

From: Brian Duffield
(Acting) Director, Community Services

Subject: Update on Indigenous Land Acknowledgement and Relationship Building
- Cultural Advisory Committee
- File: A-1440

Recommendations:

1. That Council adopt the proposed Indigenous Land Acknowledgement Statement as set out in Attachment 1;
 2. That Council endorse the Indigenous Relationship Building Action Plan, prepared by staff and the Cultural Advisory Committee, as set out in Attachment 2; and,
 3. That the appropriate officials of the City of Pickering be authorized to take the necessary actions as indicated in this report.
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Executive Summary: This report is provided at the request of Council, as per Council Resolution #372-20, which requests staff to work through the Cultural Advisory Committee (CAC) towards the establishment of an Indigenous Land Acknowledgement Statement.

Since the July 27th meeting of Council, staff have worked with CAC members on the following initiatives:

- Indigenous Relationship Building Action Plan (Attachment 2);
- established a Cultural Advisory Committee Sub-committee on Indigenous Relationship Building and a public call for Sub-committee members;
- met with staff representatives from across the corporation to review the draft action plan and gather feedback;
- finalized a land acknowledgement statement in consultation with Indigenous representatives from across southern Ontario, and the Mississaugas of Scugog Island (Attachment 1);
- established a relationship between the Mississaugas of Scugog Island and the City, and received permission from Chief Kelly LaRocca to offer the Land Acknowledgement in Pickering;
- planned Orange Shirt Day observances (September 30th) including a proclamation, flag raising and community activities;
- officially received the gift of a First Nations flag from Chief LaRocca Mississaugas of Scugogs Island; and,
- initiated conversations and opportunities for cultural safety training for Pickering Council and staff.

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Upon endorsement of the Indigenous Relationship Building Action Plan, staff and the CAC will continue the work identified to build awareness and appreciation for Indigenous Peoples and Culture.

Financial Implications: With respect to offering the land acknowledgement statement, there are no additional costs beyond staff time. Towards the work of developing appreciation and awareness in the community for Indigenous Culture, staff will include funds in the proposed 2021 Current Budget for training and cultural development, totaling approximately \$17,500.00 annually for the three years of the plan as outlined in Attachment 2 Indigenous Relationship Building Action Plan (CAC). Funds will be included in the Cultural Advisory Committee budget allocation within the 2021 Current Budget.

Indigenous Relationship Building Action Plan (Year 1) - NEW	2021 Proposed	2022 Proposed	2023 Proposed
Events (Indigenous Celebration Day, Winter Solstice, Orange Shirt Day)	\$ 7,500	\$ 7,500	\$ 7,500
Training and Education (Council, Senior Management, Culture and Human Resources Staff)	\$ 5,000	\$ 2,000	\$ 2,000
Transportation and Meeting Costs	\$ 750	\$ 750	\$ 750
Plaque/Installation Recognizing Lands	\$ 2,500	\$ 5,000	\$ 5,000
Change the Narrative Reconciliation Events (2)	\$ 2,000	\$ 2,000	\$ 2,000
	\$ 17,750	\$ 17,250	\$ 17,250

Staff will seek available grant opportunities at the provincial and federal level.

Discussion: The City of Pickering is a place rich in culture and diversity, and growing in population. Municipalities experiencing growth enjoy a unique opportunity to celebrate culture and heritage by engaging new residents, renewing community pride; while inviting possibility of change and enrichment. Through the Cultural Strategic Plan (2014), staff have undertaken opportunities to build and strengthen relationships with community and cultural organizations, celebrate heritage, and develop opportunities for residents to create and enjoy cultural experiences.

As such, the action items of the Cultural Strategic Plan further identifies goals of developing interpretation and celebrations on Indigenous Arts, Heritage and Culture. Developing a strong relationship and appreciation with the Indigenous community will strengthen community unity, forge a path of reconciliation, and establish a strong foundation of respect and appreciation for the

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natural and social heritage of Pickering with our residents, while developing a mutually beneficial relationship with the Indigenous Community.

