

- Acknowledgement of First Nation traditional territory before meetings/gatherings. Avoid asking Indigenous communities to create one for you. Do your research into the history of your area and develop a land acknowledgment based on those findings.
- Ensure cultural safety training is available for all staff
- Promote a formal Indigenous Relationships Committee within your organization
- Know, network and build relationships with all Indigenous service providers in Area 35 (or in your own treaty area)
- Deliver onsite services to Indigenous clients connected to Indigenous agencies
- Develop and discuss a Memorandum Of Understanding with M'Wikwedong Indigenous Friendship Centre, ensuring meaningful collaboration
- When a Cultural Elder is requested to be involved in a program or service activity, kindly discuss how and when a cultural protocol can be used
- Make sacred medicines and the four direction teachings available to clients
- Have a feather and talking stick available for people to use if they choose
- Develop a reconciliation action plan based on the Truth And Reconciliation Calls To Action
- Promote cultural standard policies (ie. smudging, tobacco offering, Indigenous-specific service provision guidelines, etc.)
- Create opportunity to initiate Indigenous inclusion policies and hire Indigenous staff
- Create Indigenous-specific programming delivered by Indigenous staff
- Invite Elders and Knowledge Keepers to attend some meetings
- Be inclusive and aware of special Indigenous days (ie. Pow Wows, Aboriginal Day, ceremonial activities, etc.)
- Promote Indigenous symbols/emblems/art on the premise (ie. art, pictures, Grandfather Teachings, tree of life, flag, treaty poster, etc.)
- Name some of your spaces in the Anishinaabemowin language in partnership with Indigenous Elders or Knowledge Holders
- Provide funding to Indigenous organizations to assign staff who can work with you on reconciliation projects
- Encourage people in leadership roles that are close to you to attend Giiwe Sharing Circles or other Indigenous-led activities. This includes executive directors, board members, program managers, politicians, government officials, staff, etc.
- Begin meetings by reading 2 or 3 of the TRC Calls To Action

**Collaborative work takes time. Go slow, listen, and build meaningful relationships.**