

## Indigenous Relations: 2025 Annual Report

### Seven Youth Inquest Actioned Recommendations

This document represents the ninth annual report on the Inquest into the Deaths of Seven First Nations Youth (the “Inquest”). This year’s report incorporates updates and activities between 2023 and 2025.

In accordance with **Recommendations #143 and #144**, this report will be submitted to Nishnawbe Aski Nation (NAN). While Aboriginal Legal Services of Toronto (ALST) previously provided formal assessments of the City’s annual reports, this practice appears to have concluded following the fifth report. Despite this, the City of Thunder Bay remains committed to regular and transparent reporting for the benefit of Inquest partners and the broader community.

This year’s report focuses on activities that broadly contribute to the advancement of the Inquest recommendations. While many action items have been completed, the City is committed to ongoing engagement to safeguard progress and respond to evolving community needs.

Commentary is also being made on the future of reporting on the Inquest.

### Background

The Inquest into the Deaths of Seven First Nations Youth concluded on June 28, 2016, with the jury delivering its verdict and issuing 145 recommendations. Of these, 31 were directed to the City of Thunder Bay. The City participated in the Inquest as a party with standing, and formally responded to the jury’s recommendations.

While the recommendations are not legally binding, the primary objective of the Inquest was to help prevent future deaths of First Nations youth who must relocate from their home communities to attend high school in Thunder Bay. The recommendations primarily focus on enhancing or implementing municipal programs and services in the areas of physical, social, and cultural infrastructure. The goal is to foster a community in which all individuals coming to Thunder Bay are:

- Treated equitably;
- Included and engaged;
- Safe; and,
- Able to access opportunities needed to succeed.

### Guiding Statements

Where recommendations were directed to both the City and other partners, the initial step involved convening with the relevant parties to collaboratively determine an approach aligned with the intent of the Guiding Statements.

Jury Recommendation #7 emphasizes that, in advancing any initiatives responding to the Inquest recommendations, all parties should be guided by the following principles:

- I. All of the Treaty Partners, including Indigenous communities and governments, Canada and Ontario, must respect the treaty rights of others and work together towards fulfilling treaty obligation;
- II. First Nations governments exercise inherent control over their education systems;
- III. First Nation communities seek to have a greater responsibility to govern their own spiritual, cultural, social, and economic affairs;
- IV. Without the improvements of conditions in First Nations reserve communities, a gap in education outcomes between Indigenous and non-Indigenous students will remain;
- V. Canada should support individual First Nations communities as they develop local solutions to the effects of colonial policy; and
- VI. In order to ensure timely delivery of publicly funded services to First Nations children, where jurisdictional divisions or disputes within or between governments threaten to delay or impede the provision of services, Jordan’s Principle\* should apply.

*\*Child first principle intended to ensure First Nations children do not experience delay, denial or disruption of services due to jurisdictional issues, and normally available to other children. A member’s motion passed (M-296) in the House of Commons in 2007, effectively adopting Jordan’s*

## A Living Response

The recommendations arising from the Inquest have served as a catalyst for systemic change within the City of Thunder Bay. Sustaining this progress requires ongoing reflection and renewed engagement to ensure that both the recommendations and the City's responses continue to yield meaningful and positive outcomes.

While the overarching goals and intent of the recommendations remain constant, the specific actions undertaken by the City will continue to evolve in response to changing community needs, available resources, and organizational capacity.

## History of the City's Response to the Recommendations

Each year, around the anniversary of the jury's verdict, the City has submitted its implementation report to the Office of the Chief Coroner, Aboriginal Legal Services of Toronto (ALST), and Nishnawbe Aski Nation (NAN). Historically, ALST provided each named party to the Inquest with a grade and analysis of their progress (see Table 1). However, it appears that ALST is no longer issuing formal assessments. As a result, the City now relies primarily on feedback from other Inquest partners to gauge ongoing progress.

Currently, there is no formalized feedback mechanism among Inquest partners, apart from ongoing dialogue and collaboration through the Continuity of Care (CoC) forums.

*Table 1 History of City Grade on Inquest Recommendation Implementation*

	2017	2018	2019	2020	2021
Grade	C+	A-	A	B	A+

## Update on the Implementation of the Recommendations

When the City provided its last report, there were three recommendations with outstanding commitments left to complete. Other updates are contained in Appendix A. At the time the City received its grade from ALST, there were three recommendations that were not receiving a passing grade. This section will focus on those recommendations.

