



# Reconciliation Working Group

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Annual Report  
2018-2019



This report will discuss the development and growth of the Reconciliation Working Group, highlighting learning opportunities, events, presentations, articles, and engagement with CAMH staff, students, and volunteers throughout 2018-2019. A final section will include initiatives and events planned for 2019-2020.

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Shkaabe Makwa (formerly Aboriginal Engagement and Outreach [AEO])  
Provincial System Support Program (PSSP)  
Centre for Addiction and Mental Health (CAMH)

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## Introduction

This report features the history of the Reconciliation Working Group (RWG) evolving from an early discussion group in June 2017 to its inaugural meeting in December 2017. The cultural, social and learning opportunities hosted by the RWG in 2018-2019 have created positive inquiry and momentum for deeper dialogue among our colleagues at CAMH.

## Background

### Development of the Reconciliation Working Group

Following a month-long series of activities for National Aboriginal History Month in June 2017 and to celebrate National Aboriginal Peoples Day, Lori Spadorcia, Vice President of Communications and Partnerships and Renee Linklater, Director of Aboriginal Engagement and Outreach convened a discussion among CAMH staff members. The meeting was held to develop a reconciliation agenda for CAMH to consider the implications of the “Calls to Action” in the 2015 final report of the Truth and Reconciliation Commission of Canada (TRC).

Sections 18-24 of the TRC report call upon health organizations to initiate change to improve services and partnerships with Indigenous peoples.

*“We call upon those who can effect change within the Canadian health care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.”*

*- Call to Action, 22*



*Lori Spadorcia, Vice President, Communications and Partnerships leading the discussion on reconciliation with staff members at CAMH.*

*Discussion was led by questions to staff members:*

- What is the role of CAMH in the “Calls to Action” for health care organizations?
- How should CAMH respond to reconciliation?
- Who should respond?
- What is needed at CAMH to support a thoughtful and actionable response?
- How do we measure the effectiveness of the CAMH response to reconciliation?

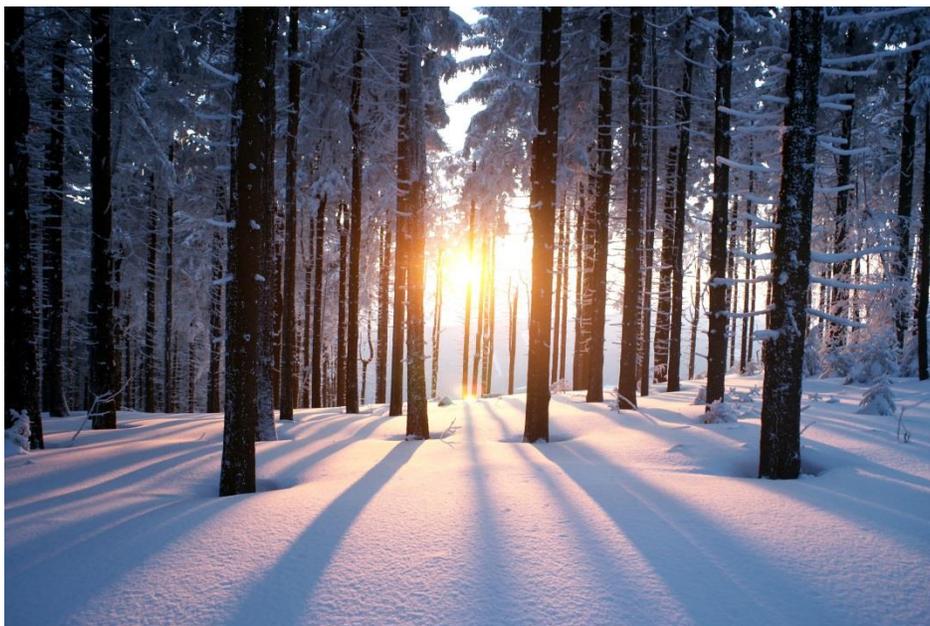
The response from staff was overwhelmingly in favour of moving forward together to share information, educate ourselves on the issues, offer learning opportunities, screen films on relevant topics, invite speakers, prepare a “Lunch and Learn” series, create articles and blog for CAMH’s Insite website, submit podcasts, invite a CEO blog on reconciliation, and make available traditional teachings and tours of Aboriginal Services and the Ceremony Grounds throughout the year.



*Walter Lindstone, Social Worker, Aboriginal Services sharing with colleagues at the CAMH Ceremony Grounds during a Lunch and Learn session.*

## Members of the Reconciliation Working Group

In December 2017, the inaugural meeting of the RWG was held with the theme, *"Inspiring Change: A Focus on Internal Awareness to Initiate Reconciliation at CAMH"*. The meetings began with a core group of six members: Dana Wesley – Greater Toronto Area (GTA) team, PSSP; Margaret McKeeman - Back on Track; Kirk LeMessurier - Director of Corporate Planning and Strategy; Jill Shakespeare – Manager, GTA team, PSSP; Renee Linklater - Director of Aboriginal Engagement and Outreach; and Diane Longboat - Senior Project Manager, Guiding Directions Implementation.



