and the Wolf • In my Anaana's Amautik • We All Count: Book of Ojibway Art • When We Are Kind • You Hold Me Up <p>Additional Indigenous titles to be added over time.</p> <p>Annual <u>First and Best</u> list - TPL's top picks of the best Canadian children's books for building reading readiness in kids under five - has included 1 to 2 Indigenous titles since 2016. 2023 list includes 4 Indigenous titles (of 10).</p>	
Ongoing	30	Work with TPL's Collections Development Department to ensure that Indigenous language-	TPL launched an Anishinaabemowin language collection in spring 2023. Materials include	#2, 17

		learning resources are well represented in library collections, and easily accessible.	language-learning resources. This collection also includes materials in English that are about the Anishinaabemowin language. The collection will help support the revitalization of Indigenous languages through increased public access to materials.	
Ongoing	31	Facilitate ease of finding books and materials with Indigenous content in library collections by applying a special label. Supply labels to all branches with guidelines for applying to materials with Indigenous content.	Content labels have been introduced to facilitate ease of finding books and materials with Indigenous content.	#2, 16
Ongoing	32	Update cataloguing and classification practices to include more culturally relevant terminology that reflect Indigenous perspectives of knowledge.	Cataloguing continues to work on and advocate for improved standards for Indigenous content in our collection that will result in improved access.	#2, 9, 11, 13, 16

Strategy 5: Enabling and Empowering Indigenous Communities

Status	Strategy #	Strategy	Status Description	Reconciliation Action Plan
Ongoing	33	Extend TPL membership to include persons living on First Nations reserves in Ontario in keeping with TPL's provincial mandate and offer longer loan periods to persons living on First Nations reserves in Ontario in order to improve access to collections and in keeping with strategic goals of removing policy barriers, and determine with vendors, guidelines for including access to downloadable and digital collections to	TPL updated its Membership, Circulation and Collection Use policy in 2017 to extend membership to Indigenous persons living on First Nations reserves in Ontario. Staff guidelines were updated in 2022 to help frontline staff to reduce barriers faced by	#5, 7, 10, 13, 20

		<p>eligible borrowers living on reserves in Ontario, in the spirit of Reconciliation and in keeping with TPL's provincial mandate.</p>	<p>persons living on First Nations reserves during the registration process.</p> <p>TPL is committed to consulting and collaborating with Indigenous communities and organizations, such as the Ontario Library Service and the Federation of Ontario Public Libraries, to develop a plan to actively promote TPL membership to those residing on First Nations reserves in Ontario.</p> <p>Future development of remote registration processes will include persons living on First Nations reserves in Ontario.</p>	
Ongoing	34	<p>Continue to support staff work on the Impact to Access to Technology Study with Naotkamegwaming and Wikwemikong First Nations libraries.</p>	<p>TPL engaged with First Nations libraries as part the development of the Bridge Technology Services Assessment Toolkit. Additional work to be completed in this area.</p>	#1, 28

Strategy 6: Building Capacity and Staff Competency

Status	Strategy #	Strategy	Status Description	Reconciliation Action Plan
Ongoing	35	<p>Support recruitment and retention of Indigenous staff.</p>	<p>Developed connections with Indigenous community partners to attend community-led job fairs and recruitment events.</p>	#20, 22

