



Truth & Reconciliation Action Plan (2022-2031)

**This image recognizes the importance of relationships. Tobacco is one of the 4 sacred medicines Indigenous people utilize in ceremony and relationship building. Tobacco is given in a reciprocal manner when asking for support, guidance or in the building of relationships. When giving or receiving tobacco, we enter into a reciprocal commitment to work together and honor the responsibility we each hold.*

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Acknowledgments

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Thank you to the community consultants who assisted in the facilitation of discussions and organization of this Action Plan. Finally, this work would not be possible without the aspirational leadership of Mothercraft's Board of Directors, Executive Director and Senior Leadership Team. Their commitment to ensuring truth and reconciliation are, and remain, a priority for the organization will be critical to the success of the plan.

Our Aspirations

Mothercraft is committed to promoting Truth and Reconciliation (T&R) within our organization and in the communities we serve. We acknowledge the historical and ongoing trauma inflicted on Indigenous peoples and are committed to taking responsibility for our role in perpetuating these injustices and to actively working towards healing and reconciliation.

There are 4 main areas of focus in our T&R Action Plan:

- communication and engagement,
- knowledge and learning,
- programs and service delivery, and
- policies and procedures.

In order to better understand the impact of colonization and discrimination, we will engage in ongoing education and awareness-raising efforts and will actively engage and amplify the voices and perspectives of Indigenous peoples. We commit to creating spaces for truth-telling and relationship building and to implementing policies and practices that promote reconciliation and equity.

Mothercraft understands that Truth and Reconciliation is an ongoing process and is committed to walking this path with humility, openness and a willingness to learn and make meaningful changes. We believe that by taking these steps, we will be able to support and empower Indigenous individuals and communities, and help to create a more just and equitable society for all.

Introduction

The Truth and Reconciliation (T&R) Action Plan is the foundation for how Mothercraft will continue to engage, honour, strengthen and establish new reciprocal relationships with the Indigenous community; First Nations (status, non-status), Métis, and Inuit.

The plan lays out concrete actions that Mothercraft plans to take to move forward on a collective Reconciliation journey. It is a living document that will be refreshed and adapted to reflect the work and priority areas across Mothercraft. These activities will be carried out in the context of Mothercraft's Mission, Vision and Values and are aligned with other components of the organization's Strategic Plan.

Mothercraft established a Truth and Reconciliation Advisory Council of 8 staff in different roles from within all divisions in the organization. The Advisory Council met 4 times during the months of April 2022 - July 2022 and also reviewed and provided feedback through email.

The Council established the vision and guiding principles and recommends that the Truth and Reconciliation Action Plan be implemented in 3 phases, as it will support and work alongside the 10-year strategic plan. Mothercraft's Board of Directors developed and endorsed the organization's aspirational statement.

What is Reconciliation?

The term reconciliation describes individuals' and institutions' attempts and responsibility to raise awareness about colonization and its ongoing impacts on Indigenous peoples. In 2008 the Truth and Reconciliation Commission (TRC) was established as a result of the apology from the Federal government and the role it played in the establishment of Residential Schools. The TRC defines reconciliation as "establishing and maintaining mutual relationships between Aboriginal and non-Aboriginal peoples in this country. In order for that to happen there has to be an acknowledgment of the harm that has been inflicted, atonement for the causes, and action to change behaviour" (TRC, P6-7).

In 2015, the TRC identified 94 calls to action, for Governments, institutions, and individuals to address in order to move toward meaningful reconciliation. One of the aims of the TRC was to educate Canadians on the harms of Residential Schools and ongoing colonial policies on Indigenous communities, and identify opportunities to begin healing as a community.

"Reconciliation must inspire Aboriginal and non-Aboriginal peoples to transform Canadian society so that our children and grandchildren can live together in dignity, peace, and prosperity on these lands we now share" (TRC, P8).

Recognizing the importance of respectful and reciprocal relationships between Indigenous and non-Indigenous communities, Mothercraft began its journey towards the Reconciliation Action Plan. Mothercraft is committed not only to working with Indigenous communities but also to learning and understanding how to apply this knowledge in areas of work within the organization.