Indigenous Relations continues to track ongoing actions for all Inquest recommendations, providing direction and advice when new action or change is called for.

**Recommendations 49 & 74 –** Provide students with information re: community supports and opportunities & Student welcome orientation session (including provision of City maps, transit maps, community centres, and activities)

Since the first annual report was submitted, the City has received a failing grade on this recommendation. Although the content of this recommendation was covered by our activities in Recommendation 49, we failed to submit details regarding the exact information mentioned in this recommendation. Indigenous Relations staff reviewed the materials that are provided to students in the orientation activities of Recommendation 49 and determined that the information required for this recommendation was provided to students at events attended by Indigenous Relations staff at the school early in the school year.

To improve upon previous year's materials, we are committing to developing an electronic orientation package that will include City maps, transit maps, community centres, and other points of interest for students that can be downloaded onto a smart phone, tablet, or laptop. It will also be made available to key service providers in the City who have frequent contact with out-of-town youth and new residents. We are exploring various platforms and formats including whether it can be supported through using ESRI ArcGIS StoryMaps, or some version of a smart-phone based application. Implementation will be informed by engagement with Indigenous youth, exploring what sorts of information would be relevant and interesting to include, that took place in 2023.

Additionally, staff from several areas across the Corporation now make regular visits to Matawa Education and Care Centre (MECC), Dennis Franklin Cromarty High School (DFCHS)

City of Thunder Bay | Indigenous Relations: 2025 Annual Report- Appendix B and other schools with high Indigenous student populations. Visits take place during the school year to provide information to students about volunteer opportunities, upcoming activities, and support services in the community.

**Recommendation 108** - Develop policy and procedures for dealing with incapacitated youth (under 18), including addressing the safety of youth who are denied or removed from, or exit, Transit Services, including training of Operators and Controllers

In the past, the City received a failing grade on this recommendation. It was thought to be largely due to the lack of transmission of information to ALST on the content of Thunder Bay Transit's current policies and procedures for addressing situations with "incapacitated" youth. Every report card from ALST has criticized Thunder Bay Transit's policy for not having specific procedure for youth. This is still the case with the current procedures. After conducting an environmental scan, we were unable to find other transit system operators that had a policy that addressed "incapacitated" youth riders specifically, although most operators do have a procedure that addresses incapacitated riders in general (see Transit Service Procedure Number TR-03-02 for more detail). At this time, and unless new information is brought forward, our response to this recommendation will remain as "*Content or intent of recommendation is already in place*".

Transit operators in Thunder Bay have also recently received de-escalation training that also contributes to the intent of this recommendation. STEPS training was delivered in collaboration with Corporate Health & Safety. This program provides professional training in modern, evidence-based de-escalation skills for municipalities and customer service professionals and is designed to help address communication, mental health training, decision-making, situational awareness, and stress modulation for improved performance and resiliency. Training was provided for all transit staff and will be provided for all new hires going forward.

### **Youth Inclusion Program – Community Safety and Wellbeing**

The Youth Inclusion Program (YIP), funded by Public Safety Canada, concluded in June 2023. Extensive evaluation of YIP informed subsequent funding applications and program development, ultimately leading to the creation of a comprehensive Youth Gang Prevention Strategy. This strategy is a key component of the City of Thunder Bay's broader Community Safety and Well-Being (CSWB) Plan and aligns with its emphasis on prevention, early intervention, and addressing the root causes of crime.

The Youth Gang Prevention Strategy was developed through a combination of program evaluation and community consultation to ensure it responds to the specific risks and needs of local youth. Its focus on upstream investments in youth and family support is intended to reduce vulnerability to gang recruitment and organized crime, thereby strengthening overall community safety and well-being. During the development of the strategy, YIP funding continued to support the Youth Navigator position, which maintained consistent engagement with youth through weekly visits to Dennis Franklin Cromarty High School, preserving critical relationships and continuity of support.

City-led development of the Youth Gang Prevention Strategy also resulted in the establishment of the Youth and Family Support Program. This program builds on the strategy's prevention-focused approach and is currently delivered through a Youth and Family Systems Collaborator, a part-time Youth Navigator, and mentorship support from existing City programs. The program is scheduled to sunset on March 31, 2026.

The Youth and Family Support Program serves youth aged 10 to 13 who are at risk of gang involvement or early criminality. It operates on a referral basis and prioritizes connecting youth and their families to existing community partners and services, with the goal of expanding informal and formal networks of support.