By March 2019, the CAMH's RWG had 15 members from across the organization showing almost equal participation of Indigenous and non-Indigenous membership (see Appendix A for current membership). Members attend from many teams at CAMH including Enterprise Project Management, Aboriginal Services, Communications and Strategy, Aboriginal Engagement and Outreach, Public Affairs, CAMH Foundation, Back on Track, Youth Concurrent Clinic, the Provincial System Support Program's GTA Team, and the West Region Team. Membership is open to all staff at CAMH. With information shared across CAMH and within the regions throughout Ontario, there has been a request from the regional offices to include one Indigenous standing representative, supported by a non-Indigenous representative from each region. Regions are encouraged to offer their own activities and also be a part of the ongoing activities at the Toronto locations of CAMH. When possible OTN is offered for the RWG meetings and a conference line is open at every monthly meeting.

## Progression of the Reconciliation Working Group

### Highlights for 2018

There are many highlights of 2018 including articles published on Insite, information sharing among colleagues, and special events for reconciliation.

### Articles on Insite

- New land acknowledgement on the CAMH web site
- [Insite article](#) by Dr. Renee Linklater on self-care on the land, making bear medicine and land-based healing, February 2018
- [Insite article](#) in April by Diane Longboat on activities of the Reconciliation Working Group and upcoming events for staff sweat lodge ceremonies and topics for the lunch learn series
- [CEO blog](#) by Catherine Zahn, "A CAMH Reconciliation Conversation", May 30, 2018



*Renee Linklater, Director of Aboriginal Engagement and Outreach making bear medicine.*

## Sharing Information Among Our Colleagues

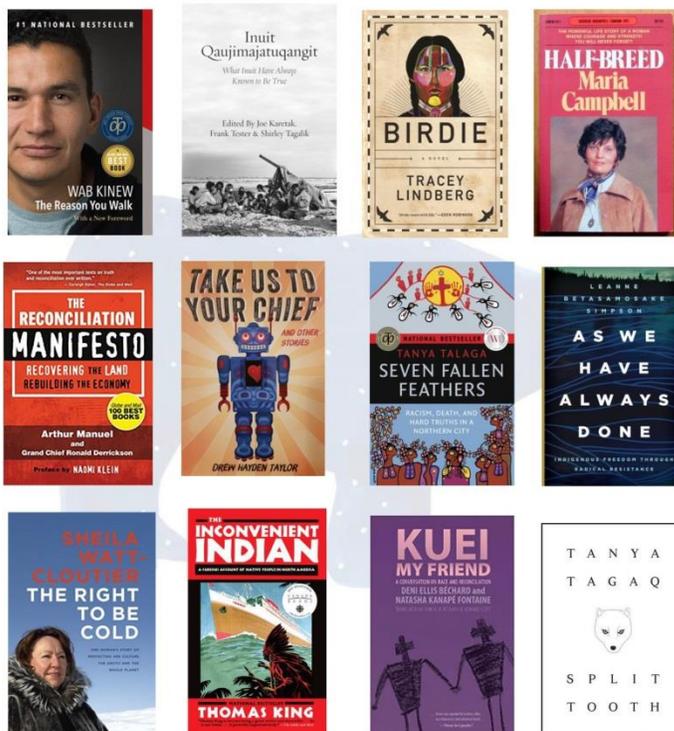
- Aboriginal Services shared its unique services through regular visits to Inpatient Units and the Emergency Department at College Street and Queen Street locations
- Emergency Department developed a poster board and quick facts accompanied by supporting resources shared daily at Team Huddles among colleagues for the month of June
- Lunch and Learn Series - attended by 117 staff members
  - May 11 - Julie Bull and Tara Marie Watson, "From Policies to Action: Emerging Solutions in Promoting and Practicing Ethical Research with Indigenous Peoples"
  - May 25 - Walter Lindstone, "Substance Use and Indigenous Peoples"
  - June 1 - Holly Smith, "Two Eyed Seeing: Healing From Trauma"
  - June 8 - Nicole Wemigwans and Falcia Jachyra, "Strengths and Resiliencies of Indigenous Youth"
  - June 15 - Krystine Abel, Nadia Green and Ryan Ting-A-Kee, "Indigenous Language Style Guide for Reporting on Indigenous Peoples"
  - June 22 - Cynthia White, "Role of Spirituality in Mental Health Care for Indigenous Peoples"