** Sweetgrass reminds us of the importance of Mind, Body and Spirit. They are all connected to each other and so, when doing any work for ourselves or community, we need to do so in a way that connects our mind, body and spirit. When braided together sweetgrass is stronger and cannot be broken, so it reminds us of the importance of working together to support a common goal or outcome.*

Vision and Guiding Principles

The vision for the Truth & Reconciliation Action Plan recognizes relationships between Indigenous and non-Indigenous people since the inception of Mothercraft and strives to reconcile and strengthen these relationships. Realizing this vision requires a commitment to pursuing justice and reconciliation through a practical action plan based on teachings, values, and community input - all of which are required for meaningful change to take place.

The Truth & Reconciliation Roadmap and Action Plan provides practical strategies for building and renewing meaningful partnerships and engagement with Indigenous communities, families, and individuals in order to learn from each other and work to build a more equitable and inclusive community.

The Guiding Principles provide a lens through which the work will be planned, implemented and assessed.

Guiding Principles

1. **Trauma Informed Approaches** - considering and incorporating these into all aspects of communications, engagement, program development, training and learning, and policy and procedure implementation.
2. **Respect** - kind and honest actions will ensure multiple perspectives and lenses are considered in the development, implementation, and evaluation of programs and services, which includes working with the Indigenous community; First Nations (status, non-status), Metis, and Inuit communities.
3. **Relationship** - acknowledging that relationships take time, and unpacking truth and implementing reconciliation is an ongoing process of commitment to engaging and establishing relationships between Indigenous and non-Indigenous community members, staff, and service users.
4. **Reason** - all decisions regarding programs, services, support and training, and learning opportunities that impact Indigenous families are co-developed with the voice and vision of the Indigenous community.
5. **Caring Behaviour** - committing to listen to the truths and acknowledge and address past harms that will allow for healing and reconciliation to take place.
6. **Equity** - Mothercraft is committed to creating safer and equitable spaces and opportunities for Indigenous staff, service users and communities that are responsive to their needs.
7. **Accountability** - effective and consistent communication, transparency, and demonstrated benefit for Indigenous staff, service users and communities.

Our Roadmap

The Roadmap is based on 4 categories of action beyond the start-up step: Communication and Engagement, Knowledge and Learning, Programs and Service Delivery, and Policy and Procedure. This Roadmap is intended to guide Mothercraft along the journey and recognizes that reconciliation is an ongoing and evolving process.

Truth and Reconciliation Roadmap



Start up and Implementation

Organize T&R Advisory Committee. Establish Key Principles and action areas to Guide Work.

Knowledge and learning

Mothercraft is committed to pursuing Knowledge and Justice through the work of reconciliation. This includes learning teachings, values, and engaging community voice which are required for meaningful change and impact to take place.

Policy and Procedures

Policies and Procedures are reviewed to reflect Indigenous Worldviews and anti-bias lens.



Communication and engagement

Senior Leadership Team acknowledges and re-affirms the importance of Truth & Reconciliation to the work of Mothercraft.



Programs and Service Delivery

Identify and embed Truth and Reconciliation and Indigenous Best Practices into program and service delivery.



The Journey Continues...

Action Plan Activities

Phase 1 (2022-2023)- Phase 2 (2024 - 2029) - Phase 3 (2030-2031)

