



Auditor General
MANITOBA

Report to the Legislative Assembly

Manitoba's Implementation of *The Path to Reconciliation Act*

Independent Audit Report

Website Version



April 2022

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April 2022

Honourable Myrna Driedger
Speaker of the Legislative Assembly
Room 244, Legislative Building
450 Broadway
Winnipeg, Manitoba R3C 0V8

Dear Madam Speaker:

It is an honour to submit my report, titled *Manitoba's Implementation of The Path to Reconciliation Act*, to be laid before Members of the Legislative Assembly in accordance with the provisions of Section 28 of *The Auditor General Act*.

Respectfully submitted,

Original Signed by:
Tyson Shtykalo

Tyson Shtykalo, CPA, CA
Auditor General

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Auditor General's comments

The Government of Manitoba passed *The Path to Reconciliation Act* in 2016, which sets out the government's commitment to advancing reconciliation. In this audit, we wanted to determine whether the Government has been fulfilling its commitments under the Act. Unfortunately, it hasn't.

We found the Government has not developed a strategy for reconciliation. Without a strategy, efforts towards reconciliation are hampered, ultimately lacking focus and vision.

Reconciliation is about the relationship between all Indigenous and non-Indigenous peoples—it requires action in all sectors of society. This would require a whole-of-government approach. Despite this, we found the Government's reconciliation efforts were lacking cross-government coordination and there was no strategy to give direction to departments.

This report contains 5 recommendations to make progress in meeting the Government's commitments to advancing reconciliation. I am encouraged to see the Government has accepted these recommendations, however, actions speak volumes. To be most effective, these recommendations need to be acted upon immediately. With a significant number of Indigenous peoples in the province (18% of Manitoba's population identifies as First Nations, Métis, or Inuit), the relationship between Indigenous and non-Indigenous peoples affects all Manitobans, and all sectors of society.

I would like to thank the management and staff members of the Departments of Indigenous Reconciliation and Northern Relations, Education, Families, Justice, and the Civil Service Commission that we met with during the audit for their cooperation and assistance, as well as each of the Indigenous representatives that took time to respond to our survey.

I also would like to thank my audit team for their diligence and hard work.

Original Signed by:
Tyson Shtykalo

Tyson Shtykalo, CPA, CA
Auditor General



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Manitoba's Implementation of *The Path to Reconciliation Act*

The audit examined whether the Government of Manitoba is fulfilling its commitments under the Act

Why?

- Indigenous peoples have been subject to a wide variety of abuses which have caused great harm
- Manitoba benefited and continues to benefit from the historical relationships with Indigenous peoples and nations
- The Government of Manitoba made commitments to reconciliation by passing this legislation

By the numbers:

63 First Nations in Manitoba

18% of Manitoba's population is Indigenous

13% of Canadian First Nations people live in Manitoba

15% of Canadian Métis live in Manitoba

900 Inuit people live in Manitoba

What we found:

The Government of Manitoba has not fulfilled its commitments under *The Path to Reconciliation Act*



- No strategy for reconciliation
- The Minister responsible for reconciliation tried to lead the government's reconciliation efforts
- Reconciliation efforts were lacking cross-government coordination
- Some regard shown for 4 principles of reconciliation: respect, engagement, understanding, and action, but more needed
- Annual reporting on reconciliation actions was not timely
- The Act was translated, but not on time

Report includes **5** recommendations
to help the Government fulfill its commitments under the Act

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What we examined

We assessed whether the Province (the Government of Manitoba) is fulfilling its commitments under *The Path to Reconciliation Act*.

What we concluded

We concluded that the Government of Manitoba has not fulfilled its commitments under *The Path to Reconciliation Act*. The Department of Indigenous Reconciliation and Northern Relations (the Department) had not developed a strategy for reconciliation. In the absence of a strategy, the efforts made towards reconciliation were lacking cross-government coordination. Significant work is needed.

What we found

Our report includes 5 recommendations. An overview of our major findings is as follows:

In 2016, the Government of Manitoba passed *The Path to Reconciliation Act* (the Act) with unanimous support in the Manitoba Legislature. It outlined the Government's commitment to reconciliation which is defined as "*the ongoing process of establishing and maintaining mutually respectful relationships between Indigenous and non-Indigenous peoples in order to build trust, affirm historical agreements, address healing and create a more equitable and inclusive society.*" Reconciliation is about the relationship between all Indigenous and all non-indigenous peoples. It requires action in all sectors of society, which would require a whole-of-government approach.

The Act requires the Minister responsible for reconciliation to guide the development of a strategy for reconciliation. Although required by the Act, there is no strategy for reconciliation.

The Minister of Indigenous Reconciliation and Northern Relations (the Minister) is responsible for leading the Government of Manitoba's participation in the reconciliation process. We found the Minister tried to lead the government's reconciliation process. The Minister resigned her position and publicly stated, "I made the decision to step down from Cabinet where I felt my voice and others are not being heard."

The Act also requires each member of the Executive Council to promote measures to advance reconciliation through the work of their department and across government. Of the

5 departments included in our audit, we found only the Minister of Indigenous Reconciliation and Northern Relations had any significant mention of advancing reconciliation in their recent mandate letter. Mandate letters (which include objectives for what the Ministers are to accomplish), along with a strategy (as required by the Act), would provide direction to the members of Executive Council, and departments, in their efforts to advance reconciliation and would support a whole-of-government approach.

In the absence of a strategy, staff told us that the departments are encouraged to consider the calls to action from the Truth and Reconciliation Commission in the ongoing development and implementation of legislation, policies, and programs. We found examples where each department in our sample promoted measures that would advance reconciliation.

To advance reconciliation, the Act states that the government must have regard for 4 principles: respect, engagement, understanding, and action. We were provided examples of how the government showed regard for each principle. We surveyed Indigenous representatives and most disagreed that the government had shown regard for these 4 principles.

The Act requires the Government of Manitoba to report annually on measures taken to:

- Advance reconciliation and implement the reconciliation strategy.
- Engage Indigenous nations and Indigenous peoples in the reconciliation process.

We found the Department produced reports annually on measures taken to advance reconciliation and identified measures to engage Indigenous nations and Indigenous peoples in the reconciliation process. But these reports did not reference progress towards implementing a reconciliation strategy (as none had been developed). These reports were tabled and made public, although most were not tabled within the time requirement. As well, the reports were translated into the 7 required languages only in the first year of reporting.

