

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 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. 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 actions 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.

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

Firefly

Kenora District Services Board

Community Counselling & Addictions Services

Red Lake Family Health Team

Local Health Integration Network

KPDSB

LHIN

Township of Ear Falls

Red Lake Indian Friendship Centre

Northwestern Health Unit

Ontario Provincial Police

Tikinagan Child & Family Services

Red Lake Police Services Board

KRRCFS

Dated: XX, 2024