In addition, Youth Move Program staff, alongside Recreation and Culture staff, attended Matawa Education and Care Centre to share information about available programs and opportunities. These engagements have proven valuable for relationship-building and youth outreach, and it is anticipated that they will continue.

### **The Future of the Inquest**

The recommendations of the Inquest were issued nearly ten years ago, and most of the recommendations directed at the City have been fully implemented and largely incorporated into the

way we operate. Other named parties are also approaching this same milestone. There have been improvements made across the City to positively impact the experiences of out-of-town Indigenous youth. However, several issues still exist, including the prevalence of racism and the ongoing deleterious effects of colonialism on the Indigenous population in the City. We believe that continued tracking and reporting on the Inquest's recommendations is still important. Continued reporting is also taking place among the other-named parties, with some taking a renewed focus on a few key recommendations. This reporting is important because it will also allow us to track progress on other commitments like the Accord, the Indigenous Relations and Inclusion Strategy, and ultimately, the City's Strategic Plan. Rolling up work on the Inquest into these other, larger commitments makes sense and will not otherwise impact how the Indigenous Relations office operates.

### **Next Steps for the City**

Broadly speaking, the City's next steps are to 'stay the course' on our responses to the Inquest recommendations and to continue to keep watch on how those responses are received. There are, however, a few areas that need attention:

- We need to improve our communication with Inquest partners and to identify a new 'official' mechanism to receive feedback on responses.
- Continued contact with the public on matters relating to the Inquest is also important, and we need to communicate our ongoing work in that respect to ensure transparency and to communicate our challenges and successes.
- Support projects happening on the 'periphery' of the Inquest, to contribute in other ways to improving conditions for Indigenous students and the Indigenous community at large.

The current level of effort and work to stay on top of the Inquest's recommendations does not require significant new resources because of the systemic change that we have achieved. It does, however, require ongoing messaging and communication internally and externally to keep it 'alive' in the minds of employees and across the City for citizens, community organizations, and Inquest partners alike.

The truth is that Indigenous students continue to pass away tragically while attending school in the City and the continued efforts of all Inquest partners to improve conditions for students in Thunder Bay is the only way that we will see that stop until First Nations are able to build high schools in their own communities.

## Seven Youth Inquest Actioned Recommendations

### Guiding Statements

- i) All of the Treaty Partners, including Indigenous communities and governments, Canada and Ontario, must respect the treaty rights of others and work together towards fulfilling treaty obligations;
- ii) First Nations governments exercise inherent control over their education systems;
- iii) First Nation communities seek to have a greater responsibility to govern their own spiritual, cultural, social and economic affairs;
- iv) Without the improvement of conditions in First Nations reserve communities, a gap in education outcomes between Indigenous and non-Indigenous students will remain;
- v) Canada should support individual First Nations communities as they develop local solutions to the effects of colonial policy, and;
- vi) In order to ensure timely delivery of publicly funded services to First Nations children, where jurisdictional divisions or disputes within or between governments threaten to delay or impede the provision of services, Jordan's Principle should apply.

Recommendation Number and Text	
Status	<i>Degree of completion</i>
CTB Responsibility	Who the lead is for this recommendation on behalf of the Corporation
Level of Integration	This is a description of how the recommendation has been adopted within the Corporation's policies and/or procedures How does this contribute to long-term outcomes
Most Recent Actions	This box describes the most recent actions taken by the Corporation that contribute to the recommendation or points to past reports for more information
Parties Named	These are the parties named by the Inquest