Indigenous Reconciliation and Northern Relations (IRNR) would like to thank the Office of the Auditor General, on behalf of the departments that participated in this audit, for its review of Manitoba's implementation of *The Path to Reconciliation Act*. The recommendations offer an opportunity to focus our collective efforts and grow public confidence in our commitment to work with Indigenous leadership, communities, residential school survivors, Elders and Knowledge Keepers and all Manitobans as we seek to advance Truth and Reconciliation in our province.

The Government of Manitoba is committed to advancing a provincial reconciliation strategy built on meaningful engagement with Manitobans. IRNR will lead a formal public engagement process, informed by Indigenous people, to hear Manitobans perspectives on how best to advance the truth telling of our colonial history and reconcile the relationship with Indigenous people and their governments. As part of its public engagement, the Department agrees to seek input on how best to show regard for the principles of reconciliation.

The department recognizes the urgent need for public engagement that can inform a provincial strategy and will meet with First Nation, Metis and Inuit representative organizations to confirm timing and approach. In the interim, government will continue to be guided in its efforts by the Calls to Action of the Truth and Reconciliation Commission of Canada, the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls and the United Nations Declaration on the Rights of Indigenous Peoples.

The Government of Manitoba recognizes the unique role of civil servants in advancing Truth and Reconciliation and remains committed to providing government-wide training in response to the Truth and Reconciliation Commission's Call to Action #57 (CTA57). To this end the Civil Service Commission (CSC) will explore the recommendations to include mandatory training. The CSC will continue to collaborate with Indigenous leaders, within and outside the public service, with departments and with Indigenous trainers and facilitators to support a multitude of learning and development actions in response to CTA57.

Currently, the CSC offers three virtual Indigenous instructor-led workshops to public servants:

- The Path to Reconciliation: An Historic and Contemporary Overview
- Exploring the Historical and Modern Treaty Relationship
- Building Your Indigenous Cross-Cultural Awareness

To build upon these workshops, civil servants are invited to participate in the Treaty Relations Commission of Manitoba (TRCM) Speakers Bureau series which offers learning opportunities on topics such as The Importance of Indigenous Customs, Traditions, and Governance, Indigenous Cultural and Historical Awareness, and The Spirit and Intent of the Treaties.

To gain insight into civil servants experiences advancing Truth and Reconciliation and to deepen our understanding of how best to support them in this work moving forward, the Civil Service Commissioner, and Deputy Minister, Indigenous Reconciliation and Northern Relations (IRNR), have just completed a series of engagement sessions, titled Speaking Truth in the Public Service, with staff from across government. The depth and breadth of feedback from these sessions will inform future activity as we continue to strengthen our response to CTA57.

Recognition and demand for Indigenous language services continues to grow in Manitoba, but existing capacity to provide those services is limited. The Government of Manitoba relies heavily on a limited number of Indigenous languages service providers for translation of various documents, including but not limited to The Path to Reconciliation Annual Report. This scarcity of service providers has created a backlog affecting multiple departments. For example, materials related to the COVID-19 pandemic were prioritized for translation into Indigenous languages, but the lack of translators resulted in delays in public health communication.

Manitoba Education has created a Manitoba Aboriginal Languages Strategy (MALS) with numerous supporting partners that recognizes the languages of Ininew (Cree), Dakota, Dene, Inuktitut, Michif, Anishinabemowin (Ojibway) and Anisininimowin (Ojibwe-Cree) as the Indigenous languages spoken and used in Manitoba. Manitoba Education has funded MALS in partnership with the University of Winnipeg to administer the funding for the scoping and development for Indigenous languages teachers education programs in Manitoba. Manitoba Education in partnership with the University of Winnipeg and MALS is analysing the results of the 2020/21 Manitoba School Survey on Indigenous Languages Teaching to determine the number of Indigenous language teachers needed in Manitoba. Manitoba Education is exploring a partnership with Manitoba First Nations Education Resource Centre regarding Aboriginal languages programs and land based frameworks. Moving forward, the Government of Manitoba will explore various methods of enhancing Indigenous languages within the province with the aim of supporting the revitalization, retention and promotion of the seven Indigenous Languages of Manitoba. It is anticipated that these efforts will help increase the availability of Indigenous service providers who are available to assist in the translation of government resources into all seven Indigenous languages.

Background

Indigenous peoples lived with their own unique cultures, identities, traditions, languages, and institutions on the land now known as Canada before non-Indigenous people came. Early partnerships between Indigenous peoples and non-indigenous people were forged through treaties as well as trade and military alliances that were based on mutual respect and co-operation.

However, since European contact, Indigenous peoples within Canada have been subject to a wide variety of abuses and those abuses have caused great harm. The federal *Indian Act* of 1876 enabled the Indian residential school system. This has had a lasting and damaging impact on Indigenous culture, heritage, and language, and has been likened to cultural genocide. Cultural oppression, social inequality, the loss of self-government and systemic discrimination are noted as contributing factors to the over-representation of Indigenous peoples in the criminal justice system. Equally, Indigenous children are overrepresented when it comes to child poverty and children in the care of the state. In both cases, Manitoba has some of the highest numbers in Canada. Indigenous women and girls have suffered greatly due to colonization as outlined by the National Inquiry into Missing and Murdered Indigenous Women and Girls. These harms persist today despite numerous commissions and inquiries such as the Aboriginal Justice Inquiry (1991), the Royal Commission on Aboriginal Peoples (1996), the Phoenix Sinclair Inquiry (2014), the Truth and Reconciliation Commission (2016), and the National Inquiry into Missing and Murdered Indigenous Women and Girls (2019).

17 residential schools operated in Manitoba, the last one closing in the 1970s.

In March 2016, the Government of Manitoba passed *The Path to Reconciliation Act* (the Act), with unanimous support in the Manitoba Legislature. The Act sets out the government's commitment to advancing reconciliation, guided by the Truth and Reconciliation Commission's calls to action and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Indigenous population in Manitoba

Manitoba has a diverse Indigenous population, with 3 distinct groups: First Nations, Métis, and Inuit. Canada's 2016 Census shows that Manitoba is home to 13.4% of Canada's First Nations peoples. There are 63 First Nations in the province. Manitoba is also home to 15% of the Métis in Canada; Winnipeg has Canada's largest urban Métis population. There are approximately 900 Inuit people in Manitoba. Together, Inuit, First Nations peoples, and Métis make up 18% of Manitoba's population. There are many linguistic groups of Indigenous peoples in Manitoba, including Cree, Ojibwe, Dakota, Ojibwe-Cree and Dene amongst First Nations; Michif amongst Métis, and Inuktitut amongst Inuit.

There are treaties that span most of the province. First Nations are signatories to Treaties 1,2,3,4,5,6, and 10. A treaty is a negotiated agreement that clearly spells out the rights, responsibilities, and relationships of First Nations and the federal and provincial governments.

