



YMCA-YWCA OF WINNIPEG

Truth and Reconciliation Framework

Truth and Reconciliation is a distinct and essential process that addresses the historical and ongoing injustices faced by Indigenous communities in Canada. YMCA-YWCA of Winnipeg acknowledges that reconciliation is not a one-time event but a **continuous journey of learning, relationship-building, and action**.

Manitoba holds a unique position in Truth and Reconciliation. As the homeland of the **Métis Nation** and the site where the first **Numbered Treaties** were signed, the province is deeply connected to Indigenous governance, self-determination, and cultural revitalization. Our communities are impacted deeply by the harms of the past, while at the same time, Manitobans are leaders in the work to advance the national conversations and local action on Truth and Reconciliation and Missing and Murdered Indigenous Women, Girls and Two-Spirited. YMCA-YWCA of Winnipeg is committed to meaningful reconciliation efforts that acknowledge past harm and create a pathway toward justice and empowerment for Indigenous peoples.

In 2016, the Truth and Reconciliation Commission released its **94 Calls to Action**, providing a roadmap for Truth and Reconciliation. These recommendations call upon governments, organizations, and individuals to take active roles in reconciliation. YMCA-YWCA of Winnipeg understands its crucial role in advancing Truth and Reconciliation through engagement, economic inclusion, and community partnerships.

Principles of Truth and Reconciliation at YMCA-YWCA of Winnipeg

YMCA-YWCA of Winnipeg is committed to embedding Truth and Reconciliation principles across its programs, partnerships, and decision-making structures. This framework is guided by the following commitments:

1. Truth and Reconciliation and Diversity, Equity and Inclusion

While Diversity, Equity and Inclusion initiatives broadly address equity for all marginalized groups, **Truth and Reconciliation is a specific and historically rooted process**. Truth and Reconciliation requires organizations to **acknowledge historical wrongs, commit to redress, and center Indigenous leadership** in reconciliation efforts.

Key distinctions:

- **Diversity, Equity and Inclusion** provides a general framework for equity, but **Truth and Reconciliation requires concrete, measurable actions** tied to Indigenous self-determination and justice.
- **Truth and Reconciliation is specific to Indigenous reconciliation**, while Diversity, Equity and Inclusion applies broadly to multiple identity groups.
- **Truth and Reconciliation mandates engagement and co-leadership** with Indigenous communities, ensuring their voices are central to decision-making.

YMCA-YWCA of Winnipeg recognizes the necessity of integrating both approaches, ensuring that Indigenous perspectives are **not only included within Diversity, Equity and Inclusion initiatives but prioritized in our Truth and Reconciliation work**.

