



## **COUNCIL – AGENDA REPORT**

**Meeting Date:** 2 July 2025  
**Subject:** Indigenous Framework and Action Plan  
**Directorate:** Community Services

---

### **Issue:**

Council is being provided with the Indigenous Framework and Action Plan.

### **Policy / Council Direction:**

Council has indicated in their 2023-26 Focus Area a desire to embrace the intent of the Truth and Reconciliation Commission's Calls to Action in order to create understanding and support stronger Indigenous connections in the community. Airdrie will be a place where all people can live with dignity, value, and purpose.

In June 2024, a discussion took place at regular meeting to have a workshop with Council to investigate a policy regarding Truth and Reconciliation requests from groups. Three workshops have been held since August 2024 to February 2025 to develop the Indigenous Framework and Action Plan.

### **Background:**

The City of Airdrie is developing an Indigenous Framework and Action Plan to guide its actions towards advancing reconciliation, responding to the Truth and Reconciliation Commission's (TRC) Calls to Action, specifically Calls 43, 57, 77, and 88. This initiative reflects Airdrie's commitment to building meaningful relationships with Indigenous communities, acknowledging historical truths, and fostering cultural understanding. This document outlines the development process, current progress, and recommended next steps for approval and implementation.

The TRC's Calls to Action provide a roadmap for reconciliation. The following calls guide Airdrie's framework:

- **Call 43:** Adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the framework for reconciliation at all levels of government.

- **Call 57:** Educate public servants on Indigenous history, residential schools, Treaties, Indigenous rights, Indigenous law, and Crown-Indigenous relations, including skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
- **Call 77:** Support community-based projects to document and commemorate the history and legacy of residential schools through memorials, plaques, or public markers.
- **Call 88:** Support increased cultural programming in collaboration with Indigenous communities to honor their traditions, heritage, and contributions.

## **Development Process**

To ensure a robust and inclusive process, the following steps have been undertaken:

1. **Training and Education:** Comprehensive training was developed and delivered to City leadership and Council to establish a common understanding of Indigenous rights, culture, history, UNDRIP, and the TRC Calls to Action. This aligns with Call 57 and ensures informed decision-making.
2. **Commitment Development:** Four core commitments were established to guide the framework, reflecting Airdrie's dedication to reconciliation, cultural respect, and partnership with Indigenous communities.
3. **Councillor Engagement:** Individual feedback was sought from councillors to identify actionable steps the City could undertake. These actions were ranked (high/medium/low).
4. **Summary Report:** A summary report with prioritized recommendations has been prepared for Mayor and Council, detailing proposed actions to advance reconciliation.

The draft Indigenous Framework and Action Plan, including the four commitments and recommended actions, is ready for review by Mayor and Council. The summary report provides a clear path forward, grounded in the TRC Calls to Action and UNDRIP principles. The framework and action plan have been developed as a starting point for the City to build on existing relationships with Indigenous Communities.

## **Recommended Next Steps**

To ensure the framework is inclusive, effective, and sustainable, the following steps are proposed:

1. **Share with Circle Connections for Reconciliation:** Present the draft framework and action plan to the Circle Connections for Reconciliation for input and awareness, ensuring Indigenous perspectives shape the final plan.

2. **Council Approval:** Review and approve the Indigenous Framework and Action Plan at a Council meeting, incorporating feedback from Indigenous partners.
3. **Policy Development:** Develop supporting policies, guidance, and “guard rails” to ensure consistent implementation of the action plan across City operations. Administration is recommending for Council provides direction for staff to develop:
  - a land acknowledgement policy to guide City staff and Council on respectful and meaningful ways of delivering and personalizing land acknowledgements for municipal-led events, meetings, and communications, in alignment with the Truth and Reconciliation Commission of Canada’s Calls to Action.
  - an open and transparent grant funding policy to support initiatives that provide awareness and education to Airdrie residents about Indigenous histories, rights, cultures, world views and laws.
4. **Implementation:** Begin executing the approved actions, with clear timelines and accountability measures.
5. **Development of Key Messages:** Prepare messages that Council and Administration may use in discussions with constituents on why this work is being undertaken, or in the public roll-out of the Framework.
6. **Annual Review:** Establish a process to review and update the action plan annually, incorporating meaningful input from the Circle Connections for Reconciliation, Otipemisiwak Métis Government, and Treaty 7 nations to ensure ongoing relevance and impact, and alignment with Indigenous Peoples’ priorities.

### **Council Committee Routed Through:**

Under Council’s Governance Structure, matters relating to Indigenous are directly presented to Council.

### **Administration Recommendation:**

That Council:

1. endorses the City of Airdrie’s Indigenous Framework and Action Plan; and
2. directs Administration to develop a:
  - Land Acknowledgment Policy; and
  - Indigenous Initiative Grant Funding Policy.

The Indigenous Framework and Action Plan positions Airdrie as a leader in municipal reconciliation efforts. By grounding this work in UNDRIP and the TRC Calls to Action, and through ongoing and meaningful collaboration with Indigenous communities and Urban Indigenous Residents, Airdrie can build stronger, more inclusive relationships that honour

Indigenous rights, culture, and history, and demonstrate the City's commitment to Reconciliation. We look forward to Council's feedback and approval to move this critical work forward.

**Alternatives/Implications:**

Council may wish to direct Administration to bring back specific information that is not included in the proposed Indigenous Framework and Action Plan.

**Budget Implications:**

The proposed actions requiring resources as outlined in the framework and action plan will be detailed in the 2026 budget for Council's consideration.

**Communications and Engagement:**

Administration and IndigenUs Consulting Inc., has met with the Circle Connections for Reconciliation as one of the primary rights holders to share the framework and action plan. The summary of discussions will be shared verbally out Council meeting. Key messages have been developed to be provided to Council and City leadership to help explain to the community the importance of developing an Indigenous Action Plan for the City of Airdrie.

**Recommendation:**

That Council:

1. endorses the City of Airdrie's Indigenous Framework and Action Plan; and
2. directs Administration to develop a:
  - Land Acknowledgment Policy; and
  - Indigenous Initiative Grant Funding Policy..

---

Clay Aragon  
Manager of Culture, Heritage and Events

Staff Presenter:	Clay Aragon
External Presenter:	Dione McGuinness, IndigenUs Consulting Corp
Department:	Community Services
Reviewed by:	Michelle Lock
Attachments:	#1: City of Airdrie Indigenous Framework and Action Plan