There are several organizations that represent Indigenous peoples in Manitoba. These groups have no responsibility under the Act, and serve as a voice on issues relevant to their membership.

- **Assembly of Manitoba Chiefs (AMC)** advocates on issues that commonly affect First Nations in Manitoba. AMC represents 62 of the 63 First Nations in Manitoba.
- **Manitoba Keewatinowi Okimakanak (MKO)** provides a collective voice on issues of inherent, Treaty, Aboriginal, and human rights for the citizens of the First Nations it represents. It represents 26 First Nations in Manitoba.
- **Southern Chiefs' Organization (SCO)** was formed to protect, preserve, promote, and enhance First Nations peoples' inherent rights, languages, customs, and traditions through the application and implementation of the spirit and intent of the Treaty-making process. It represents 34 First Nations in Manitoba.
- **Manitoba Métis Federation (MMF)** is the official democratic and self-governing political representative for the Métis Nation's Manitoba Métis Community. The MMF promotes the political, social, cultural, and economic interests and rights of the Métis in Manitoba.
- **Manitoba Inuit Association (MIA)**'s mission is to enhance the lives of Inuit in Manitoba by promoting Inuit values, community, and culture while connecting to services that meet their evolving needs.

Roles and responsibilities

The Department of Indigenous Reconciliation and Northern Relations (the Department) has a range of responsibilities connected to reconciliation. The Department is the lead department for Treaty Land Entitlement, which is a process to correct shortfalls in the amount of land provided for First Nation reserves. It is the lead for Crown-Indigenous consultations, which works to fulfill the legal obligation to consult with First Nations, Métis, Inuit, and local Indigenous communities about any proposed provincial law, regulations, decision, or action that may adversely impact treaty or Indigenous rights.

The Minister of Indigenous Reconciliation and Northern Relations is the Minister responsible for reconciliation. The Minister is responsible for *The Path to Reconciliation Act*.

Executive Council, also known as Cabinet, is the body of ministers that forms the government of Manitoba. It is headed by the Lieutenant-Governor of Manitoba, with the Premier as President and other ministers as members. *The Path to Reconciliation Act* assigns specific responsibilities to members of Executive Council.

Legislative framework for reconciliation

In June 2008, the federal government established The Truth and Reconciliation Commission of Canada (TRC). The TRC was created to "contribute to truth, healing and reconciliation" as part of an overall holistic and comprehensive response to the Residential School legacy. In 2015, the TRC released its findings, which included 94 calls to action to "redress the legacy of residential schools and advance the process of Canadian reconciliation". Twenty-nine of these calls were directed towards provincial and territorial governments.

The General Assembly of the United Nations adopted the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in 2007. It emphasizes the rights of Indigenous peoples to live in dignity, to maintain and strengthen their own institutions, cultures, and traditions, and to pursue their self-determined development, in keeping with their own needs and aspirations. It comprises 46 articles that deal with Indigenous culture and how to protect and promote it; meaningful participation in democratic political processes; self-determination and subsistence rights and rights to lands, territories and resources; just and fair redress for those deprived of their means of subsistence and development.

In March 2016, the Government of Manitoba passed *The Path to Reconciliation Act*. This Act affirms "that the Government of Manitoba is committed to reconciliation and will be guided by the calls to action of the Truth and Reconciliation Commission and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples."

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Audit objective

Our objective was to determine whether the Province (the Government of Manitoba) is fulfilling its commitments under *The Path to Reconciliation Act*.

Scope and approach

The audit examined the Government of Manitoba's actions towards fulfilling its commitments under *The Path to Reconciliation Act* (the Act). We did not assess whether these actions were appropriate or sufficient to advance or ensure reconciliation.

In its report, The Truth and Reconciliation Commission of Canada (TRC) included provincial governments as recipients of 29 calls to action. We judgmentally chose a sample of 5 calls to action (or partial calls to action) for audit. See **APPENDIX A** for the calls to action selected for audit. There were 4 departments responsible for the subject matter related to those 5 calls:

- Civil Service Commission.
- The Department of Education.
- The Department of Families.
- The Department of Justice.

We interviewed staff from each of these departments as well as staff from the Department of Indigenous Reconciliation and Northern Relations (formerly the Department of Indigenous and Northern Relations). We also interviewed the former Minister of Indigenous and Northern Relations, who served as the Minister during the scope of our audit.

These 4 departments provided a listing of programs, actions, and activities done in relation to the requirements of the Act. The listing included over 300 items. We did not verify the completeness of the listing provided. From the list, we judgmentally selected a sample of 62 items to examine documentation for.

We surveyed representatives of Indigenous nations and peoples to obtain their perspective on the Government of Manitoba's regard for the 4 principles of reconciliation outlined in the Act: Respect, Engagement, Understanding, and Action. We invited the following to participate or have a representative participate:

- Chiefs from all 63 First Nations in Manitoba.
- The Grand Chiefs of the AMC, MKO, and SCO.
- The Manitoba Métis Federation.
- The Manitoba Inuit Association.

We provided several options for participants, including providing a written response (paper, email, or online), and in-person meetings. To ensure a balanced perspective, we also surveyed elected provincial government representatives with similar questions. In total, 18 responses were received (17 Indigenous representatives and 1 government representative).

Criteria

To determine whether the Province (the Government of Manitoba) is fulfilling its commitments under *The Path to Reconciliation Act*, we used the following criteria:

Criteria	Source
The Minister responsible for reconciliation leads the Province's participation in the reconciliation process.	<i>The Path to Reconciliation Act</i>
Members of the Executive Council promote measures to advance reconciliation.	<i>The Path to Reconciliation Act</i>
The Province has developed a strategy for reconciliation.	<i>The Path to Reconciliation Act</i>
For each fiscal year, the Minister responsible for reconciliation prepares a report about the measures taken by the Province to advance reconciliation.	<i>The Path to Reconciliation Act</i>
The Minister responsible for reconciliation has tabled a copy of the report about the measures taken by the Province to advance reconciliation in the Assembly and made it available to the public.	<i>The Path to Reconciliation Act</i>
<i>The Path to Reconciliation Act</i> is publicly available and translated into the languages of Cree, Dakota, Dene, Inuktitut, Michif, Ojibway and Oji-Cree. ¹	<i>The Path to Reconciliation Act</i>

¹ Subsequent to our audit period, the wording used in *The Path to Reconciliation Act* (the Act) was changed from "Ojibway" and "Oji-Cree" to "Ojibwe" and "Ojibwe-Cree". We recognize the need for the change; our criteria were sourced from the version of the Act in place at the time of our audit.