<b>SHORT-TERM (IMPLEMENTED IN YEARS 1 – 2)</b>	
<b>Recommendation 7. Recognition of the autonomy of First Nations through the use of guiding statements when implementing recommendations</b>	
Status	<i>Implemented</i>
CTB Responsibility	Director – Strategy and Engagement
Level of Integration	Standard Operating Procedure (SOP) – the Guiding Statement is included in documents related to the Inquest and Recommendations
Most Recent Actions	<ul style="list-style-type: none"> <li>– The Guiding Statement is included in this year's report to the City Manager, and all attachments for this Annual Report on the Seven First Nation's Youth Chief Coroner's Inquest (the Inquest)</li> </ul>
Parties Named	Canada, Ontario, City of Thunder Bay (CTB), Thunder Bay Police Service (TBPS), Nishnawbe Aski Nation (NAN), Northern Nishnawbe Education Council (NNEC), Keewaytinook Okimakanak (KO), Dennis Franklin Cromarty High School (DFCHS), Matawa Learning Centre (MECC)
<b>Recommendation 49. Consultation with Community Partners, and provide students prior to their move to Thunder Bay with firsthand information, re: community supports and opportunities in Thunder Bay</b>	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Indigenous Relations
Level of Integration	Ongoing - Annual events and work items coordinated by the Indigenous Relations and Aquatic, Wellness, Children & Youth sections
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations and Inclusion)</li> <li>– See <a href="#">Corporate Report R58/2021</a> (Community Services – Recreation &amp; Culture)</li> <li>– Beginning in Autumn of 2023 the City has had a regular presence at MECC to help inform students about upcoming programs, community supports and opportunities. From 2023-2025, DFCHS and City's other high schools with significant Indigenous student populations were supported through Youth Move and the Youth &amp; Family Support Program.</li> </ul>
Parties Named	Canada, Ontario, CTB, NAN, NNEC, KO, DFCHS, MECC
<b>Recommendation 60. Avoid or resolve Zoning By-law issues, re: construction of facilities (e.g. student residence on college campus)</b>	
Status	<i>Content or intent of recommendation is already in place</i>
CTB Responsibility	General Manager – Development Services (now Commissioner – Growth)
Level of Integration	Each project is unique and is addressed on a case-by-case basis
Most Recent Actions	<ul style="list-style-type: none"> <li>– See Corporate Report <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations and Inclusion)</li> </ul>
Parties Named	NNEC, CTB

<b>Recommendation 74. Student welcome orientation session (including provision of City maps, transit maps, community centres, and activities)</b>	
Status	<i>This recommendation will be implemented</i>
CTB Responsibility	Manager – Indigenous Relations, Manager – Tourism Thunder Bay
Level of Integration	Ongoing – Annual events and work items
Most Recent Actions	<ul style="list-style-type: none"> <li>– To communicate more effectively with students, digital options for the provision of maps, transit maps, community centres, and activities are being explored</li> <li>– We are exploring various platforms and formats including whether it can be hosted on a smart phone-based application or using ESRI ArcGIS StoryMaps. In the summer of 2023, an engagement session took place with Indigenous youth in the City to explore what sorts of information would be relevant and interesting to include.</li> <li>– To better serve students and provide information in a variety of formats, City staff have had a presence at both MECC and DFCHS to provide them with ongoing information about activities and opportunities. It is also a means for us to receive feedback and concerns on other City services as they arise.</li> </ul>
Parties Named	CTB
<b>Recommendation 91. Timely reporting of missing students and consistent practices among institutions, re: students reported missing and sudden death investigations (i.e. timely reporting, public awareness, information sheets, social media search, press releases, best practices for interviews, internal search plans, global search plans, missing person risk factors, training)</b>	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Community Safety & Well-Being, Manager – Corporate Communications
Level of Integration	Ongoing - The City's main responsibility is in the review of billboards and the re-launch of the campaign every fall. The working group, led by NAN, only meets as required – usually to review the materials prior to re-launching the campaign.
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations)</li> <li>– NAN leads this recommendation, including the annual update of the “Am I Missing?” campaign. All recommendation partners have an opportunity to review materials and discuss updates and other changes prior to the annual re-launch.</li> <li>– This recommendation has been broadly adopted in the community.</li> <li>– The “Am I Missing?” campaign has not been re-launched by NAN in recent years.</li> </ul>
Parties Named	NAN, CTB, TBPS, NAPS, NNEC, KO, DFCHS, MECC

**Recommendation 99. Use of social media and internet to notify students of opportunities (e.g. employment, recreation, volunteering) and consult with students on best way to notify students of opportunities**

Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP - Use of social media is one of the main forms of communication used by the City. Its use is considered standard across departments and in particular in areas like recreation, youth, and culture.
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations)</li> <li>– See <a href="#">Corporate Report R58/2021</a> (Community Services – Recreation &amp; Culture)</li> <li>– Youth-focused programs continue to use social media to engage and consult with students about interests and opportunities. Regular program updates are sent out through email channels to community partners and schools to advise of upcoming opportunities for students</li> <li>– Social media is used on an ongoing basis to promote opportunities for volunteering, employment and program participation by relevant Sections including Cultural Development, Community Programming &amp; Events; Aquatics, Wellness, Children &amp; Youth; and Sport &amp; Community Development</li> <li>– To better serve, and to better build relationships with students, City staff have had a presence at both MECC and DFC to provide them with ongoing information about activities and opportunities. It is also a means for us to receive feedback and concerns on other City services as they arise.</li> </ul>
Parties Named	CTB