<p><b>FROM POLICIES TO ACTIONS:</b> EMERGING SOLUTIONS IN PROMOTING &amp; PRACTICING ETHICAL RESEARCH WITH INDIGENOUS PEOPLES</p> <p>- This Lunch-n-Learn is open to staff and students at CAMH - Join co-investigators, Julie and Tara Marie as they share teachings and learnings from their collaborative research process in examining community responses to cannabis legislation.</p> <p>60 White Squirrel Way Room 115 (+OTN) Friday May 11, 2018 12-1pm To RSVP, please email Bonnie.Dack@camh.ca</p> <p><b>Presenters:</b> Julie Bull Research Methods Specialist, Aboriginal Research, Aboriginal Engagement and Outreach Tara Marie Watson Post-Doctoral Fellow, Institute of Mental Health Policy Research</p> <p>IMHPR camhPSSP First in a series hosted by CAMH's Reconciliation Working Group</p>	<p><b>Two-Eyed Seeing Approaches to Healing from Trauma</b></p> <p>- This Lunch-n-Learn is open to staff, students and volunteers at CAMH - Two-Eyed Seeing approaches incorporate both Traditional and Western ways of knowing and doing. This presentation will present Two-Eyed Seeing approaches to healing from trauma which will be explored from the perspective of a First Nations occupational therapist.</p> <p>60 White Squirrel Way Room 115 (+OTN) Friday June 1, 2018 12-1pm For more information, please email Bonnie.Dack@camh.ca</p> <p><b>Presenter:</b> Holly Smith Occupational Therapist Aboriginal Services</p> <p>Third in a series hosted by CAMH's Reconciliation Working Group</p>	<p><b>Indigenous Language Style Guide for Reporting on Indigenous Peoples</b></p> <p>- This Lunch-n-Learn is open to staff, students and volunteers at CAMH - This presentation will highlight key principles when writing or reporting on First Nations, Inuit and Metis Peoples. Krystine and Nadia will be joined by Ryan Ting-A-Kee from the Nicotine Dependence Clinic, to demonstrate best practice in action with the creation of the '15 Time Toolkit' for First Nations and Inuit clients. In addition, this presentation will launch an Indigenous language style guide for internal use at CAMH.</p> <p>60 White Squirrel Way Room 115 (+OTN) Friday June 15, 2018 12-1pm To RSVP, please email Bonnie.Dack@camh.ca</p> <p><b>Presenters:</b> Krystine Abel M.Ed. Aboriginal Research Methods Specialist Aboriginal Engagement and Outreach Nadia Green M.Ed. Aboriginal Knowledge Exchange Coordinator Aboriginal Engagement and Outreach Ryan Ting-A-Kee M.Ed. Research Coordinator STP Program, Clinic</p> <p>Fifth in a series hosted by CAMH's Reconciliation Working Group</p>
<p><b>Substance Use and Indigenous Peoples</b></p> <p>- This Lunch-n-Learn is open to staff and students at CAMH - Join Walter to learn about some of the reasons why substance use is so prevalent amongst the First Nations, Inuit, and Metis populations in Canada. Other aspects to be explored include: the medicine wheel approach to treating Aboriginal people with substance use issues, and the historical perspective of relationships between trauma and how it's transmitted, Spiritually, Mentally, Emotionally, and Physically.</p> <p>Ceremony Grounds Sacred Fire Behind 10 WSW Friday May 25, 2018 12-1pm For more information, please email Bonnie.Dack@camh.ca</p> <p><b>Presenter:</b> Kokomis Shkawbaywis Walter Lindstone, B.A., B.S.W., M.S.W., Ph.D. (Student) Indigenous Centered Social Worker Clinical Worker 2 Tale-Mental and ECHO Ontario FNIM Mental Health</p> <p>Second in a series hosted by CAMH's Reconciliation Working Group</p>	<p><b>Strengths and Resiliencies of Indigenous Youth</b></p> <p>- This Lunch-n-Learn is open to staff, students and volunteers at CAMH - This presentation will focus on how youth today are paving the way for the youth of tomorrow and will include a discussion on the triumphs of Indigenous youth who continue to fight colonialism while healing from intergenerational trauma. In addition, resources for Indigenous youth in the Greater Toronto Area will be provided.</p> <p>60 White Squirrel Way Room 115 (+OTN) Friday June 8, 2018 12-1pm To RSVP, please email Bonnie.Dack@camh.ca</p> <p><b>Presenters:</b> Falcia Jachyra MEd, RSW Social Worker, Aboriginal Services Nicole Wemigwans MSW, RSW Social Worker, Aboriginal Services</p> <p>Fourth in a series hosted by CAMH's Reconciliation Working Group</p>	<p><b>Role of Spirituality in Mental Health Care for Indigenous Peoples</b></p> <p>- This Lunch-n-Learn is open to staff, students and volunteers at CAMH - This presentation will discuss building resiliency in the individual by bridging the gap between Spirituality and Mental Wellness and how using Indigenous tools and ceremonies give us the strength to meet life's challenges.</p> <p>Ceremony Grounds Behind 10 WSW Friday June 22, 2018 12-1pm To RSVP, please email Bonnie.Dack@camh.ca</p> <p><b>Presenter:</b> Cynthia White Traditional Healer Aboriginal Services</p> <p>Sixth in a series hosted by CAMH's Reconciliation Working Group</p>

- Video on reconciliation, produced by CAMH's Public Affairs for the panel discussion at National Indigenous Peoples Day, June 19, 2018, with speakers from CAMH including Cynthia White, Rani Srivastava, Walter Lindstone, Nicole Wemigwans, Jill Shakespeare, and Dion Carter
- Grand Rounds by Dr. Renee Linklater offers "Implementing Culture for Transformation", Sept. 20, 2018, attended by 110 staff members (see Appendix B)
- [Insite article](#) on October 29, 2019 on the ELT sweat lodge ceremony
- Order "Calls to Action" small TRC booklets to share with colleagues at RWG events and encourage colleagues to select a call to action to implement personally or at work
- Communications Plans include Managers Calendar Invites, Insite articles, blogs and CEO blog, Facebook live, newsflash, posters, social media, digital advertising at the Community Centre, Managers Bulletin, social media, PSSP Managers monthly meeting
- A book listing of recommended readings for our colleagues compiled by Dr. Julie Bull, Research Methods Specialist, Aboriginal Engagement and Outreach, PSSP