1 The Government of Manitoba has not fulfilled its commitments under *The Path to Reconciliation Act*

On March 15, 2016, *The Path to Reconciliation Act* (the Act) received royal assent in Manitoba, bringing it into force and making it law. See **APPENDIX B** for a copy of the Act that was in force during the period of our audit.

The Act defines reconciliation as “the ongoing process of establishing and maintaining mutually respectful relationships between Indigenous and non-Indigenous peoples in order to build trust, affirm historical agreements, address healing and create a more equitable and inclusive society”. Reconciliation requires the efforts and actions of both parties in a relationship. To demonstrate its commitment, the Government of Manitoba put into law expectations for government related to advancing reconciliation.

We concluded that the Government of Manitoba has not fulfilled its commitments under the Act. We based this conclusion on the following findings:

- There was no strategy for reconciliation (**SECTION 1.1**).
- The Minister responsible for reconciliation tried to lead the government’s reconciliation activities (**SECTION 1.2**).
- Reconciliation efforts were lacking cross-government coordination (**SECTION 1.3**).
- Some regard shown for the 4 principles to advance reconciliation, but more needed (**SECTION 1.4**).
- Annual reporting on reconciliation actions was not timely (**SECTION 1.5**).
- *The Path to Reconciliation Act* was translated, but not on time (**SECTION 1.6**).

1.1 No strategy for reconciliation

Section 4 of the Act requires the Minister responsible for reconciliation to guide the development of a strategy for reconciliation that:

- Is guided by the calls to action of the Truth and Reconciliation Commission (TRC) and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).
- Builds upon meaningful engagement with Indigenous peoples about the past, present, and future relationships between Indigenous and non-Indigenous peoples.
- Ensures survivors of residential school abuses have a role to play in its development.
- Creates a framework for a process to advance reconciliation and establishes immediate and long-term actions.
- Fosters the involvement of all sectors of society in the reconciliation process.

- Establishes transparent mechanisms to monitor and evaluate the measures taken by the government to advance reconciliation.

It has been over 5 years since the Act was passed. Although required by the Act, we found the Government of Manitoba had not developed a strategy for reconciliation.



Recommendation 1

We recommend that the Minister responsible for reconciliation promptly guide the development of a strategy for reconciliation, as required in Section 4 of *The Path to Reconciliation Act*, using, in part, the learnings from **RECOMMENDATION 2** (see **SECTION 1.4**).

In the absence of a strategy, the Department of Indigenous Reconciliation and Northern Relations (the Department) told us departments are encouraged to consider the calls to action in the ongoing development and implementation of legislation, policies, and programs. We note that the Government of Manitoba has not publicly committed to implementing the calls to action.

In its report, the TRC included provincial governments as recipients of 29 calls to action. We judgmentally chose a sample of 5 calls to action (or partial calls to action) for audit. See **APPENDIX A** for the calls selected for audit. The 4 departments responsible for the subject matter of these 5 calls to action were:

- Civil Service Commission.
- The Department of Education.
- The Department of Families.
- The Department of Justice.

We found that for each of the calls to action in our sample, the Government of Manitoba was taking some steps to address the call.

The UNDRIP is a comprehensive statement that speaks to the human rights of Indigenous peoples. It emphasizes the fundamental freedoms of Indigenous peoples and their right to live in dignity, to maintain and strengthen their own institutions, cultures and traditions, and to pursue their self-determined development, in keeping with their own needs and aspirations. In doing our audit work:

- We found limited mention of UNDRIP in the actions of the Government of Manitoba that we examined, although we were told by government officials the government recognizes UNDRIP as a document that informs policy.
- We were provided some examples of actions that, upon review, were consistent with the principles of UNDRIP. For example, in developing the Manitoba First Nations Mineral Development Protocol, initial meetings were held with representatives from First Nations. The information gathered was used in the

development of the protocol. Consultation and cooperation in good faith is reflected in Article 19 of UNDRIP.

Without the guidance of a reconciliation strategy it was not clear whether the actions related to the calls to action and to UNDRIP responded to the priorities and needs of Indigenous nations and Indigenous peoples. A strategy would also define what each department is expected to achieve and by when.

1.2 The Minister tried to lead the government's reconciliation activities

The Minister of Indigenous Reconciliation and Northern Relations (the Minister) is responsible for leading the Government of Manitoba's participation in the reconciliation process. Section 3(1) of the Act specifically identifies 4 things the Minister must do to lead the government's participation in the reconciliation process:

- Make recommendations to the Executive Council about measures to advance reconciliation.
- Promote initiatives to advance reconciliation across all sectors of society.
- Promote recognition of the contributions of Indigenous peoples to the founding of Manitoba for the purpose of advancing reconciliation.
- Make recommendations to the government about financial priorities and resource allocation across the government in relation to reconciliation.

We found the Minister tried to lead the government's reconciliation process. Specifically, we found the Minister:

- Made recommendations about financial priorities and resource allocations for the Department, but we were given minimal evidence of similar recommendations made across government.
- Promoted initiatives to advance reconciliation across many sectors of society by making public statements in support of reconciliation and facilitating meetings with other cabinet members, other levels of government, and other organizations.
- Promoted the recognition of some contributions of Indigenous peoples to the founding of Manitoba.

The same minister was responsible for reconciliation under the Act from May 2016 until the end of our audit period, March 31, 2021.

In July 2021, however, the Minister resigned her position. Following her resignation, the former Minister said publicly:

"I made the decision to step down from Cabinet where I felt my voice and others are not being heard. I did speak up on issues that were sent to me and I will continue to do so. Change is necessary; today I commit to doing what's right for the people of Manitoba and myself. It is not my intent to divide or be disrespectful, but I do feel transparency is required. Strong leadership is required to heal and bring our province and country together in harmony, it can not be done by one individual. Inappropriate words and actions can be very damaging."

According to the Act, reconciliation relates to the relationships between Indigenous and non-Indigenous peoples in Manitoba. This includes everyone in Manitoba. The Act also references promoting initiatives across all sectors in society. As a result, the reconciliation process requires a whole-of-government approach. Without the support of Executive Council, the Minister would have been limited in what she could achieve, and she would not have been able to effectively lead the Government of Manitoba's participation in the reconciliation process.

We note that after her resignation, First Nations leadership publicly endorsed the former Minister's commitment to advancing reconciliation.

1.3 Reconciliation efforts lacking cross-government coordination

Section 3(2) of the Act requires each member of the Executive Council to promote measures to advance reconciliation through the work of their department and across government. Each council member acting through their own department, and across government, would work towards achieving a whole-of-government approach to reconciliation.