| Category | Actions/Tasks | Timeline | Division/ Program Lead | Resources Required <i>(internal and external)</i> | Progress Measures / Milestones |
|----------------------------|---|----------|--|---|---|
| Communication & Engagement | <p>Statement from the Board and Executive Director regarding the Truth and Reconciliation Action Plan is established</p> <ul style="list-style-type: none"> ● Provide regular updates to staff on the implementation Truth and Reconciliation Action Plan | Phase 1 | Executive Director | <p>Work with the Board and SLT, and SPQA on engagement</p> <p>Indigenous and Non-Indigenous Community Partners</p> | <p>A Reconciliation Impact statement from the Board and the Executive Director is established and is visible to staff and community</p> <p>Relationships with community partners have been formalized and established to support the Truth and Reconciliation Action Plan</p> |
| Communication & Engagement | <p>Develop a narrative on the history of Mothercraft to ensure all truths are acknowledged.</p> <ul style="list-style-type: none"> ● Establish a land acknowledgement for Mothercraft that is informed by Indigenous and non-Indigenous community and will allow for individuals | Phase 1 | Strategy, Policy and Quality Assurance | <p>SLT ensures that the land acknowledgement is representative and speaks the truth</p> <p>Identify and engage with Elders and knowledge keepers to provide teachings</p> <p>Identify and engage with Indigenous and non-</p> | <p>Gather data and information on the history of Mothercraft</p> <p>A narrative is developed and established for SLT review and approval</p> <p>A standard history of Mothercraft is approved that can be shared on the website</p> |

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| | <p>that are sharing it to identify themselves within it</p> <ul style="list-style-type: none"> • Revise the land acknowledgement to engages children in the story | | | <p>Indigenous peoples to support the knowledge and development of a land acknowledgement</p> <p>Treaty Maps from across Canada are utilized to identify where Mothercraft is but also where staff are when providing this</p> <p>Conduct historical research with archives</p> <p>Identify and engage with past staff through interviews who carry knowledge regarding the history</p> | <p>A template of a land acknowledgement is established including identifying which areas can be amended to reflect where staff are, etc</p> <p>Staff have an increased understanding on the importance of land acknowledgements</p> |
| Knowledge and Learning | <p>Increase staff awareness of Indigenous resilience, needs, experiences and requests for service</p> <ul style="list-style-type: none"> • Provide training on Indigenous history, and current impacts for all staff to feel equipped in working with Indigenous community and service users. • Ensure orientation | Phase 2 | <p>Education, Training and Data</p> <p>Corporate Services</p> | <p>Identify and secure funding to support this work</p> <p>Identify and source training opportunities to be made available for staff</p> <p>Strategy, Policy and Quality Assurance is engaged in the process to identify the training</p> <p>SLT will endorse the training</p> | <p>Develop a survey for data collection to understand the learnings levels of staff</p> <p>Ensure that data collection is qualitative and quantitative to support future training opportunities</p> <p>Training has been conducted</p> <p>Attendance of staff actively participating in the training has</p> |

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|----------|---|----------|------------------------------|--|--|
| | <p>materials and topics build a common understanding of Truth and Reconciliation, cultural competency and anti-Indigenous racism</p> <ul style="list-style-type: none"> • A learning hub is established that provides staff with resources to increase their knowledge on Indigenous Histories and current realities | | | <p>and ensure that staff are able to access all training opportunities</p> <p>Identify and ensure that appropriate staff coverage is made available</p> <p>Provide Agency wide resources to support ongoing professional development and learning opportunities regarding Indigenous specific topics: resiliency, Indian Residential Schools, 60's Scoop, Legislation, Indian Act etc.</p> | <p>been gathered and provided to Human Resources</p> <p>Staff have increased their knowledge on Indigenous history and current realities</p> <p>Review, amend and identify an new policies that need to be establish to reflect, Indigenous worldviews and anti-bias lens</p> <p>New staff are equipped with the organizational understanding of the Truth and Reconciliation Action Plan</p> <p>Staff and service users feel safe to come forward regarding tasks and action items that need to take place</p> <p>Orientation materials are developed that reflect and support truth and reconciliation information/resource</p> <p>Resources are distributed throughout the agency for independent learning/ reading</p> |