### Suggested Reading for ReconciliACTION



## Special Events for Reconciliation

- Sweat Lodge Ceremonies for CAMH staff members on May 24, 2018 and June 7, 2018 with the Traditional Healer of Aboriginal Services - attended by nine staff members
- National Indigenous Peoples Day - participation in all events by the RWG on June 19, 2018 (See Appendix C)
  - Ancestor Ceremony at the Ceremony Grounds attended by 20 staff members
  - Reconciliation Panel discussion with President, CEO Catherine Zahn, Dr. Allison Crawford, and Grand Chief, Dr. Wilton Littlechild, past Commissioner of the TRC with 100 people in attendance



**Left to right:**  
 Renee Linklater, Director, Aboriginal Engagement and Outreach; Dr. Alison Crawford, Director, Ontario Psychiatric Outreach Program, ECHO Ontario Mental Health; Dr. Catherine Zahn, President and CEO, CAMH; Dr. Wilton Littlechild, Grand Chief of Treaty 6 and former Commissioner of the Truth and Reconciliation Commission of Canada (TRC).

- First CAMH Pow Wow, “Getting Together in the Spirit of Reconciliation”, attended by approximately 800 people, June 19, 2018 - Honouring the Children



- Orange Shirt Day - September 25, 2018 at the Queen Street and Russell Street sites to commemorate the memory of children who attended residential schools operated by churches and the government of Canada; photos and Insite article on residential schools; participating regions included Sudbury, GTA and West Region



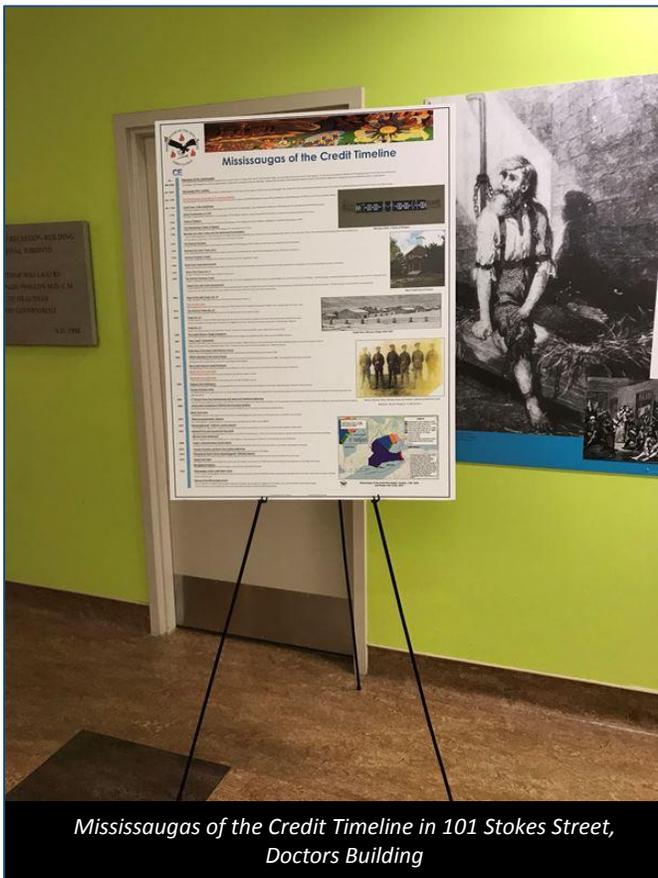
**“My Mother is a residential school survivor. Growing up as her children, we would ask our Mother about her experiences in residential school. Our questions would be answered with silence. When my Mother was asked to testify in court about her experience in residential school, she refused by saying she did not want to relive that experience. I hope my contribution to the Reconciliation Working Group will provide even a small voice for my Mother.”**

*~ Michael Milward  
Manager of Provincial Initiatives, AEO*

- Executive Leadership Team participated in a Sweat Lodge ceremony on October 26, 2018



- Additions to the history wall of CAMH to include the historical timeline in the Doctor's Building
- Fall Film Series in October, November and December with *Colonization Road* by CBC and *First Contact* by APTN; discussion guide is prepared for introducing the films and facilitating discussion afterward - attended by 40 staff members
- New Poster Guide on how to prepare communications materials for the RWG events (See Appendix D)
- New Language Guide for writing on Indigenous peoples at CAMH (See Appendix E)



Mississaugas of the Credit Timeline in 101 Stokes Street, Doctors Building



Join the Reconciliation Working Group for a showing of  
**Colonization Road**

Following in the success of CAMH's June 2018 celebration of National Indigenous Peoples Day, CAMH's Reconciliation Working Group invites you to the first of its upcoming film screenings.

Join Anishinaabe comedian Ryan McMahon as he travels across Ontario to learn how governments have dispossessed Indigenous people of land and access to traditional territories while creating space for settlers in what eventually became Canada.

A brief discussion will follow the screening of *Colonization Road*:

12 p.m. to 1 p.m., October 29

in room T-321 at Russell Street.

