

## Municipality of Red Lake & Township of Ear Falls Diversity and Inclusion Accord

*Our Shared Future Rooted in Truth and Our Past and Our Commitment to Mutual Respect, Equal Opportunity, and Hope*

We, the undersigned, are committed to put into action commitments established by the Joint Community Safety and Wellbeing Plan Advisory Committee, which consists of organizations that service Red Lake and Ear Falls. This Accord is intended to be a living document that is not a single-time event and includes current regional affairs. The undersigned have an ongoing responsibility, through collaboration and mutual respect, to establish goals and report on successes. It is also an ongoing invitation to other sectors, organizations, groups and individuals in Red Lake and Ear Falls to collaborate with and commit to the principles of the Accord.

We acknowledge that Red Lake and Ear Falls are situated at the corners of Treaty 3, 5, and 9. We are a region of diverse peoples, where Indigenous Peoples have been here since time before memory, as well as the Indigenous Peoples who **have migrated here more recently**, ~~taken residence~~. Immigrants, from multi-generational to newcomer, have also chosen to reside in our communities. Red Lake and Ear Falls have a history that includes European settlement and colonization and **more recently, includes people from around the world**. In recognition of its diversity, we aspire to be a protective and inclusive environment for all.

Furthermore, we acknowledge that colonization contributes to systemic racism against Indigenous and racialized communities. Racism threatens the welfare of all community members and is compounded by discrimination that is based on sex, gender, age, creed, class, ability, sexuality, family status, and their intersections. We will be guided by the Ontario Human Rights Code, the Canadian Charter of Rights and Freedoms, and international human rights instruments including the Declaration on the Rights of Indigenous Peoples, and the International Convention on the Elimination of All Forms of Racial Discrimination. Efforts to address systemic racism and injustices committed against Indigenous and racialized persons have been examined, but for the purposes of this Accord, we draw particular attention to 1) the National Inquiry into Missing and Murdered Indigenous Women and Girls and 2) the Truth and Reconciliation Commission of Canada (the “Two Investigations”)

We are committed to an inclusive society for all members of the Red Lake and Ear Falls communities in keeping with the domestic and international human rights instruments named above. Guided by calls to action and recommendations made by these Two Investigations, we further commit to advancing equity and diversity within our own organizations and at the individual level.

This pledge is actualized by the following commitments to action:

### **Each organization commits to:**

- 1) Support an ongoing process of truth and reconciliation throughout their organization and in our community by developing and maintaining respectful relations with Indigenous governments, organizations, and individuals.
- 2) **Support all populations throughout their organization and in our community by developing and maintaining respectful relations with diverse organizations and individuals.**

### **As organizations, we will:**



- 1) Meet our commitments by working collaboratively, both internally in our organizations and throughout the community.

Signed by:

Municipality of Red Lake	Township of Ear Falls
Community Counselling & Addiction Services	Firefly
Kenora Patricia District School Board	Kenora District Services Board
Northwestern Health Unit	Ontario Provincial Police
Red Lake Family Health Team	Red Lake Indian Friendship Centre
Red Lake-Ear Falls OPP Detachment Board	Red Lake Margaret Cochenour Memorial Hospital
Kenora Rainy River Child and Family Services	

Dated: \_\_\_\_\_

Amended: \_\_\_\_\_