**Recommendation 100. Use of social media to explore options for promoting youth opportunities and programming, including Twitter, Facebook**

Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	Ongoing
Most Recent Actions	See Recommendation 99
Parties Named	CTB

**Recommendation 102. Consult and liaise with NNEC, Dennis Franklin Cromarty High School, Keewaytinook Okimakanak, and Matawa Learning Centre to develop a plan to assist students to City programs, including transportation**

Status	<i>Implemented</i>
CTB Responsibility	Manager – Transit Services
Level of Integration	SOP – The recommendation is included in the Transit Fare and Revenue Strategy
Most Recent Actions	<ul style="list-style-type: none"> <li>– Transit continues to work with the Indigenous Relations section staff to address any concerns which are brought to our attention</li> </ul>
Parties Named	CTB

**Recommendation 103. Liaise with Dennis Franklin Cromarty High School and Matawa Learning Centre to provide copies of "The Key, and other materials, re: recreational programs**

Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP – Important distribution points for the Key are maintained and updated by the Key Coordinator
Most Recent Actions	<ul style="list-style-type: none"> <li>– As of 2020, the Key's distribution has been reduced to be more environmentally friendly. It continues to be released twice a year (spring and autumn), and is always available online to view at <a href="#">Recreation Guide - The Key - City of Thunder Bay</a></li> <li>– Physical copies are no longer available</li> </ul>
Parties Named	CTB

**Recommendation 104. Promote P.R.O. Kids to NAN, NNEC, Dennis Franklin Cromarty High School, Keewaytinook Okimakanak, Matawa Learning Centre**

Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP – The program continues to be part of the City's programs that receive referrals from various partners
Most Recent Actions	<ul style="list-style-type: none"> <li>– In 2023, 17% of the applications received by PRO Kids were referred by Indigenous agents. Tracking the referring agents is our only source of being able to identify Indigenous applicants. 64% of the applicants identified as recipients of Social Services/TBDSSAB. There is a strong likelihood that Indigenous applicants are using these other referral agents.</li> <li>– The quantity of referrals reflects the strong partnerships we have built with these agencies. We share a mutual mandate to support children, and we maintain strong connections with workers in these agencies to support the welfare of children.</li> <li>– Referrals demonstrating financial need were up from 7% to 9%</li> </ul>
Parties Named	CTB

**Recommendation 105. Use of the Recreation & Facilities Master Plan "Stakeholder + Public Consultation Plan" to assess the needs of the community, re: youth and youth programming, including tapping into the voices of First Nations and Métis youth**

Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP - The Fit Together Master Plan is a municipal guidance document that outlines a series of short, medium to longer priorities for investment in facilities, services and programs owned and/or delivered/operated by the City of Thunder Bay over a 15-year timeframe.
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations and Inclusion)</li> </ul>
Parties Named	CTB

<b>Recommendation 106. Once Recommendation No. 105 has been achieved, identify and pursue funding and resources to meet these needs, including Federal and Provincial funding</b>	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	See Recommendation 105
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations and Inclusion)</li> <li>– Beginning in 2023, the Youth and Family Program largely took the place of YIP to improve upstream investments in youth and supports for their families.</li> </ul>
Parties Named	CTB
<b>Recommendation 107. Coordinate participation of Dennis Franklin Cromarty High School and Matawa Learning Centre students in recreation programs and events, including use of skating rinks</b>	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP – Specific engagement with Dennis Franklin Cromarty High School (DFCHS) and Matawa Education and Care Centre (MECC) takes place when changes are planned for the City's Ice Policy
Most Recent Actions	<ul style="list-style-type: none"> <li>– To better serve students and to offer information in a variety of formats, City staff have had a presence at both MECC and DFC to provide them with ongoing information about activities and opportunities. It is also a means for us to receive feedback and concerns on other City services as they arise.</li> </ul>
Parties Named	CTB, NNEC, KO, DFCHS, MECC
<b>Recommendation 108. Develop policy and procedures for dealing with incapacitated youth (under 18), including addressing the safety of youth who are denied or removed from, or exit, Transit Services, including training of Operators and Controllers</b>	
Status	<i>Content or intent of recommendation is already in place</i>
CTB Responsibility	Manager – Transit Services
Level of Integration	SOP – addressing incidents where passengers may be incapacitated is part of the regular training transit operators receive. Supervisory staff would also be notified of any occurrence where an incapacitated passenger is encountered by an operator.
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations)</li> <li>– No new actions</li> </ul>
Parties Named	CTB