**camh**  
mental health is health

**"I joined the RWG because I am invested in seeing the positive change reconciliation can provide for Indigenous People at our organization."**

~Nadia Green  
KE Coordinator, AEO

## Initiatives and Events for 2019-2020

### Articles on Insite

- GTA team will provide an article for Insite on how they are implementing the “Calls to Action” among their staff and in their professional lives
- GTA Team will host monthly Lunch and Learn sessions for colleagues
- Invite colleagues to send in their comments for “20 Reasons Why Reconciliation Matters at CAMH”
- Article on how Guiding Directions responds to the “Calls to Action” of the TRC in sections 18-24
- Calendar of events for the RWG (See Appendix F)

### Upcoming Events for 2019

- Inclusion of Aboriginal programs and services in the “new staff orientation” program
- Webinar at Addiction Rounds - Cynthia White, Traditional Healer at Aboriginal Services and Dr. Ketan Vegda, “Convergence of Traditional Healing and Hospital Care” for fall 2019
- Webinar at Addiction Rounds - Laura Gagnon, Manager of Workforce Development, “Increasing the Indigenous Workforce in Mental Health and Addiction”, September 20, 2019
- Webinar with Dr. Julie Bull on Research Ethics, October 18, 2019
- National Collaborating Centre for Aboriginal Health (NCCA) webinars on Indigenous health and the history of Indigenous health in Canada



## Special Events for Reconciliation

- Spring Film Series with three episodes of First Contact shown at both the Russell Street site and the Queen Street sites; first episode in April; second episode in May; final episode on June 11 at Bell Gateway Building, room 2131 with the Directors of First Contact, Jeff Newman and Stephanie Scott, in an open discussion with CAMH staff members, moderated by Lori Spadorcia, Vice President of Communications and Partnerships and Dr. Renee Linklater, Director of Aboriginal Engagement and Outreach

- “Doors Open” featured the unique services of Aboriginal Engagement and Outreach and Aboriginal Services, tours of the Ceremony Room at White Squirrel Way and the Ceremony Grounds was attended by over 300 persons from the public
- Fall Speakers Series on Indigenous Languages as a determinant of Indigenous mental well-being by Nikki Auten; Indigenous fluent speaker of Ojibway translates the meaning of anxiety, depression, schizophrenia and addiction; new national language law revitalizing Indigenous languages, speaker TBA
- Beading Workshop scheduled for October 2019
- Historic marker planned in Shaw Park to commemorate the council grounds and camping areas of the Mississaugas of the Credit

## Connections of the Reconciliation Working Group within CAMH

Since the inception of the RWG, many connections have been made within CAMH. The following are key examples of the interweaving of reconciliation with health equity and anti-racism:

- Linking members of the RWG to the Horizontal Violence, Anti-Racism, Anti-Oppression Committee to support one another’s terms of reference and actions
- A member of the RWG sits on the Health Equity Steering Committee

## Recommendations

In order to continue reaching staff within a myriad of departments at CAMH, we encourage the distribution of information between managers and colleagues that is concise and easy to read.

The following is an email that was sent out to Emergency Department staff at CAMH regarding cultural acknowledgments during 2018 National Aboriginal History Month. Please see Appendix G for more information. This is a great example of the impact that the RWG is having on departments at CAMH in exploring opportunities to increase their knowledge about First Nations, Inuit and Métis Peoples and their health in Canada.

Hello again ED team!

*Sending along this week's cultural acknowledgements for you to read at your leisure. There will be one more week of the huddle acknowledgements in celebration of Indigenous History Month!*

**Mon, June 18th: Spirituality of First Nations** - The following information was gathered primarily from the First Peoples Group, a recommended resource from Diane Longboat of CAMH's Aboriginal Outreach. There is not one culture for all First Nations and not all First Nations peoples are traditional. There are many similar cultural practices, symbols, and belief systems, influenced by each Nation's unique experience on the land and with each other. Most belief systems are grounded in balance and connectivity which is the idea that the spirit world is connected to the mortal world; the sea connected to the land; the sky to the land; humans to each other; to the winged; the four legged; stones and plants, etc. The circle is a sacred symbol in First Nation spirituality – meetings and gatherings such as PowWow's and sweat lodges are held in circles. The Medicine Wheel is a circle, which is a ceremonial tool with evolving spiritual teachings including the four directions, stages of life, human races, elements, seasons, personality, medicines, and more (the First Peoples Group, and Indigenous Corporate Training Inc.)



The RWG would like to encourage any staff member to join its initiatives and make a contribution. The group is open to ideas and suggestions for events, activities and future learnings related to reconciliation.

All are welcome!

## Appendices

### Appendix A

List of current members of the Reconciliation Working Group as of June 2019.