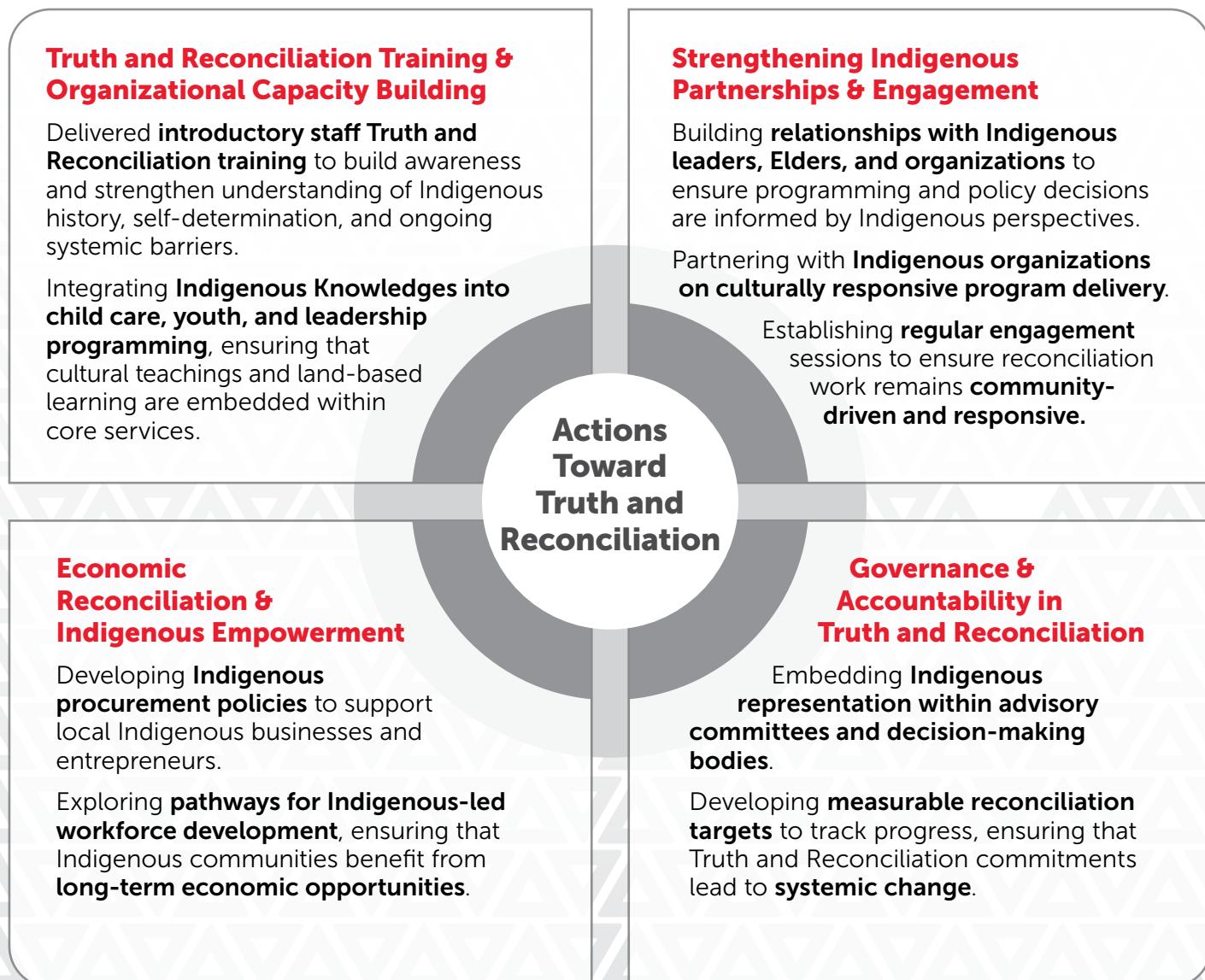
2. Corporate and Organizational Responsibility in Reconciliation

YMCA-YWCA of Winnipeg is committed to ensuring that reconciliation efforts:

- Engage in **meaningful engagement and relationship-building** with Indigenous community members and organizational partners to ensure decisions align with their needs and aspirations.
- Provide **culturally relevant training** for employees, board members, and leadership to enhance intercultural competency, conflict resolution, and anti-racism education.
- Develop **economic and employment pathways** for Indigenous communities, including procurement from Indigenous businesses, hiring Indigenous staff, and supporting Indigenous-led initiatives.
- Establish **collaborative decision-making structures** that allow Indigenous voices to shape the policies and programs that affect them.
- Create **accountability mechanisms**, such as performance indicators (KPIs) to measure impact and progress in reconciliation initiatives.

3. Concrete Actions Toward Truth and Reconciliation

YMCA-YWCA of Winnipeg is actively embedding reconciliation into its programs, operations, and partnerships through:



Moving Beyond Inclusion Toward Community-led Reconciliation

Reconciliation is not simply about inclusion—it is about **community leadership, partnership, and long-term change**. YMCA-YWCA of Winnipeg is committed to moving beyond performative gestures by implementing **tangible, systemic change** that respects Indigenous rights, governance, and leadership.