<b>Recommendation 109. Develop and report on employment equity targets for Indigenous youth hired by the City</b>	
Status	<i>Alternate recommendation has been implemented</i>
CTB Responsibility	Director – Human Resources
Level of Integration	SOP
Most Recent Actions	<ul style="list-style-type: none"> <li>– HR now tracks youth applicants who self-identify during the application process</li> </ul>
Parties Named	CTB
<b>Recommendation 111. Post "Declaration of Commitment" (dated March 29, 2010) in all City Buildings</b>	
Status	<i>Implemented</i>
CTB Responsibility	Director – Strategy and Engagement, City Clerk
Level of Integration	SOP – new locations for the Declaration will be identified as required
Most Recent Actions	<ul style="list-style-type: none"> <li>– Council's approved calendar ensures that no meetings will take place on 21 June to honour National Indigenous Peoples Day</li> <li>– Plaques with Declaration of Commitment to Urban Aboriginal People created and posted at 45 locations in City Buildings. The Declaration is read at Council's Committee of the Whole meeting closest to the annual National Indigenous Peoples Day, most recently June, 2025</li> </ul>
Parties Named	CTB
<b>Recommendation 113. Take into account the need to appoint Indigenous representative(s) on the Thunder Bay Police Services Board</b>	
Status	<i>Implemented</i>
CTB Responsibility	Thunder Bay Police Services Board
Level of Integration	Ongoing - Terms on the board are two years in length, and recruitment for new members is an ongoing challenge in the face of ongoing controversy at the board and police service
Most Recent Actions	<ul style="list-style-type: none"> <li>– An Indigenous Chief of Police has been in place for 2.5 years</li> <li>– Board continues to lobby for timely appointments from the province</li> <li>– The board has been completely reconstituted and has undergone significant training to address the recommendations from various reports, including the Inquest</li> <li>– Indigenous representation on the Board in positions of Chair &amp; Vice-Chair</li> </ul>
Parties Named	Ontario, CTB
<b>Recommendation 115. Consult with Community Partners, TBPS, NNEC, DFCHS, KO, Independent First Nations Alliance (IFNA), Shibogama and MECC on Terms Of Reference for safety audit of rivers frequented by First Nation students (e.g. improved lighting, emergency button poles, under-bridge barricades, increased police patrols)</b>	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Community Safety and Well-Being
Level of Integration	Ongoing - The working group considers this recommendation fully implemented. Annual work is conducted by the Thunder Bay Police Service, including data collection (incidents).
Most Recent Actions	<ul style="list-style-type: none"> <li>– The latest details on Project Floodway can be found here: <a href="https://pdfcoffee.com/thunder-bay-police-floodway-report-22feb18-pdf-free.html">https://pdfcoffee.com/thunder-bay-police-floodway-report-22feb18-pdf-free.html</a></li> </ul>
Parties Named	CTB, TBPS, NNEC, KO, DFCHS, MECC

<b>Recommendation 117. Consult with Community Partners to arrange for speakers/instructors to attend schools to provide information on topics which are aimed to engage the students</b>	
Status	<i>Content or intent of recommendation is already in place</i>
CTB Responsibility	Various
Level of Integration	SOP – opportunities for speakers are broadly and regularly sought out
Most Recent Actions	<ul style="list-style-type: none"> <li>– Continued and close partnership with Indigenous, Inuit and Metis Graduation Coaches at all high schools.</li> <li>– Programs in schools have resumed after being paused while schools were closed and public health restrictions in place during pandemic.</li> <li>– Lunch and learns happening at all public schools on topics such as leadership and accessing services</li> <li>– YIP Partnered with the Thunder Bay Police Community Outreach Branch to bring Wali Shah, spoken word artist, to MECC and Wake the Giant to work on the “<a href="#">Dear Self Video Project</a>”</li> </ul>
Parties Named	CTB, NNEC, KO DFCHS, MECC
<b>Recommendation 118. Review the Calls to Action from the Truth and Reconciliation Commission, including Number 57, and consider appropriate action</b>	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Indigenous Relations, Director – Human Resources
Level of Integration	Ongoing
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a></li> <li>– A new curriculum for cultural awareness training is under development</li> <li>– Cultural awareness training is ongoing at the City of Thunder Bay</li> </ul>
Parties Named	CTB
<b>Recommendation 119. Review the United Nations Convention on the Rights of the Child and United Nations Declaration on the Rights of Indigenous Peoples</b>	
Status	<i>Implemented</i>
CTB Responsibility	City Clerk, Manager – Indigenous Relations
Level of Integration	SOP – These conventions are considered, where appropriate, in the renewal of key documents
Most Recent Actions	<ul style="list-style-type: none"> <li>– The United Nations Declaration on the Rights of Indigenous Peoples was included in the development of the Indigenous Relations &amp; Inclusion Strategy and elements of it will be incorporated into the Strategy’s implementation plan.</li> </ul>
Parties Named	CTB

