



OUR COMMITMENT TO TRUTH & RECONCILIATION

*A collection of
practices, programs,
relationships, and
commitments that reflect our
ongoing work towards Truth
and Reconciliation.*



ABOUT US

The 94 Calls to Action provide a roadmap for addressing the legacy of residential schools and building a renewed relationship between Indigenous and non-Indigenous people.

At EFry, we recognize that our work intersects directly with several areas identified by the Calls to Action. This includes justice, education, culture, health and wellness, housing, and the need for culturally safe services.



LEARNING AND EDUCATION

BUILDING UNDERSTANDING WITHIN OUR ORGANIZATION

Our Commitment:

We believe reconciliation begins with truth, education, and a willingness to examine how colonialism continues to affect Indigenous people today.

What We Do:

- Provide education to staff about colonialism, residential schools, and their ongoing impacts on Indigenous people
- Include education about the overrepresentation of Indigenous people in the criminal justice and corrections systems in staff onboarding
- Provide similar learning opportunities to students completing placements with EFry
- Offer placement opportunities to students attending First Nations Technical Institute
- Share Indigenous cultural events, commemorations, holidays, and learning opportunities with staff
- Encourage staff participation in pow wows, Indigenous learning opportunities, and community events
- Send weekly Learning Together emails to staff focused on Indigenous history, culture, current issues, reconciliation, and the ongoing impacts of colonization
- Support Indigenous staff through access to a Knowledge Keeper/Elder

CULTURE AND BELONGING

CREATING SPACES WHERE INDIGENOUS IDENTITY, CULTURE, AND WELLNESS ARE RESPECTED

Our Commitment:

Indigenous people should be able to access services without having to leave their culture, identity, or spiritual practices at the door.

What We Do:

- Offer cultural crafts and activities for clients and community members
- Provide traditional programming and wellness supports through Maamawi
- Make traditional medicine available
- Support and encourage smudging in our spaces
- Provide a dedicated cultural space at The Crossing
- Honour self-identification when clients identify as Indigenous
- Hire Indigenous artists to create murals in our offices and at our housing programs, helping create welcoming and culturally affirming spaces
- Encourage participation in Indigenous cultural events and celebrations
- Connect clients and residents with healing lodges when that is their preferred pathway for treatment and healing

JUSTICE AND SYSTEMIC CHANGE

RESPONDING TO THE OVERREPRESENTATION OF INDIGENOUS PEOPLE IN THE JUSTICE SYSTEM

Our Commitment:

We recognize that the criminal justice system has disproportionately impacted Indigenous peoples and that culturally responsive, community-based alternatives are essential.

What We Do:

- Employ dedicated Indigenous staff across our Justice Services, Bail Verification and Supervision, Housing, Dalhousie House, Community Programs and Maamawi programs
- Provide specialized Indigenous case management within Justice Services, BVSP, and Housing
- Employ an Indigenous Justice Services Case Manager
- Employ an Indigenous Bail Verification and Supervision Worker
- Participate in and support Indigenous People's Court
- Support clients with Healing Plans and provide updates to the Court
- Connect clients to culturally appropriate treatment and healing options, including healing lodges where preferred
- Provide culturally responsive supports rather than relying solely on mainstream service pathways

HOUSING AND WELLNESS

CREATING PATHWAYS TO SAFETY, STABILITY, AND HEALING

Our Commitment:

Housing is foundational to wellness, dignity, and successful community reintegration. Indigenous people should have access to housing that is safe, culturally responsive and connected to appropriate supports.

What We Do:

- 40% of our housing capacity is dedicated to Indigenous clients
- Prioritize Indigenous people within our housing programs
- Provide specialized Indigenous case management within housing
- Employ Indigenous staff within our housing programs, including our transitional house
- Provide traditional programming and wellness supports through Maamawi
- Connect residents to culturally appropriate treatment and healing options
- Create culturally welcoming environments within our housing programs

INDIGENOUS LEADERSHIP AND ACCOUNTABILITY

MAKING SURE INDIGENOUS VOICES HELP SHAPE OUR ORGANIZATION.

Our Commitment:

Reconciliation cannot be done by Indigenous people. Indigenous people must have meaningful opportunities to guide the work.

What We Do:

- Have an Indigenous Sub-Committee consisting of Board members and staff
- Developing an Indigenous Advisory Committee to provide guidance and accountability around culturally safe practice
- Employ a Coordinator of Indigenous Partnerships to guide management in ensuring policies, procedures, and practices are culturally grounded and safe
- Employ an Indigenous Partnerships and Housing Worker to strengthen relationships with Indigenous organizations, communities, and partners
- Employ Indigenous staff across multiple areas of the organization
- Build partnerships with Indigenous organizations and community members
- Provide Indigenous staff with access to a Knowledge Keeper/Elder
- Continue to examine our policies, practices, and service delivery through a reconciliation lens
- Create Indigenous positions within our grant proposals, and a
- A commitment to ensuring job positions reach Indigenous applicants by sharing posts to Indigenous job boards, to local reserves, and to Indigenous partners

INDIGENOUS DATA SOVEREIGNTY

RESPECTING HOW INFORMATION ABOUT INDIGENOUS PEOPLE IS COLLECTED AND USED.

Our Commitment:

Indigenous people should have greater understanding and control over how their information is collected, used, and shared.

What We Do:

- Updated our intake forms to provide cleaner information about:
 - What information we collect
 - Why we collect it
 - How it is used
 - Who it may be shared with
- Are working toward practices that respect the principles of indigenous Data Sovereignty and OCAP – Ownership, Control, Access, and Possession
- Honour Indigenous self-identification rather than requiring people to prove their identity to access culturally responsive support



SUPPORTING URBAN INDIGENOUS COMMUNITY MEMBERS

Indigenous people living in our community deserve culturally safe, accessible, and responsive services.

EFry supports Indigenous community members across multiple areas of our organization through housing, justice, community programming, cultural programming, wellness, employment, and partnerships.

Housing

- Indigenous prioritization within housing programs
- Indigenous housing and case management staff
- Culturally responsive housing supports
- Dalhousie House supports
- Connections to culturally appropriate treatment and healing

Justice

- Indigenous Justice Services Case Manager
- Indigenous BVSP Worker
- Indigenous Peoples Court
- Healing Plans
- Specialized Indigenous Case Management
- Connections to healing lodges and culturally appropriate services



Culture and Wellness

- Maamawi programming
- Traditional activities and crafts
- Medicines
- Smudging
- Cultural space at The Crossing
- Indigenous murals
- Knowledge Keeper/Elder support
- Community cultural events

Partnerships

- Coordinator of Indigenous Partnerships
- Indigenous Partnerships and Housing Worker
- Relationships with Indigenous organizations and community partners
- Indigenous Advisory Committee development
- Indigenous Sub-Committee
- FNTI student placements

Learning

- Learning Together internal emails to staff and students
- Staff education
- Student education
- Indigenous cultural events and learning opportunities
- Education about colonialism and its ongoing impacts
- Education about Indigenous overrepresentation in the justice system

OUR WORK CONTINUES

We are committed to continuing to:

- Listen to Indigenous community members and partners
 - Strengthen Indigenous leadership within our organization
 - Develop meaningful Indigenous community partnerships
 - Expand culturally responsive programming
 - Examine our policies and practices through a reconciliation lens
 - Increase opportunities for Indigenous staff, students, and community members
 - Create safer and more welcoming spaces
 - Learn about the history and ongoing impacts of colonialism
 - Hold ourselves accountable for continuing this work
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