The Premier issues mandate letters to ministers with objectives for what they are to accomplish as well as any pressing challenges they are to address in their role. Older mandate letters specifically included "advancing reconciliation" as a commitment of Cabinet. However, of the 5 departments included in our audit, we found only the Minister of Indigenous Reconciliation and Northern Relations had any significant mention of actions to advance reconciliation in their most recent mandate letter. As well, as noted in **SECTION 1.1**, there is no government strategy for reconciliation, so ministers could not use that to guide and coordinate their actions. Mandate letters, along with a strategy (as required by the Act), would provide direction to the members of Executive Council, as well as departments, in their efforts to advance reconciliation and would support a whole-of-government approach.

While the Department did not have a strategy, staff told us that the departments are encouraged to consider the calls to action from the TRC in the ongoing development and implementation of legislation, policies, and programs. We found examples where each department in our sample promoted measures that would advance reconciliation:

- The Department of Indigenous Reconciliation and Northern Relations toured Indigenous organizations. Department staff told us these tours were to build relationships by encouraging government and organizations to understand each others' priorities and to promote a shared awareness of Indigenous cultures and histories.
- The Department of Education provided supplemental resources about residential schools, treaties, and Indigenous peoples' historical and contemporary contributions to Canada.
- The Department of Families supported Indigenous-run organizations in providing early childhood education programming for children.
- Civil Service Commission offered 3 courses to government employees on Indigenous topics, including: Indigenous-Crown relations, treaties, and the residential school system and its impacts.

- The Department of Justice implemented its *Criminal Justice System Modernization Strategy*, which includes a more effective use of restorative justice and responsible reintegration of offenders.

We found that although there were some cross-departmental working groups, without a reconciliation strategy, as suggested in **RECOMMENDATION 1** in **SECTION 1.1**, there was no mechanism to guide and coordinate the actions of ministers and departments, with a whole-of-government approach.

1.4 Some regard shown for principles to advance reconciliation, but more needed

Section 2 of the Act states that in order to advance reconciliation, the government must have regard for 4 principles: **respect, engagement, understanding, and action**. The Act provides a definition for each of the 4 principles, except engagement.

We asked staff from each of the 5 departments in our sample how, through their departments, the Government of Manitoba showed regard for the 4 principles, as outlined in the Act. For each principle we were provided examples from the departments that showed how the government showed regard for the principle. We surveyed Indigenous representatives and asked whether they agreed that the provincial government had shown regard for the 4 principles, and we found that most disagreed.

PRINCIPLE OF RESPECT

We examined specific policies or actions for the 5 departments identified, and found that the principle of **respect** as outlined in the Act was evident in these actions. For example, the Department of Justice, with support from the judiciary at the 3 levels of court, implemented the use of the eagle feather in Manitoba courtrooms. This allowed people to be able to hold the eagle feather while testifying and swearing oaths instead of putting their hand on a Bible.

Respect is defined in the Act as follows:
Reconciliation is founded on respect for Indigenous nations and Indigenous peoples. Respect is based on awareness and acknowledgement of the history of Indigenous peoples and appreciation of their languages, cultures, practices and legal traditions.

WHAT WE HEARD FROM OUR SURVEY

Indigenous leaders - We surveyed Indigenous leaders and asked whether they agreed with the statement:

"The Provincial government has been respectful in its interactions with Indigenous Peoples."

94% (15 of 16) of respondents disagreed with the statement, and 6% (1 of 16) were neutral. No respondents agreed with the statement.

Government representatives - We also surveyed elected representatives of the government with the same question. The one respondent agreed with the statement.

PRINCIPLE OF ENGAGEMENT

Unlike the other 3 principles, we noted that for the principle of engagement, the Act did not attempt to define or provide an expectation for what engagement should or should not include.

We examined specific policies or actions that the 5 departments identified and found they had participated in engagement. For example, in 2017, the Minister of Families appointed a committee of 7 people to lead the Government of Manitoba's review of the child welfare legislation. Five of these individuals were from Indigenous advocacy or service organizations.

WHAT WE HEARD FROM OUR SURVEY

Indigenous leaders - We surveyed Indigenous leaders and asked whether they agreed with the statement:

"The Provincial government has engaged with Indigenous Peoples when appropriate."

88% (14 of 16) of respondents disagreed with the statement, and 12% (2 of 16) were neutral. No respondents agreed with the statement.

Government representatives - We also surveyed elected representatives of the government with the same question. The one respondent agreed with the statement.

PRINCIPLE OF UNDERSTANDING

We saw evidence that showed actions or policies of the 5 departments were working toward an increased **understanding**. For example, the Department of Education collaborated with numerous supporting partners to create a Manitoba Aboriginal Languages Strategy. The strategy recognizes and promotes 7 aboriginal languages spoken and used in Manitoba.

Understanding is defined in the Act as follows:

Reconciliation is fostered by striving for a deeper understanding of the historical and current relationships between Indigenous and non-Indigenous peoples and the hopes and aspirations of Indigenous nations and Indigenous peoples.

WHAT WE HEARD FROM OUR SURVEY

Indigenous leaders - We surveyed Indigenous leaders and asked whether they agreed with the statement:

"The Provincial government has strived for a deeper understanding of Indigenous Peoples relationships, hopes, and aspirations."

69% (11 of 16) of respondents disagreed with the statement, 25% (4 of 16) were neutral and 6% (1 of 16) agreed with the statement.

Government representatives - We also surveyed elected representatives of the government with the same question. The one respondent agreed with the statement.

PRINCIPLE OF ACTION

The 5 departments provided us with examples of **actions** they indicated they took to improve the relationships between Indigenous and non-Indigenous peoples. See **SECTION 1.3** for discussion on some of the actions taken by the departments.

Action is defined in the Act as follows:

Reconciliation is furthered by concrete and constructive action that improves the present and future relationships between Indigenous and non-Indigenous peoples.

WHAT WE HEARD FROM OUR SURVEY

Indigenous leaders - We surveyed Indigenous leaders and asked whether they agreed with the statement:

"The Provincial government has taken actions to improve its present and future relationships with Indigenous Peoples."

82% (14 of 17) of respondents disagreed with the statement, 12% (2 of 17) were neutral and 6% (1 of 17) agreed with the statement.

Government representatives - We also surveyed elected representatives of the government with the same question. The one respondent agreed with the statement.

OVERALL SUMMARY

Based on our audit work, we saw evidence of department actions that showed some regard for the principles of respect, engagement, and understanding. However, Indigenous representatives we heard from through interviews and the survey did not agree that the government, in general, has:

- Been respectful in its interactions with Indigenous peoples.
- Engaged appropriately with Indigenous peoples.
- Strived for a deeper understanding of Indigenous peoples' relationships, hopes and aspirations.
- Taken actions to improve its present and future relationships with Indigenous people.