While the City is requesting Indigenous guidance and participation, we must do so with respect. Indigenous Peoples have experienced oppression, racism and genocide over the last 400 years. The last Residential school closed in 1996. These schools destroyed families and left behind intergenerational trauma.

As per Council Resolution #372-20, the Cultural Advisory Committee (CAC) has worked towards a relationship with the Indigenous Community and the development of a land acknowledgement statement and have identified actions towards development of a relationship and reconciliation with our Indigenous Peoples. These actions are necessary to support the successful adoption of the Land Acknowledgement Statement, and to contribute to the success of future projects such as the establishment of partnerships for events, interpretation, and the commissioning of public artworks.

A. Indigenous Relationship Building Action Plan (Attachment 2)

The development of a land acknowledgement has provided an opportunity to initiate and build a positive relationship between Indigenous Peoples and the residents of City of Pickering. This is a chance to help educate ourselves and recognize Indigenous Peoples. We have the chance to build the meaningful equitable relationships needed to walk the path together as a community.

Land acknowledgements are a necessary step toward reconciliation and honouring the original occupants of the land, however it is possible for good intentions to cause further harm. Recent versions of land acknowledgements have been inspired by the 94 calls to action contained in the Truth and Reconciliation Commission of Canada. Land acknowledgements created by Non-Indigenous People, without the involvement of Indigenous Peoples is only an extension of colonialism. Copying or quickly composing a statement, risks offending Indigenous Peoples and completely misses the fundamental point of what reconciliation is.

Reconciliation requires understanding the past, recognizing treaty agreements, building equitable relationships and restoring Indigenous Peoples language and culture. As such, staff and the CAC have drafted an action plan to take steps towards reconciliation, and relationship building to accompany the adoption of the Land Acknowledgment Statement.

The Cultural Advisory Committee and staff have collaborated to develop the action plan which identifies training, cultural events, and experiences over a course of three years. These activities will support the relationship between the City, community residents and Indigenous Peoples. The action plan builds awareness and knowledge starting with community leadership as well as staff and extends into community organizations and members of the public. The actions of the plan are balanced between awareness and cultural training, and cultural experiences.

The draft plan was discussed at a recent staff team meeting involving members of Human Resources, Pickering Museum Village and Pickering Public Library. Funds will be included in the 2021 Current Budget to address the first year activities of the plan. The current plan spans three years.

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B. Established a Cultural Advisory Committee Sub-committee on Indigenous Relationship Building and a public call for Sub-committee members

As per Council Resolution #372-20, Supervisor, Cultural Services was directed to work with the Cultural Advisory Committee to develop an Indigenous Land Acknowledgement Statement. The advisory committee members approved the creation of an Indigenous Relationship Building Sub-committee, and have (with support from staff) developed content for a public call for sub-committee members. The purpose of the sub-committee is to:

- work towards a meaningful relationship with the Indigenous Community, which is mutually beneficial;
- undertake a long-term plan of action which engages the community, honours Indigenous Peoples, and builds appreciation and awareness of Indigenous culture and heritage;
- advise on opportunities to raise awareness of the history of the land and its caretakers;
- work in partnership with the Indigenous Community, City and relevant stakeholders to develop a Land Acknowledgement Statement and terms of use for the entire Pickering community; and,
- provide updates to the CAC at each regular meeting.

A public call for the sub-committee has been drafted. The call will be released with the endorsement of the action plan and this report.

C. Developed a Land Acknowledgement Statement in consultation with Indigenous representatives from across southern Ontario, and the Mississaugas of Scugog Island (Attachment 1)

Land Acknowledgements remind us of our relationships to the land and each other. It is important that these statements recognize the current treaty holders of the land. The Williams Treaties were signed in 1923 by the Governments of Canada and Ontario and by seven First Nations of the Chippewa of Lake Simcoe and the Mississauga of the North Shore of Lake Ontario. The land Pickering resides on falls within the Williams Treaty boundaries under the responsibility of the Mississaugas of Scugog First Nation.