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| Knowledge and Learning | Support the ongoing professional development and learning of staff by providing resources | Phase 3 | Corporate Services | <p>Advisory Committee</p> <p>Funding to purchase resources</p> <p>Engage with Indigenous organizations/agencies to identify resources that support ongoing professional development</p> <p>Provide Agency wide resources to support ongoing professional development and learning opportunities regarding Indigenous specific topics: resiliency, Indian Residential Schools, 60's Scoop, Legislation, Indian Act etc.</p> | <p>Hub/shared learning space is established</p> <p>Training is provided</p> <p>Resources are distributed throughout the agency for independent learning/ reading</p> <p>Staff are regularly updated on the progress of the T&R action plan</p> |
| Program/service Delivery | <p>Identify and embed Truth & Reconciliation and Indigenous best practices into program design and delivery</p> <ul style="list-style-type: none"> • Provide opportunities for traditional medicine to be accessible and utilized at | Phase 3 | <p>Child and Family Services</p> <p>Education and Training and Data</p> | <p>Work with and support from SPQA</p> <p>Identify new relationships and community partners to support the Truth and Reconciliation Action Plan</p> <p>Partner with Indigenous education institutes</p> | <p>Quality assessment completed for programs</p> <p>Program Statements on Truth and Reconciliation are established</p> <p>Staff and service users are more comfortable in identifying their Indigenous identity</p> |

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|-----------------------|--|----------|------------------------------|---|---|
| | <p>Mothercraft facilities, as needed/requested</p> <ul style="list-style-type: none"> • Develop ways that Indigenous services users and staff can see themselves reflected within the organization in a meaningful and purposeful way • Explore and provide opportunities for ECE's students to experience field placements working alongside Indigenous Educators | | | <p>Identify Indigenous consultants to review materials</p> <p>Identify and ensure funding is available for the review and potential edits to curriculum and programming</p> <p>Develop partnership agreements with Indigenous organizations/ agencies</p> <p>Placement coordinator to conduct Indigenous placement research</p> | <p>Amendments and updates have been implemented in program plans/ and curriculum, where applicable</p> <p>Policies have been reviewed and established to reflect Indigenous worldviews and an anti-bias lens</p> |
| Policies & Procedures | <p>Include and value lived experiences in recruitment, hiring and retention activities</p> <ul style="list-style-type: none"> • Review all Job Descriptions and assess and amend qualifications to reflect lived experiences • Review policies to ensure they reflect | Phase 2 | Corporate Services | <p>SLT - Human Resources to consult with internal departments to share hiring practices and job postings</p> <p>Promote and encourage Indigenous community events, news and other media impacting Indigenous communities</p> | <p>Job Description are reviewed to ensure descriptions and qualifications are updated to be user friendly</p> <p>Hiring and interviewing practices have been reviewed and updated</p> <p>Policies reviewed and established that reflect, Indigenous worldviews and anti-bias lens</p> |

| Category | Actions/Tasks | Timeline | Division/ Program Lead | Resources Required <i>(internal and external)</i> | Progress Measures / Milestones |
|-----------------|---|-----------------|---------------------------------------|---|---|
| | Indigenous worldviews and an anti-bias lens | | | SPQA to support policy development and revisions. | |

Final Thoughts

On the journey to Reconciliation, there will be missteps and mistakes. There is no clear path when forging a new foundation for relationship building. Valuable learning comes from these experiences and fear of making mistakes should not paralyze authentic action toward Reconciliation.

Throughout the development of the Truth and Reconciliation Action Plan, the Advisory Council Identified additional areas and actions to be considered. These areas are identified below:

- Conduct further and ongoing evaluation across the entire organization to better understand impacts on Indigenous service users;
- Undertake data collection in an accountable and transparent manner for Indigenous community members and partners;
- Establish and implement a Truth and Reconciliation Committee to review the progress and support the work of the Truth and Reconciliation Action Plan;
- Provide opportunities so that Indigenous staff are meaningfully involved in decision making when it comes to programming, policy and research that impacts Indigenous peoples;
- Recognize and educate on the historical and ongoing harms that research has had within Indigenous communities; and
- Identify Indigenous researchers and practices utilized within the Indigenous communities.

The Truth and Reconciliation Action Plan is a living document that will continue to grow and evolve as needed in order to respond to changing needs of Indigenous service users, staff and communities. As these relationships strengthen, the Truth and Reconciliation Action Plan may be adapted and reinterpreted.