We were provided examples by Indigenous representatives of the government not showing regard for the principles. We were told of situations where:

- Government representatives would decide something, then meet with Indigenous peoples to tell them of the decision, and then publicly claim engagement had occurred.
- Government representatives would sometimes invite Indigenous peoples to a meeting but give them insufficient time to research and prepare for the meeting, sometimes with the invitation coming only the day before the meeting.
- The Government of Manitoba would only engage with Indigenous representatives when it needed something from them (for example, access to their land).

Reconciliation, as defined in the Act, involves establishing and maintaining mutually respectful relationships between 2 parties, to build trust and address healing. Given this, even if only one of the parties in the relationship does not feel that the other party is being respectful, then trust will not be built and healing will not occur. While we were provided examples of departmental actions in support of the 4 principles, the response from Indigenous representatives shows there is more work needed here. We are therefore of the view that the Government has not done enough to show regard for the 4 principles of reconciliation.

Working with First Nations, Métis, and Inuit leadership, the Government of Manitoba, through the Minister, has an opportunity to take meaningful steps to show regard for the 4 principles of reconciliation, and advance reconciliation.



Recommendation 2

We recommend that, with a view to advancing reconciliation, the Department engage with First Nation, Métis, and Inuit representatives from all sectors of society, to determine how best to show regard for the 4 principles outlined in Section 2 of the Act:

- Respect.
- Engagement.
- Understanding.
- Action.



Recommendation 3

We recommend that the Civil Service Commission work with the Department to use the learnings from **RECOMMENDATION 2** to develop a mandatory course on how to show regard for the 4 principles of reconciliation.



Recommendation 4

We recommend that the Civil Service Commission make training on the history of Indigenous peoples, the United Nations Declaration on the Rights of Indigenous Peoples, treaties and Aboriginal rights, Indigenous law and Aboriginal-Crown relations mandatory for all public servants.

1.5 Annual reporting on reconciliation actions not timely

Section 5(1) of the Act requires the Government of Manitoba to report annually on measures taken to:

- Advance reconciliation and implement the reconciliation strategy.
- Engage Indigenous nations and Indigenous peoples in the reconciliation process.

At the time of our audit, Section 5(2) of the Act required the Minister to table an annual progress report in the Legislative Assembly. It was further expected this report would be made public within 3 months of the end of the fiscal year (by June 30). As well, the Act required these reports, or summaries, be translated into 7 specific Indigenous languages and each translation made public.

We found:

- The Department produced annual progress reports that were made available to the public. The documents reported on measures taken to advance reconciliation but did not reference the Department's progress toward implementing a reconciliation strategy, as it had not developed a strategy.
- Each annual report identified measures to engage Indigenous nations and Indigenous peoples in the reconciliation process.
- Annual reports were tabled and made public, but most were not tabled within the 3-month time requirement in place.
- Annual reports were translated into the 7 required languages only in the first year of reporting.



Recommendation 5

We recommend that the Department, as led by the Minister responsible for reconciliation, ensure the translation of the annual reports as required by the Act.

1.6 The Path to Reconciliation Act was translated, but not on time

Section 6 of the Act requires the Act itself to be translated into, and made public in, 7 specific Indigenous languages.

We found the Act was published in all 7 languages as required and was made available to the public through the Department's website. However, the translations did not occur within the 30-days stipulated by the Act.

Subsequent events

Subsequent to our audit period a number of significant events occurred.

- Remains of children in unmarked graves continue to be found on former residential school grounds across Canada, including in Manitoba. At the time of reporting, more than 1,000 unmarked graves had been found. This number is likely to increase as former residential school grounds continue to be investigated.
- The Minister of Indigenous and Northern Relations resigned her position as Minister in July 2021 and made public statements about her resignation. The former minister stated she felt her voice and those of others were not being heard.
- The Department of Indigenous and Northern Relations was renamed to Indigenous Reconciliation and Northern Relations, including the appointment of a new Minister. The new Minister has not been provided with a ministerial mandate letter for this new Department.
- The Premier of Manitoba (the President of Executive Council) stepped down from his position on September 1, 2021. Subsequently there have been different people in this position, resulting in changes to the President of Executive Council.
- The Act was amended, removing the requirement to table annual reports within 3 months of the fiscal year end.

We considered how these events may impact on our audit findings and conclusions. We performed additional audit work as we considered necessary, and adjusted our conclusions and recommendations as necessary.

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Additional information about the audit

This independent assurance report was prepared by the Office of the Auditor General of Manitoba on Manitoba's Implementation of *The Path to Reconciliation Act*. Our responsibility was to provide objective information, advice and assurance to assist the Legislature in its scrutiny of the government's management of resources and programs, and to conclude on whether the government complies in all significant respects with the applicable criteria.

All work in this audit was performed to a reasonable level of assurance in accordance with the Canadian Standard for Assurance Engagements (CSAE) 3001—Direct Engagements set out by the Chartered Professional Accountants of Canada (CPA Canada) in the CPA Canada Handbook—Assurance.

The Office applies Canadian Standard on Quality Control 1 and, accordingly, maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Code of Professional Conduct of the Chartered Professional Accountants of Manitoba, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

In accordance with our regular audit process, we obtained the following from management:

1. Confirmation of management's responsibility for the subject under audit.
2. Acknowledgement of the suitability of the criteria used in the audit.
3. Confirmation that all known information that has been requested, or that could affect the findings or audit conclusion, has been provided.

Period covered by the audit

The audit covered the period between March 15, 2016 and March 31, 2021. This is the period to which the audit conclusion applies. However, to gain a more complete understanding of the subject matter of the audit, we also examined certain matters that preceded the audit coverage period.

Date of the audit report

We obtained sufficient and appropriate audit evidence on which to base our conclusion on December 10, 2021, in Winnipeg, Manitoba.

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Summary of recommendations

RECOMMENDATION 1

We recommend that the Minister responsible for reconciliation promptly guide the development of a strategy for reconciliation, as required in Section 4 of *The Path to Reconciliation Act*, using, in part, the learnings from **RECOMMENDATION 2** (see **SECTION 1.4**).

RECOMMENDATION 2

We recommend that, with a view to advancing reconciliation, the Department engage with First Nation, Métis, and Inuit representatives from all sectors of society, to determine how best to show regard for the 4 principles outlined in Section 2 of the Act:

- Respect.
- Engagement.
- Understanding.
- Action.