**Recommendation 120. Canada and Ontario should meet with and consult with the City of Thunder Bay in order to discuss funding requirements or additional resources necessary to assist the City in implementing and supporting the Recommendations aimed at supporting Indigenous youth travelling to the City in order to access a secondary education program**

Status	<i>Implemented</i>
CTB Responsibility	Intergovernmental Affairs Committee
Level of Integration	Ongoing - Needs and considerations are likely to change over time. Occasional consultations with other levels of government to secure support or funding is likely.
Most Recent Actions	<ul style="list-style-type: none"> <li>– The Manager, Indigenous Relations has been in occasional conversations with representatives of Ontario to identify areas for support of the Inquest's recommendations.</li> </ul>
Parties Named	Canada, Ontario, CTB

**Recommendation 143. Prepare an Annual Report, including: implementation of Recommendations (i.e. accepted in whole, in part, or not at all); explanation of decision to implement or not; progress of implementation of recommendations; steps taken and steps planned**

Status	<i>Implemented</i>
CTB Responsibility	Director – Strategy and Engagement, Manager – Indigenous Relations
Level of Integration	SOP
Most Recent Actions	<ul style="list-style-type: none"> <li>– The leadership of this recommendation continues to lie with the Manager – Indigenous Relations</li> <li>– No report was brought in 2023, however two years' worth of reporting is included in this report</li> </ul>
Parties Named	Canada, Ontario, CTB, TBPS, NAPS, NAN, NNEC, KO, DFCHS, MECC, LCBO, P.A.R.T.Y., Office of Chief Coroner (OCC)

**Recommendation 144. Agree on a process re: where Annual Reports are to be posted, acknowledging the limited resources of First Nations parties (e.g. on one of the party's website)**

Status	<i>Implemented</i>
CTB Responsibility	Director – Strategy and Engagement
Level of Integration	One-time
Most Recent Actions	<ul style="list-style-type: none"> <li>– NAN offered its website to host all reports including CTB's, which are also posted on the CTB website</li> <li>– The Corporation's documents are submitted to NAN to be posted publicly on their <a href="#">website</a></li> </ul>
Parties Named	CTB, Canada, Ontario, TBPS, NAPS, NAN, NNEC, KO, DFCHS, LCBO, P.A.R.T.Y. Program, OCC

<b>Recommendation 145. Revise current policies to reflect new tasks and procedures where Recommendations are accepted</b>	
Status	<i>Implemented</i>
CTB Responsibility	Director – Strategy and Engagement
Level of Integration	SOP
Most Recent Actions	<ul style="list-style-type: none"> <li>– An in-depth analysis of the recommendations directed at the Corporation was conducted in 2021</li> <li>– Of the 31 recommendations directed at the City, 19 were considered to have become “standard operating procedure”, 2 were one-time actions, and 10 were the subject on ongoing work</li> <li>– The Corporation’s approach to the recommendations will change with time, political and fiscal priorities and based on feedback and engagement with community and our Inquest Partners</li> <li>– The current overall approach for Inquest recommendations is one of adaptation as new information is brought forward</li> </ul>
Parties Named	CTB, Canada, Ontario, TBPS, NAPS, NAN, NNEC, KO, DFCHS, LCBO, P.A.R.T.Y. Program, OCC.