Reconciliation Working Group Members		
Name	Designation/Role	Department
1. Alexandra Wilkinson	Manager	Communications and Strategy
2. Ashley Hong	Project Coordinator	Gifts of Light Foundation
3. Bonnie Dack	Administrative Assistant	Aboriginal Engagement and Outreach, PSSP
4. Diane Longboat	Senior Project Manager Guiding Directions Implementation	Aboriginal Engagement and Outreach, PSSP
5. Heidi Maracle	Aboriginal Initiatives Lead	Aboriginal Engagement and Outreach, West Region, PSSP
6. Jill Shakespeare	Manager	GTA Region, PSSP
7. Julie Bull	Research Methods Specialist	Aboriginal Engagement and Outreach, PSSP
8. Karleigh Darnay	Youth Engagement Initiative Coordinator	McCain Centre/Child, Youth and Emerging Adult Program
9. Margaret McKeeman	Department Secretary	Back on Track
10. Michael McKinnon	Senior Development Writer	CAMH Foundation
11. Michael Milward	Manager of Provincial Initiatives	Aboriginal Engagement and Outreach, PSSP
12. Nadia Green	Aboriginal Knowledge Exchange Coordinator	Aboriginal Engagement and Outreach, PSSP
13. Paris Semansky	Director	Public Affairs
14. Renee Linklater	Director	Aboriginal Engagement and Outreach, PSSP
15. Robin Cuff	Manager	Aboriginal Services

## Appendix B

Poster of Grands Rounds presentation by Dr. Renee Linklater, Director of Aboriginal Engagement and Outreach.

**GRAND ROUNDS**


# CAMH Initiatives for First Nations, Inuit and Métis: Implementing culture for transformation

*Presented by:*  
**Renee Linklater, PhD**

**Learning Objectives:**

1. To learn about the importance of health equity in relation to the context of Indigenous health in Canada.
2. To gain an understanding of the culturally relevant services available for First Nations, Inuit and Métis peoples and communities across CAMH.
3. To discuss the influence and impact on the mental health system.
4. To acknowledge the opportunities to advance culture as treatment as part of camh's efforts to reconcile the relationship with Indigenous peoples.

**September 20, 2018 (Thursday)**  
**12:00 pm – 1:00 pm**  
 1001 Queen St. West  
**Community Centre Building - Training Room A** *(pizza lunch will be served)*  
 Broadcast: 250 College, Room 1158



**Renee Linklater, PhD** is a member of Rainy River First Nations in Northwestern Ontario. She has over 20 years of experience working with Aboriginal healing agencies and First Nation communities. Renee has worked across the health and education sectors as a frontline worker, program evaluator, curriculum developer, educator/trainer, and researcher.

**Renee** is an international speaker on trauma and healing and is the author of *Decolonizing trauma work: Indigenous stories and strategies*.

**Renee** is the Director of Aboriginal Engagement and Outreach for the Provincial System Support Program at the Centre for Addiction and Mental Health and is actively involved in several system level initiatives across the province.

## Appendix C

Poster for the 2018 National Indigenous Peoples Day at CAMH.



# National Indigenous Peoples Day

**Tuesday, June 19 from 9 a.m. to 4 p.m. at CAMH**

Celebrate **National Indigenous Peoples Day** through a day-long event, including:

**9 a.m.:** “Honouring Our Ancestors” at the Ceremony Grounds behind 10 White Squirrel Way. *Open to all clients and staff!*

**10:30 a.m. to 11:30 a.m.:** “How can CAMH respond to the calls to action in the Truth and Reconciliation Committee report?” with Dr. Catherine Zahn, Wilton Littlechild, past Commissioner of the Truth and Reconciliation Commission of Canada, and Dr. Allison Crawford, with Dr. Renee Linklater moderating in Room 2131, Bell Gateway Building. *Everyone welcome!*

**Noon to 4 p.m.:** Mini Pow Wow, “Getting Together in the Spirit of Reconciliation,” with music, vendors and crafts in the green space behind Unit 4. *Everyone welcome!*

## Appendix D

A brief guide for creating posters developed for use by the Reconciliation Working Group.

Reconciliation Working Group – November 30, 2018

By Nadia Green – Aboriginal Knowledge Exchange Coordinator, Aboriginal Engagement and Outreach

### A Brief Guide on How to Effectively Construct a Poster

- Pointers:
  - o Be **creative**
  - o Use colours – recommend 2-3
  - o Use photos/graphics that capture the content and accentuate the use of the color scheme
    - OR use colours/shades that highlight the photo
  - o Have more space than words on the page (dependent on size and type of poster)
    - Event poster – space > words
      - Word count should not exceed 100 for the entire page
- Title:
  - o Highlight the title to grab people's attention
  - o Situate in an appealing manner – either at the top of the page or off to the left or right
  - o Use a different *font* and **bold**
  - o Avoid underlining
- Description/important information:
  - o Write out the date, time, and location of the event together
  - o Description should sit alone, either below or above the date, time, and location but always in line
    - For example, they can sit side by side OR centred one above the other
- Logos
  - o Ensure all logos are the most up-to-date versions
  - o Choose the appropriate color to allow the logo to stand out – i.e., white on dark background; dark (CAMH purple or black) on light background
  - o Usually, it looks cleaner to have logo centred at bottom of page, unless more than one, evenly space out

For internal use only.

## Appendix E

Language Guide developed by Aboriginal Engagement and Outreach (for internal and external use). Presented as part of the lunch and learn series in the spring of 2018.

### Aboriginal Engagement & Outreach Language Guide: Short

2019

#### Aboriginal/Indigenous Peoples

Is an umbrella term for self-identified descendants of pre-colonial/pre-settler societies. In Canada, these include First Nations, Inuit and Métis as separate peoples with unique heritages, economic and political systems, languages, cultural practices, spiritual beliefs, and treaty rights.