RECOMMENDATION 3

We recommend that the Civil Service Commission work with the Department to use the learnings from **RECOMMENDATION 2** to develop a mandatory course on how to show regard for the 4 principles of reconciliation.

RECOMMENDATION 4

We recommend that the Civil Service Commission make training on the history of Indigenous peoples, the United Nations Declaration on the Rights of Indigenous Peoples, treaties and Aboriginal rights, Indigenous law and Aboriginal-Crown relations mandatory for all public servants.

RECOMMENDATION 5

We recommend that the Department, as led by the Minister responsible for reconciliation, ensure the translation of the annual reports as required by the Act.

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Calls to action selected for audit

In its report, The Truth and Reconciliation Commission of Canada (TRC) included provincial governments as recipients of 29 calls to action. We judgmentally chose a sample of 5 calls to action (or partial calls to action) for audit as follows:

Truth and Reconciliation Commission call to action selected for audit	Department
TRC call to action #1 (iii and iv) We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by: iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools. iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.	Families
TRC call to action #12 We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.	Families
TRC call to action #30 We call upon federal, provincial, and territorial governments to commit to eliminating the overrepresentation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.	Justice
TRC call to action #57 We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.	Civil Service Commission
TRC call to action #62 (i) We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to: i. Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade 12 students.	Education

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The Path to Reconciliation Act – in place during audit period



MANITOBA

THE PATH TO RECONCILIATION ACT

C.C.S.M. c. R30.5

LOI SUR LA RÉCONCILIATION

c. R30.5 de la *C.P.L.M.*

[Archived version](#)

This version was current for the period set out in the footer below. Any amendment enacted after 2021-05-11 with retroactive effect is not included.

This was the first version.

[Version archivée](#)

La présente version était à jour pendant la période indiquée en bas de page. Les modifications rétroactives édictées après le 2021-05-11 n'y figurent pas.

Il s'agit de la première version.

[Archived version](#)

Current from 2016-03-15 to 2021-05-11

[Version archivée](#)

À jour du 2016-03-15 au 2021-05-11

LEGISLATIVE HISTORY

The Path to Reconciliation Act, C.C.S.M. c. R30.5

Enacted by
SM 2016, c. 5

Proclamation status (for provisions in force by proclamation)

HISTORIQUE

Loi sur la réconciliation, c. R30.5 de la C.P.L.M.

Édictée par
L.M. 2016, c. 5

État des dispositions qui entrent en vigueur par proclamation

CHAPTER R30.5**THE PATH TO RECONCILIATION ACT**

(Assented to March 15, 2016)

RECOGNIZING that Manitoba is situated on the traditional lands and territories of Indigenous peoples;

FURTHER RECOGNIZING that Manitoba benefited and continues to benefit from the historical relationships and treaties with Indigenous peoples and nations;

FURTHER RECOGNIZING that Indigenous people within Canada have been subject to a wide variety of human rights abuses since European contact and that those abuses have caused great harm;

FURTHER RECOGNIZING that reconciliation is founded on respect for Indigenous nations and Indigenous peoples and their history, languages and cultures, and reconciliation is necessary to address colonization;

FURTHER RECOGNIZING that the Truth and Reconciliation Commission was established as part of a response to the abuses of colonization, and that the Commission has provided a path forward to reconciliation;

FURTHER RECOGNIZING that the Government of Canada also has a significant role in advancing reconciliation;

CHAPITRE R30.5**LOI SUR LA RÉCONCILIATION**

(Date de sanction : 15 mars 2016)

Attendu :

que le Manitoba est situé sur les terres et les territoires traditionnels des peuples autochtones;

que le Manitoba a bénéficié des relations et des traités historiques qu'il a établis avec les peuples et les nations autochtones et qu'il continue d'en bénéficier;

que les droits de la personne des Autochtones du Canada ont été bafoués depuis les premiers contacts avec les Européens et que ces violations ont causé de grands torts;

que la réconciliation est fondée sur le respect envers les nations et les peuples autochtones et leur histoire, leurs langues et leurs cultures, et qu'elle est nécessaire pour qu'il soit fait face aux effets de la colonisation;

que la Commission de vérité et réconciliation a été mise sur pied en réponse à ces effets et qu'elle a fourni une voie de réconciliation;

que le gouvernement du Canada a aussi un rôle important à jouer pour favoriser la réconciliation;

AND AFFIRMING that the Government of Manitoba is committed to reconciliation and will be guided by the calls to action of the Truth and Reconciliation Commission and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples;

que le gouvernement du Manitoba est résolu à favoriser la réconciliation et sera guidé par les appels à l'action de la Commission de vérité et réconciliation ainsi que par les principes établis dans la *Déclaration des Nations Unies sur les droits des peuples autochtones*,

THEREFORE HER MAJESTY, by and with the advice and consent of the Legislative Assembly of Manitoba, enacts as follows:

SA MAJESTÉ, sur l'avis et avec le consentement de l'Assemblée législative du Manitoba, édicte :

Reconciliation

1(1) "Reconciliation" refers to the ongoing process of establishing and maintaining mutually respectful relationships between Indigenous and non-Indigenous peoples in order to build trust, affirm historical agreements, address healing and create a more equitable and inclusive society.

Réconciliation

1(1) Le terme « **réconciliation** » s'entend du processus continu d'établissement et de maintien de relations mutuellement respectueuses entre les peuples autochtones et non autochtones qui permet d'instaurer un climat de confiance, de confirmer les ententes historiques, de favoriser la guérison et de créer une société plus équitable et inclusive.

Indigenous peoples

1(2) "Indigenous peoples" includes First Nations, Inuit and Metis peoples of Manitoba.

Peuples autochtones

1(2) Le terme « **peuples autochtones** » s'entend notamment des Premières nations, des Inuits et des Métis du Manitoba.

Principles

2 To advance reconciliation, the government must have regard for the following principles:

Principes

2 En vue de favoriser la réconciliation, le gouvernement tient compte des principes suivants :

Respect: Reconciliation is founded on respect for Indigenous nations and Indigenous peoples. Respect is based on awareness and acknowledgement of the history of Indigenous peoples and appreciation of their languages, cultures, practices and legal traditions.

Respect : La réconciliation est fondée sur le respect envers les nations et les peuples autochtones. Le respect repose sur la connaissance et la reconnaissance de leur histoire et la valorisation de leurs langues, cultures, pratiques et traditions juridiques.

Engagement: Reconciliation is founded on engagement with Indigenous nations and Indigenous peoples.

Collaboration : La réconciliation est fondée sur la collaboration avec les nations et les peuples autochtones.