<b>LONG-TERM (IMPLEMENTED IN YEARS 2 – 5+)</b>	
<b>Recommendation 75. Act as a resource to identify Community Partners including, but not limited to, Canada and Ontario who could provide support, and fund peer leaders/ mentors</b>	
Status	<i>Implemented</i>
CTB Responsibility	Director – Strategy and Engagement, Manager – Community Safety and Well-Being, General Manager – Community Services, Manager – Youth and Family Program
Level of Integration	Ongoing
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R58/2021</a> (Community Services – Recreation &amp; Culture)</li> </ul>
Parties Named	Canada, Ontario, CTB
<b>Recommendation 110. Review “Welcome Thunder Bay” and incorporate better reflection of Indigenous presence in the territory for millennia</b>	
Status	<i>Being Implemented – In Progress</i>
CTB Responsibility	Supervisor – Parks and Open Space Planning, Manager – Tourism Thunder Bay
Level of Integration	Ongoing – Indigenizing space and place across the City is part of Pillar 3 in the Indigenous Relations and Inclusion Strategy: “Honour and celebrate Indigenous space and place”.
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a></li> <li>– The Indigenous Relations section continues to meet with Tourism Thunder Bay to find new ways and places to incorporate this recommendation.</li> </ul>
Parties Named	CTB
<b>Recommendation 112. Encourage and support Anti-Racism, Respect, and Crime Prevention Committees, and develop a public education campaign identifying and discussing the issue of racially motivated crimes involving Indigenous communities</b>	
Status	<i>Implemented</i>
CTB Responsibility	Director – Strategy and Engagement, Anti-Racism & Respect Advisory Committee
Level of Integration	Complete
Most Recent Actions	<ul style="list-style-type: none"> <li>– See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations &amp; Inclusion)</li> <li>– Calls for the development of an education and awareness campaign focussed on racially motivated crimes targeting the Indigenous population. Inquest partners launched the campaign in the fall of 2021. It was relaunched in March 2022 to coincide with the United Nations Annual Day for Elimination of Racial Discrimination. Additional campaign activations are currently visible in the community until the middle of July. These include print and social media ads.</li> <li>– Elements of the campaign will be activated again this fall and in future years</li> </ul>
Parties Named	CTB

<b>Recommendation 114. Consultation between numerous Community Partners, including Health Canada, Northwest LHIN, EMS, et al, to develop an alternative facility or intoxicated youth (e.g. shelter or detox unit for youth under 25)</b>	
Status	<i>Four sites have been implemented</i>
CTB Responsibility	Drug Strategy Specialist
Level of Integration	Ongoing
Most Recent Actions	<ul style="list-style-type: none"> <li>See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations &amp; Inclusion)</li> <li>15 new Safe Sobering beds have opened at St. Joseph's Care Group in 2025 (ages 16+); this augments the existing services provided by Matawa Education &amp; Care Centre, Dennis Franklin Cromarty High School (NNEC), and Keewaytinook Okimakanak Board of Education.</li> </ul>
Parties Named	Canada, Ontario, CTB, NAN, NNEC, KO, MECC
<b>Recommendation 116. Work with First Nation expertise to develop a local and social media campaign, which addresses: challenges, health and safety, racism faced by First Nation students, and reporting racism</b>	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Community Safety and Well-Being
Level of Integration	Complete
Most Recent Actions	<ul style="list-style-type: none"> <li>See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations)</li> <li>In collaboration with NAN, DFCHS, NNEC, MECC, the City launched the <i>Dear Thunder Bay</i> campaign in early April. The video campaign focuses on the hopes and anxieties of First Nations youth who travel to the city to complete their high school education. The main element of the campaign is a video that shares comments made by First Nations students. It is hoped that the video can serve as an educational tool that resonates broadly with the population of Thunder Bay. Here is a <a href="#">link to the video</a></li> </ul>
Parties Named	CTB, NAN, DFCHS, MECC
<b>Recommendation 139. Pursuant to Recommendation Number 57 of the Truth and Reconciliation Commission's Calls to Action, provide skills-based training in intercultural competency, conflict resolution, human rights, anti-racism to staff</b>	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Indigenous Relations, Manager – Talent Acquisition & Development
Level of Integration	SOP
Most Recent Actions	<ul style="list-style-type: none"> <li>See <a href="#">Corporate Report R79/2021</a> (Corporate Strategic Services – Indigenous Relations &amp; Inclusion)</li> <li>Curriculum was finalized in August 2020; mandatory full-day training requirement approved by Executive Management on September 8, 2020.</li> <li>Training of managers and supervisors has largely been completed</li> <li>Some difficulty in securing facilitators for the training has caused delays in the delivery of training recently. Efforts to secure new facilitators continue.</li> <li>Thunder Bay Tourism is supporting the delivery of cultural awareness training for the hospitality sector</li> </ul>
Parties Named	Canada, Ontario, CTB