The Land Acknowledgement Statement was drafted by CAC stakeholder member John Currie (Executive Director – Honouring Indigenous Peoples - HIP) in consultation with members of the Indigenous Community from across Southern Ontario and City staff, and was finalized by Chief LaRocca of the Mississaugas of Scugog Island. Clerks have updated the procedural By-law to include land acknowledgment during Council meetings following the invocation.

D. Established a relationship between the City and the Mississaugas of Scugog Island, and received permission to offer Land Acknowledgement in Pickering

Cultural Advisory Committee members, staff, Mayor Ryan, Chief LaRocca and Councillor Laura Colwell (Mississaugas of Scugog Island Council) met on September 2, 2020 to establish a relationship and discuss opportunities for future partnership and engagement.

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During the meeting with Mayor Ryan and Chief LaRocca, tobacco was gifted, as is custom, to the Mississaugas in exchange for guidance and wisdom as the City works to form a relationship with the Indigenous Community. Chief LaRocca extended an offer of guidance, supported and expressed interest in future plans of the City related to culture, arts, and heritage, and provided an offer of support related to training and engagement as we move forward.

This meeting is an important first step in establishing a meaningful relationship with the Indigenous Community. The implementation of the action plan, trainings, cultural celebrations and recognition will contribute to the successful adoption of the Land Acknowledgement Statement.

E. Planned Orange Shirt Day observances (September 30, 2020) including a Proclamation, Flag Raising and Community Activities

Staff have worked with CAC representatives to plan a flag raising, submit a proclamation request, develop community content for the Family Calendar and Social Media; and have received an invitation for City Council, City of Pickering employees and the CAC to attend an anti-racism and anti-bullying event on September 30, 2020 – An Orange Shirt Day Commemoration.

The Rotary Club of Pickering and Honouring Indigenous Peoples (HIP) are proud to team up to host this online Orange Shirt Day event. Orange Shirt Day commemorates the residential school experience, to witness and honour the healing journey of the survivors and their families, and to commit to the ongoing process of reconciliation. It is an opportunity for Indigenous Peoples, local governments, schools and communities to come together in the spirit of reconciliation and hope for generations of children to come.

The annual Orange Shirt Day on September 30th opens the door to global conversation on all aspects of Residential Schools. It is an opportunity to create meaningful discussion about the effects of Residential Schools and the legacy they have left behind. A discussion all Canadians can tune into and create bridges with each other for reconciliation. A day for survivors to be reaffirmed that they matter, and so do those that have been affected. Every Child Matters, even if they are an adult, from now on.

The agenda includes: Kahontakwas, Diane Longboat, from the Mohawk Nation, Turtle Clan, a traditional teacher from Six Nations Grand River Territory; the originator of Orange Shirt Day, Phyllis Webstad, Northern Secwepemc (Shuswap) from the Stswecem'c Xgat'tem First Nation; and former Pickering Resident and Mohawk Residential School Survivor, Dawn Hill, member of the Board of Directors for Mohawk Village Memorial Park.

F. Officially received the gift of a First Nations flag from the Mississaugas of Scugog Island for the flag raising on September 30, 2020

During the September 2nd meeting between Mayor Ryan and Chief LaRocca, the Chief was invited to participate or send a representative to the September 30th virtual zoom call and flag raising. Chief LaRocca offered to present the flag to the City as a gift and this gift was accepted with gratitude and will be raised at City Hall between September 30 – October 7, 2020.

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Chief LaRocca gifted a flag from the Mississaugas of Scugogs Island to the City of Pickering. The flag was picked up and transported to City Hall by CAC stakeholder representative John Currie. This journey has been documented, and will be shared through social media with residents to formalize the City's commitment to development of a relationship with Indigenous Peoples.