Understanding: Reconciliation is fostered by striving for a deeper understanding of the historical and current relationships between Indigenous and non-Indigenous peoples and the hopes and aspirations of Indigenous nations and Indigenous peoples.

Compréhension : Les efforts déployés en vue d'une compréhension accrue des relations historiques et contemporaines entre les peuples autochtones et non autochtones ainsi que les espoirs et les aspirations des nations et des peuples autochtones contribuent à la réconciliation.

Action: Reconciliation is furthered by concrete and constructive action that improves the present and future relationships between Indigenous and non-Indigenous peoples.

Minister

3(1) As a member of the Executive Council, the minister responsible for reconciliation must lead the government's participation in the reconciliation process, including by

- (a) making recommendations to the Executive Council about measures to advance reconciliation;
- (b) promoting initiatives to advance reconciliation across all sectors of society, including interdepartmental, intergovernmental, corporate and community initiatives;
- (c) promoting recognition of the contributions of Indigenous peoples to the founding of Manitoba for the purpose of advancing reconciliation; and
- (d) making recommendations to the government about financial priorities and resource allocation across the government in relation to reconciliation.

Members of Executive Council

3(2) Each member of the Executive Council is to promote measures to advance reconciliation through the work of the member's department and across government.

Strategy

4 The minister responsible for reconciliation must guide the development of a strategy for reconciliation that

- (a) is to be guided by the calls to action of the Truth and Reconciliation Commission and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples;

Action : La réconciliation progresse grâce à des mesures concrètes et constructives qui améliorent les relations actuelles et futures entre les peuples autochtones et non autochtones.

Ministre

3(1) En tant que membre du Conseil exécutif, le ministre chargé de la réconciliation dirige la participation du gouvernement au processus de réconciliation. Il fait notamment :

- a) des recommandations au Conseil exécutif sur les mesures visant à faire progresser la réconciliation;
- b) la promotion d'initiatives visant la progression de la question dans tous les secteurs de la société, y compris des initiatives interministérielles, intergouvernementales et communautaires ainsi que des initiatives prises par des personnes morales;
- c) la promotion de la reconnaissance des contributions des peuples autochtones à la fondation du Manitoba dans le but de faire progresser la question;
- d) des recommandations au gouvernement sur les priorités financières et l'allocation des ressources au sein de l'État en matière de réconciliation.

Membres du Conseil exécutif

3(2) Les membres du Conseil exécutif font la promotion, par l'entremise des ministères qu'ils dirigent et de l'ensemble du gouvernement, de mesures visant à faire progresser la réconciliation.

Stratégie

4 Le ministre chargé de la réconciliation guide l'élaboration d'une stratégie visant la réconciliation :

- a) qui s'inspire des appels à l'action de la Commission de vérité et réconciliation ainsi que des principes établis dans la *Déclaration des Nations Unies sur les droits des peuples autochtones*;

(b) builds upon meaningful engagement with Indigenous nations and Indigenous peoples about the past, present and future relationships between Indigenous and non-Indigenous peoples;

(c) creates a framework for an ongoing and evolving process to advance reconciliation;

(d) establishes immediate and long-term actions that are responsive to the priorities and needs of Indigenous nations and Indigenous peoples, including those set out in the calls to action of the Truth and Reconciliation Commission;

(e) fosters the involvement of all sectors of society in the reconciliation process; and

(f) establishes transparent mechanisms to monitor and evaluate the measures taken by the government to advance reconciliation;

(g) ensures that survivors of residential school abuses have a role to play in its development.

b) qui s'appuie sur une véritable collaboration avec les nations et les peuples autochtones en ce qui a trait aux relations passées, présentes et futures entre les peuples autochtones et non autochtones;

c) qui donne lieu à un cadre de travail permettant un processus continu et évolutif en vue de l'objectif visé;

d) qui prévoit des mesures immédiates et à long terme répondant aux priorités et aux besoins des nations et des peuples autochtones, notamment ceux déterminés dans les appels à l'action de la Commission de vérité et réconciliation;

e) qui favorise la participation de tous les secteurs de la société au processus;

f) qui prévoit des mécanismes transparents de surveillance et d'évaluation des mesures prises par le gouvernement pour faire progresser la réconciliation;

g) qui veille à ce que les survivants de sévices subis dans les pensionnats participent à son élaboration.

Progress report

5(1) For each fiscal year, the minister responsible for reconciliation must prepare a report about the measures taken by the government to advance reconciliation, including the measures taken to engage Indigenous nations and Indigenous peoples in the reconciliation process and the measures taken to implement the strategy.

Tabling report in Assembly and publication

5(2) Within three months after the end of the fiscal year, the minister must table a copy of the report in the Assembly and make it available to the public. The minister must also arrange for the report, or a summary of it, to be translated into the languages of Cree, Dakota, Dene, Inuktitut, Michif, Ojibway and Oji-Cree, and make each translation available to the public.

Rapport d'étape

5(1) Pour chaque exercice, le ministre chargé de la réconciliation établit un rapport sur les mesures prises par le gouvernement pour faire progresser la réconciliation, notamment celles visant la participation des nations et des peuples autochtones au processus et la mise en œuvre de la stratégie.

Dépôt du rapport à l'Assemblée et publication

5(2) Dans les trois mois suivant la fin de l'exercice, le ministre dépose un exemplaire du rapport à l'Assemblée et le rend public. Le ministre prend également des arrangements pour que le rapport, ou un résumé de celui-ci, soit traduit dans les langues suivantes : cri, dakota, déné, inuktitut, michif, ojibwé et oji-cri. Les traductions sont rendues publiques.

Translation and publication in Indigenous languages

6 Within 30 days after the coming into force of this Act, the minister responsible for reconciliation must arrange for its translation into the languages of Cree, Dakota, Dene, Inuktitut, Michif, Ojibway and Oji-Cree. Upon completion, each translation must be made available to the public.

C.C.S.M. reference

7 This Act may be referred to as chapter R30.5 of the *Continuing Consolidation of the Statutes of Manitoba*.

Coming into force

8 This Act comes into force on the day it receives royal assent.

Traduction et publication en langues autochtones

6 Dans les 30 jours suivant l'entrée en vigueur de la présente loi, le ministre chargé de la réconciliation prend des arrangements pour qu'elle soit traduite dans les langues suivantes : cri, dakota, déné, inuktitut, michif, ojibwé et oji-cri. Les traductions sont rendues publiques dès qu'elles sont terminées.

Codification permanente

7 La présente loi constitue le chapitre R30.5 de la *Codification permanente des lois du Manitoba*.

Entrée en vigueur

8 La présente loi entre en vigueur le jour de sa sanction.

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