In 1982, Aboriginal and treaty rights were included in the Canadian Constitution under Section 35 which states: "(1) The existing aboriginal and treaty rights of the aboriginal people in Canada are hereby recognized and affirmed. (2) In this Act, "Aboriginal Peoples of Canada" includes the Indian, Inuit, and Métis Peoples of Canada. (3) For greater certainty, in subsection (1), "treaty rights" includes rights that now exist by way of land claims agreements or may be so acquired. (4) Notwithstanding any other provision of this act, the aboriginal and treaty rights referred to in subsection (1) are guaranteed equally to male and female persons" (ICTinc, 2018).

In recent decades, the term "Indigenous" has become more commonly used amongst First Nations, Inuit and Métis; however, it should be noted that "Indigenous" is used in the international context and includes peoples from many different cultures and communities.

<h4 style="text-align: center;">First Nations</h4> <p>Term that identifies Aboriginal people of Canada who are neither Métis or Inuit. There are 630 First Nations communities in Canada with 133 communities located within Ontario. First Nations people identify as either Status or Non-Status Indians. Status Indians are registered under the Indian Act. In the 1970s, the term First Nations replaced the term "Indian"/ "Indian reserve" (ICTinc, 2018). While the term "Indian" remains a legal term, First Nations has become the politically acceptable term.</p>	<h4 style="text-align: center;">Inuit</h4> <p>There are approximately 60,000 Inuit living in 53 communities across the four Inuit regions in Canada. These regions are collectively known as Inuit Nunangat, a term that includes the land, water, and ice which are integral to the Inuit culture and way of life. The four regions consist of the Inuvialuit Settlement Region (Northwest Territories), Nunavut, Nunavik (Northern Quebec), and Nunatsiavut (Northern Labrador) which cover roughly 40% of Canada's land mass (Inuit Tapiriit Kanatami, 2018). There is a growing southern Inuit population in urban centres such as Ottawa and Edmonton.</p>	<h4 style="text-align: center;">Métis</h4> <p>Individuals of mixed ancestry that emerged through interrelations between First Nations women and European men. Subsequent intermarriages between these mixed ancestry children resulted in the genesis of a new Nation of people with a distinct identity, language, culture, consciousness and practices – the Métis Nation. Currently, in Ontario, there are over 20,000 Métis citizens who are registered with the Métis Nation of Ontario. There are seven historic Métis communities throughout Ontario (Métis Nation of Ontario, 2018).</p>
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#### General Facts

- According to the 2016 Census, there are 1,673,785 Aboriginal people in Canada who self-identified.
- Aboriginal people represent 4.9% of the Canadian population.
- The Aboriginal population increased by 42.5% between 2006 and 2016, a rate four times faster than the non-Aboriginal population.
- Aboriginal youth aged 15 to 24 represented 18.2% of the total Aboriginal population, and 5.9% of all youth in Canada.
- The median age of First Nations peoples is 26 years.
- The median age of Inuit is 23 years.
- The median age of Métis peoples is 31 years.
- There were more than 70 Indigenous languages reported on the 2016 Census. (National Household Survey 2011; Statistics Canada, 2016)

#### When writing or reporting on Aboriginal/Indigenous topics, please remember to refer to the following guidelines:

- Capitalize "Aboriginal" and "Indigenous", as both are proper nouns.
- Choose one or the other to use throughout your article to maintain consistency (Aboriginal or Indigenous).
- Ensure First Nations is plural whenever used; except to refer to a single First Nation community, for example, Mississaugas of Scugog Island First Nation.
- When talking about communities and where some First Nations people live, please refer to them as reserves, not reservations.
  - Reservations are in the United States.
- Be careful of using Nations vs. Tribes. Tribes are used in the United States by American Indians. We would recommend the use of Nations unless specified by the community you are working with.
- Write wholistic when speaking about holistic practices.
- Capitalize Healer, Shaman and Elder.
- To ensure the accent in "Métis" is present:
  - Utilize the keyboard code: "CTRL + apostrophe + e".
- People who identify with an Aboriginal group are not called "Aboriginals".
  - This is incorrect and limits distinctiveness of cultures, minimizing diversity. The proper form is Aboriginal Peoples or referring to the individuals specific Nation.
- Be careful about using possessive wording, i.e., Canada's Aboriginal People.
  - The proper way to write this would be "Aboriginal Peoples in Canada".
- Do not say "Inuit Peoples", as Inuit translates to "the people". Simply using Inuit conveys that you are talking about the people.
- Inuk represents one person who identifies as Inuit.
- Do not use cultural euphemisms such as:
  - Bottom of the totem pole
  - Doing a rain dance
  - Work meetings as "Pow Wows"
  - Derogatory names (i.e., half-breeds, Eskimos)