G. Initiated conversations and opportunities for Indigenous Cultural Safety Training for Pickering Council and staff

During the September 2nd meeting with the Mississaugas of Scugog Island, staff discussed with Chief LaRocca areas of training included in the Action Plan. Chief LaRocca personally offered to provide cultural safety training on a large scale to Council from across the region, and any additional municipal and regional staff members. City staff will organize this opportunity, and extend the offer to regional counterparts. Staff will work towards offering this training in 2020.

While the City has received the offer of Indigenous guidance and participation, we must continue to access this relationship with respect. Indigenous Peoples have experienced oppression, racism and genocide over the last 400 years. The last Residential School closed in 1996. These schools destroyed families and left behind intergenerational trauma. What is needed is healing and patience, not urgent demands to meet another government request.

Actions included in the Indigenous Relationship Building action plan are necessary to provide a foundation for meaningful acknowledgement and reconciliation with the Indigenous Community. The leadership of Council and the work of the CAC will provide this opportunity for social growth and development to the Pickering community and will provide a lasting legacy of mutual respect and shared opportunity, and will forge a new path for future generations related to equity, opportunity and understanding.

Attachments:

1. Land Acknowledgement Statement
 2. Indigenous Relationship Building Action Plan
 3. Council Resolution #372/20, Directive Memorandum dated July 31, 2020
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Subject: Update on Indigenous Land Acknowledgement and Relationship Building

Prepared By:



Tanya Ryce
Supervisor, Cultural Services

Approved/Endorsed By:



Brian Duffield
(Acting) Director, Community Services



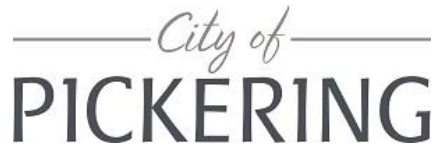
Jennifer Eddy
Director, Human Resources

BD:tr

Recommended for the consideration
of Pickering City Council



Marisa Carpino, M.A.
Interim Chief Administrative Officer



Memo

To: Brian Duffield
(Acting) Director, Community Services

September 18, 2020

From: Tanya Ryce
Supervisor, Cultural Services

Copy: CEO Pickering Public Library
City Clerk
Director, Human Resources
Manager, Public Affairs
Supervisor, Museum Services
Coordinator, Cultural Services
Cultural Advisory Committee

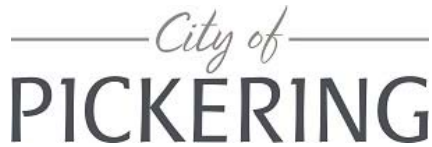
Subject: Pickering Land Acknowledgement Statement
File: A:1400

The following Land Acknowledgement Statement has been drafted by John Currie Cultural Advisory Committee stakeholder, President Pickering Rotary, and National Chair of Honouring Indigenous Peoples in collaboration with Indigenous representatives from across Southern Ontario, Chief Kelly LaRocca of the Mississaugas of Scugog Island, and vetted by Laura Colwell Councillor Mississaugas of Scugog Island, Cultural Services staff, City Public Affairs and Mayor Dave Ryan. The statement has been endorsed by the Cultural Advisory Committee as part of their September 15 meeting.

“We acknowledge that the City of Pickering resides on land within the Treaty and traditional territory of the Mississaugas of Scugog Island First Nation and Williams Treaties signatories of the Mississauga and Chippewa Nations. Pickering is also home to many Indigenous persons and communities who represent other diverse, distinct, and autonomous Indigenous nations. This acknowledgement reminds us of our responsibilities to our relationships with the First Peoples of Canada, and to the ancestral lands on which we learn, share, work, and live.”