			Workplace and Inclusion Strategy and Action plan to be developed in 2024 to provide opportunities to increase recruitment of Indigenous staff.	
Ongoing	36	Ensure that all TPL staff attend Ontario Federation of Indigenous Friendship Centre's (OFIFC) Indigenous Cultural Competency staff training session.	Indigenous Cultural Competency training (ICCT) Cycle 1 made mandatory for all TPL staff in 2017. ICCT Cycle 2 training introduced in 2022 for staff who have completed Cycle 1. As of June 30, 2023, 64.5% of active staff have completed Cycle 1 training.	#2, 4, 5, 6, 9
Ongoing	37	Establish curriculum-based Indigenous Cultural Competency training for all TPL staff to augment their knowledge and understanding of Indigenous communities. In addition to OFIFC's compulsory training, other courses and sessions should be offered through a curriculum-based model. TPL staff who complete all courses and training sessions in the curriculum would receive a certificate of acknowledgement.	Learning pathway for truth, justice and reconciliation will be established as part of TPL's HR Equity & Inclusion HR portfolio in 2024. A rollout plan for Cycle 2, Cycle 3 and 4 sessions and other relevant learning will be established as part of the equity and inclusion learning pathway. This will include education on anti-Indigenous racism, National Day for Truth and Reconciliation and other identified priorities in the Reconciliation Action Plan.	#2, 4, 5, 6, 9
Completed	38	Create a dedicated space on TPL's intranet for Indigenous initiatives, with resources to help inform and enable staff to provide library services with Indigenous content and/or an Indigenous focus.	Page created on TPL's intranet, ShareTPL, with resources and information aimed at supporting staff.	#2, 4, 5, 6, 9

In progress	39	Establish protocols for staff engaging with Elders and Indigenous communities, to be posted on the Indigenous initiatives page of TPL's intranet.	Protocols and guidelines to be developed in 2024 in consultation with the IAC.	#2, 4, 5, 6, 21
Ongoing	40	Provide staff with Medicine Wheel/Reconciliation buttons in order to facilitate interactions with members of Toronto's Indigenous communities. Ensure that staff who have completed the OFIFC's Indigenous Cultural Competency training are given these buttons after their session.	Buttons originally provided to staff in 2017 upon completion on ICCT training. Plans for the ongoing provision of buttons to be considered and developed in 2024.	#2, 5, 6
Ongoing	41	Develop land and treaty acknowledgement statements with the IAC that staff can use in their work email signatures.	Land Acknowledgement statements developed for TPL for staff to use in their work email signatures.	#2, 5, 15
Completed	42	Build a Community of Practice for staff on Indigenous initiatives to promote open discussion, the sharing of best practices, and testing of ideas and approaches.	Establishment of the Indigenous Initiatives Committee includes the role to promote open discussions among staff, develop system-wide programming and resources, and share best practices. Information shared regularly with TPL staff through formal internal staff communication channels.	#2

City of Toronto Reconciliation Action Plan 2022-2032 Action Items

Actions to Restore Truth

1. Conduct City-wide Reconciliation Audits
2. Enhance Indigenous Education
3. Apologise to the Metis
4. Establish a Commitment to Reconciliation with Businesses and Organizations

Action to Right Relations and Share Power

5. Improve Relationships with Treaty and Territorial Partners
6. Improve Relationships with Indigenous Organizations and Collectives
7. Enhance Indigenous Civic Engagement
8. Advocate for Indigenous Peoples to Provincial and Federal Governments

Actions for Justice

9. Address Racism
10. Promote Prosperity
11. Improve Community Safety and Well-being
12. Implement the Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)
13. Support Indigenous Health and Well-being
14. Increase Access to Affordable Housing
15. Support Indigenous Placekeeping
16. Celebrate Indigenous Arts and Culture
17. Support the Revitalization of Indigenous Languages

18. Improve Access to Traditional Foods and Medicines
19. Return Land and Stewardship Rights

Actions to Make Financial Reparations

20. Improve Indigenous Economic Development
21. Decolonize Honoraria Practices
22. Enhance Indigenous Recruitment and Retention within Toronto Public Service
23. Provide Sustainable Fiscal Supports for Reconciliation

Actions for the Indigenous Affairs Office

24. Advocate for Indigenous Peoples within the City of Toronto
25. Increased Indigenous Community Engagement
26. Enhance Communication between Indigenous Communities and City Divisions
27. Support Capacity with the Toronto Public Service
28. Implement Accountability Processes