**If you don't know, please ask!**

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## Appendix F

### Calendar of Events for the Reconciliation Working Group.

Reconciliation Working Group 2019 Calendar of Events		
4 <sup>th</sup> QUARTER	EVENT	DATE
January	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b>	January 10, 2019
February	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b> Collaboration confirmed with Stacey Laforme	February 14, 2019 February 21, 2019
March	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b>	March 14, 2019
1 <sup>st</sup> QUARTER	EVENT	DATE
April	<b>"First Contact" Episodes Screening – Episode 1</b> (12pm – 1pm) <ul style="list-style-type: none"> <li>• QSS-Hosts are Karleigh Damay and Michael McKinnon</li> <li>• RSS -Hosts are Bonnie Dack and Margaret McKeeman</li> </ul> <b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b>	April 8, 2019 April 26, 2019 April 11, 2019
May	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b> <b>"First Contact" Episodes Screening – Episode 2</b> (12pm – 1pm ) <ul style="list-style-type: none"> <li>• RSS-Hosts are Nadia Green and Margaret McKeeman</li> <li>• QSS-Hosts are Ashley Hong and Alexandra Wilkinson (Margaret McKeeman as second)</li> </ul> <b>Participation in Open Doors Toronto - CAMH</b>	May 9, 2019 May 15, 2019 May 22, 2019 May 26, 2019
June	<b>"First Contact" Episodes Screening – Episode 3 and Dialogue</b> (12pm – 1pm) <b>QS – BGB 2131</b> <ul style="list-style-type: none"> <li>• Panel Discussion with the Director, Jeff Newman</li> <li>• Lori Spadorcia and Renee Linklater to moderate</li> </ul>	June 11, 2019
2 <sup>nd</sup> QUARTER	EVENT	DATE
July	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b>	July 4, 2019
August	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b>	August 8, 2019
September	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b> <b>Launch of Shkaabe Makwa</b> <b>Addiction Rounds</b> Laura Gagnon – First Nations, Inuit and Metis Workforce Development in Mental Health and Addiction <b>Sweat Lodge for Shkaabe Makwa</b> <b>Orange Shirt Day and National Truth and Reconciliation Day</b> <b>Lunch and Learn Series – GTA Team, PSSP</b>	September 12, 2019 September 19, 2019 September 20, 2019 September 20, 2019 September 30, 2019 TBD
3 <sup>rd</sup> QUARTER	EVENT	DATE
October	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b> <b>Adobe Webinar</b> Julie Bull – Research Ethics presentation <b>Beading Workshop</b> Training Rooms A and B - 11:00 am to 1:00 pm; cost is \$50 and participants can also donate money <b>Guest Speaker</b> Nikki Auten – Indigenous Language Learning as a Determinant of Mental Well-being <b>Addiction Rounds</b> Dr. Vegda and Cynthia White, (Traditional Healer) at ABS – The Convergence of Traditional Healing and Psychiatric Practice for the Well-being of First Nations, Inuit and Métis patients at CAMH: Case Discussions <b>Lunch and Learn Series – GTA Team, PSSP</b>	October 10, 2019 October 18, 2019 October 21, 2019 TBD TBD TBD
November	<b>RWG Meeting - 3:00 pm - 4:30 pm BGB 6220</b> <b>New Indigenous Language Law Speaker</b> <b>Indigenous Language Panel Discussion</b> Translating Schizophrenia, Depression and Addiction into Indigenous Worldviews <b>Lunch and Learn Series – GTA Team, PSSP</b>	November 14, 2019 TBD TBD TBD

## Appendix G

Email sample of knowledge sharing regarding Indigenous culture during National Aboriginal History month in 2018.

Hello again ED team!

*Sending along this week's cultural acknowledgements for you to read at your leisure. There will be one more week of the huddle acknowledgements in celebration of Indigenous History Month!*

**Mon, June 18th: Spirituality of First Nations** - The following information was gathered primarily from the First Peoples Group, a recommended resource from Diane Longboat of Aboriginal Engagement and Outreach at CAMH.

There is not one culture for all First Nations and not all First Nations peoples are traditional. There are many similar cultural practices, symbols, and belief systems, influenced by each Nation's unique experience on the land and with each other. Most belief systems are grounded in balance and connectivity which is the idea that the spirit world is connected to the mortal world; the sea connected to the land; the sky to the land; humans to each other; to the winged; the four legged; stones and plants, etc. The circle is a sacred symbol in First Nation spirituality – meetings and gatherings such as PowWow's and sweat lodges are held in circles. The Medicine Wheel is a circle, which is a ceremonial tool with evolving spiritual teachings including the four directions, stages of life, human races, elements, seasons, personality, medicines, and more (the First Peoples Group, and Indigenous Corporate Training Inc.)



**Tues, June 19th: Spirituality of Métis** - The following information was gathered



primarily from the First Peoples Group, a recommended resource from Diane Longboat of Aboriginal Engagement and Outreach at CAMH. Métis spirituality often incorporates both First Nations and

European spirituality (mainly Catholicism) as per its peoples ancestry. For example, Métis people may use traditional medicines of First Nations culture (i.e. cedar, sage, sweetgrass, and tobacco) within their religious practices. Symbolic to the Métis Nation is the Métis flag which has two colours and an infinity symbol, depicting the connectedness of two cultures and the existence of peoples forever. The Métis sash is another prominent symbol of the Métis Nation. The sash may be seen as a scarf, red in colour with flecks of other colours. It's often worn as a belt and is multifunctional, used for things such as a towel, first aid, and a saddle blanket. Within Métis communities, there is a strong sense of place, belonging, and responsibility to one another; music and dance are other important aspects of Métis culture and connectedness, traditionally this includes fiddling and dancing, such as the jig (the First Peoples Group, Métis Nation of Ontario).