This statement is presented for the endorsement of Council at the September 28, 2020 meeting of council as part of CS 30-20

TR



Indigenous Relationship Building Action Plan

To: Brian Duffield
(Acting) Director, Community Services

September 18, 2020

From: Tanya Ryce
Supervisor, Cultural Services

Copy: Cultural Advisory Committee
Chief Engagement Officer, Pickering Public Library
City Clerk
Director, Human Resources
Supervisor, Museum Services
Coordinator, Cultural Services

Subject: Indigenous Relationship Building Action Plan
- Developed by the CAC
File: A-1400

The CAC in response to resolution 302-20 by council at the July 27 meeting of Council have drafted the below action plan related to building a relationship with the Indigenous community.

The development of a land acknowledgement has provided an opportunity to initiate and build a positive relationship between Indigenous Peoples and all of the residents of City of Pickering. This is a chance to help educate ourselves and recognize Indigenous peoples. We have the chance to build the meaningful equitable relationships needed to walk the path together as a community.

Land acknowledgements are a necessary step toward reconciliation and honouring the original occupants of the land, however it is possible for good intentions to cause further harm. Recent version of land acknowledgements have been inspired by the 94 calls to action contained in the Truth and Reconciliation Commission of Canada. Land acknowledgements created by Non-Indigenous People without the involvement of Indigenous Peoples is only an extension of colonialism. Copying or quickly composing a statement, risks offending Indigenous People and completely misses the point of what reconciliation is about.

Reconciliation is not a list of tasks to check off as complete. Reconciliation requires understanding the past, recognizing treaty agreements, building equitable relationships and restoring Indigenous Peoples language and culture. As such staff and the CAC have drafted an action plan to take steps towards reconciliation, and relationship building to accompany the adoption of the land acknowledgment statement.

The Cultural Advisory Committee and staff have collaborated to develop the action plan which identifies training, cultural events, experiences over a course of three years. These activities will support the relationship between the City, community residents and Indigenous Peoples.

The action plan builds awareness and knowledge starting with Community leadership, staff and extends into Community Organizations and Members of the Public. The actions of the plan are balanced between awareness and cultural training, and cultural experiences.

The draft plan was discussed in a team meeting involving members of human resources, Pickering Museum Village and Pickering Public Library. Monies have been included in the 2021 budget to address the first year activities of the plan. The current plan spans three years.

Actions of the Plan

Forming of CAC Sub-committee on Indigenous Relationship Building

In response to resolution #372-20; which requests the Supervisor, Cultural Services to work with the Cultural Advisory Committee towards the establishment of an Indigenous Land Acknowledgement Statement, CAC the advisory committee members approved the creation of an Indigenous Relationship Building Sub-committee, and have since with staff developed content for a public call for sub-committee members. The purpose of the sub-committee is to:

- work towards meaningful relationship with the Indigenous community, which is mutually beneficial;
- undertake a long-term plan of action which engages the community, honours Indigenous peoples, and builds appreciation and awareness of Indigenous culture and heritage;
- advise on opportunities to raise awareness of the history of the land and its caretakers;
- work in partnership with the Indigenous Community, City and relevant stakeholders to develop a Land Acknowledgement Statement and terms of use for the entire Pickering community; and,
- provide updates to the CAC at each regular meeting.

Development of Land Acknowledgement Statement and Terms of Use

Land acknowledgements remind us of our relationships to the land and each other. It is important that these statements recognize the current treaty holders of the land. The Williams Treaties were signed in 1923 by the Governments of Canada and Ontario and by seven First Nations of the Chippewa of Lake Simcoe and the Mississauga of the north shore of Lake Ontario. The land Pickering resides on falls within the Williams Treaty boundaries under the responsibility of the Mississauga of Scugog First Nation.

The land acknowledgement statement was drafted by CAC stakeholder member John Currie (Executive Director – Honouring Indigenous Peoples) in consultation with members of the Indigenous Community from across southern Ontario, City staff, and finalized by Chief LaRocca of

the Mississaugas of Scugog Island. During the process the statement was reviewed by Public Affairs and the Mayor.

The next step of offering land acknowledgement is to ensure the statement has meaning and support in the community. The intention is to extend use of the Land Acknowledgement to organizations such as Pickering Museum Village, Pickering Public Library, Toronto Zoo and Pickering Rotary. In order for successful application of the statement those offering it should be similarly positioned with education, and adoption of a philosophy which aligns with the delivery of a land acknowledgement statement.

Request for Guidance and Leadership - Engage Indigenous Communities to form relationships and request guidance and wisdom, exchange knowledge and develop meaningful, mutually beneficial partnerships.

Cultural Awareness Training to be offered virtually by Chief Kelly LaRocca to Council, City Staff, Cultural Advisory Committee with an extended offer of participation to Regional peers. \$3000

Acknowledgement Event (Raising First Nation Flag), consider potential to raise or present a fourth flag. – staff time, and travel honorariums, cost included in redevelopment of City Hall front entrance.

City to join Honouring Indigenous Peoples (HIP) – City would be the first municipality to join Honouring Indigenous Peoples.

Change the Narrative Training - In person event operated by HIP in partnership with Rotary. Includes audience engagement through the viewing on the APTN show First Contact, opportunity for audience engagement through panel and round table engagement, potential for interactions with members of the Indigenous Community – budget for \$2000 per session up to 99 people (to cover honorariums and travel. Offered to staff and management in year one, scope expanded to community and cultural organizations in year two, and to residents in year three.

Invitation to Attend to Recognition Events such as Remembrance Day, Afghan Veterans Day, D-Day Celebrations, Land-based celebrations – \$ 750 to support travel and meeting costs.

Partnership, recognition and celebration of Indigenous culture and traditions including partnership and education surrounding Winter Solstice, Summer Solstice, Indigenous Day, and Orange Shirt Day - \$7500 annually to support operation of recognition or collaborative events and activities.

Develop and Install permanent recognitions in the form of plaques, public art, plantings and interpretive displays. \$2500 in year one, \$5000 per year in years 2 and 3.

Indigenous Relationship Building Action Plan (Year 1) - NEW	2021 Proposed	2022 Proposed	2023 Proposed
Events (Indigenous Celebration Day, Winter Solstice, Orange Shirt Day)	\$ 7,500	\$ 7,500	\$ 7,500
Training and Education (Council, Senior Managements, Culture and Human Resources Staff)	\$ 5,000	\$ 2,000	\$ 2,000
Transportation and Meeting Costs	\$ 750	\$ 750	\$ 750
Plaque/Installation Recognizing Lands	\$ 2,500	\$5,000	\$5,000
Change the Narrative Reconciliation Events (2)	\$ 2,000	\$ 2,000	\$ 2000
	\$ 17,750	\$ 17,250	\$ 17,250

TR

Legislative Services Division
Clerk's Office
Directive Memorandum

July 31, 2020

To: Brian Duffield
(Acting) Director, Community Services

From: Susan Cassel
City Clerk

Subject: Direction as per Minutes of the Meeting of City Council held on
July 27, 2020

Corr. 32-20
Jake Farr, Mental Health Counsellor/Psychotherapist
Authentic Self Counselling Services
Re: Request for By-Law change - Indigenous Land Acknowledgment

Council Decision

Resolution #372/20

1. That Corr. 32-20, dated July 7, 2020, from Jake Farr, regarding the Request for By-Law change - Indigenous Land Acknowledgment, be received;
2. That the Supervisor, Cultural Services be directed to work with the Cultural Advisory Committee, to develop an Indigenous Land Acknowledgment Statement and report back to Council with a status update at the September 28, 2020, Council Meeting; and,
3. That Staff be directed to bring forward an amendment to the Procedural By-law, at the September 28, 2020, Council Meeting, to include the ability to read an Indigenous Land Acknowledgment Statement at Council meetings.

A copy of the original correspondence is attached for your reference.

Please take any action deemed necessary.

Susan Cassel
Enclosure

Copy: Interim Chief Administrative Officer
Director, Corporate Services & City Solicitor
City Clerk
Supervisor, Cultural Services

From: Jake Farr
Sent: Tuesday, July 7, 2020 12:43 AM
Subject: Request for By-Law change

July 7th, 2020

To Deputy Mayor and City of Pickering Councillors

On October 8th, 2019 I sent corresponded to the City of Pickering Clerk's office asking the City of Pickering to change the current By-law to replace or include a respectful statement to acknowledge the land of our First Nations Indigenous People as a place where the City engages in its work.

Between that date and October 25th, 2019 I had correspondence by email and verbally with Councillor Brenner and Susan, from the City Clerk's office regarding this. I was asked by Susan to let the Cultural Advisory Committee finish working on this as they had apparently started to investigate land acknowledgement and were supposed to bring it to council who could then motion to have staff to look into it. This was also premised that Culture Advisory Committee wanted to ensure the acknowledgement was meaningful and honorable to our First Peoples. Through Councilor Brenner I understood that this would be brought forward in the first quarter of 2020.

I have listened to the June 29th, 2020 council meeting and I stand with Councilor Brenner that this has been dragging on far too long. Our National Truth and Reconciliation act has been in the works since 2015.

Why has it taken until 2019 for this to be even brought forward to consider working on this?

Why was there no push to start our relationship building with our First People of the area years ago, so we could have built the relationship that Tanya Rice indicated is needed in order to ensure we are speaking the land acknowledgement with meaning and honour?

For cities and regions that have felt unready for a land acknowledgments there has been space given before meetings to have a moment of silence to allow those present to acknowledge the land in their own way. Why has this not even been adopted? Silence does not need approval, it allows for free acknowledgement.

As a guiding note, silence would absolutely need to be separate from the ending of the invocation that is read at the beginning of council meetings. Having it follow this would be making it look like it was an extension of the prayer.

As well, why is it we still have a prayer? Was community consulted to make it an inclusive invocation? Has it been updated and reviewed by the Culture Advisory Committee?

I feel the City is running far behind in their Inclusion and Equity and are in need of some fast paced fulsome work. We have fallen far behind and continue to fall further behind other cities in this area and yet we are

toted as a fast growing progressive city. We are fast becoming unprepared to meet the needs of our residents and City staff.

It is up to the leaders, this Council and City staff to drive Inclusion and Equity with the support and voice of all stakeholders, particularly with voices from those who are systemically marginalized and oppressed.

This is not what is happening in the City of Pickering. To hear that we are still at least a half a year away from budget money in this area is a sad reality that true commitment has not been a priority for this city. Other Durham cities have had Inclusion and Equity departments for years. And we are just starting the process?

I am asking you, in the minimum, to change the By-Law to a silent acknowledgment of the land we live on, until the Land Acknowledgment wording can be done and relationships built as per how Tanya Rice indicates it needs to be done.

If we have to wait for the Mayor to do this relationship building, it may take years now that we are needing and should be acknowledging our systemic racism with the City frame work which will take substantial time and effort on all parties.

Thank you

Regards

Jake Farr MSW, RSW

Pronouns (He/Him/His)

Mental Health Counsellor/Psychotherapist

Authentic Self Counselling Services

416-678-2340

www.authenticselfcs.com

<https://www.psychologytoday.com/ca/therapists/on/pickering/358643?sid=5c77ecbd25423&ref=5&tr=ResultsPhoto>

<https://www.facebook.com/authenticselfcs/>

I am honoured to acknowledge that I work, play and live on the lands of the Mississaugas of Scugog Island First Nation, which is covered under the Williams Treaties. Situated on the traditional territory of the Mississaugas, a branch of the greater Anishinaabeg Nation, which includes Algonquin, Ojibway, Odawa and Pottawatomi.