



Truth and Reconciliation: Advancing the TRC's Calls to Action

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Introduction

This year marks the 10th anniversary of the Truth and Reconciliation Commission's (TRC) Calls to Action—an important milestone in our ongoing journey toward Reconciliation. Reconciliation means acknowledging and addressing historical injustices, fostering healing, and rebuilding relationships with Indigenous communities to create a more just and inclusive society.

Community foundations play a key role in this work by promoting equity and belonging. They can create safe spaces for sharing, reflection, and dialogue, and are well positioned to engage Indigenous communities, understand their needs, and ensure their voices are heard. Whether through relationship-building, funding, or advocacy, community foundations can demonstrate a commitment to rebuilding trust.

Aligning with the TRC's Calls to Action allows foundations to foster inclusion and belonging. This factsheet highlights their role and offers insights on how to make a meaningful impact.

Reconciliation

To understand the TRC Calls to Action, it is important to also understand the definition of Reconciliation. Reconciliation can mean different things to different people, organizations, and communities. The TRC defines it as “an ongoing process of establishing and maintaining respectful relationships.”

Reconciliation looks different at the individual, community, and national levels. It is a long-term process that must be revisited regularly. No single act or investment can resolve the deep-rooted issues or restore broken trust between Indigenous Peoples and institutions.

First ask whether or not there is a relationship. If not, why not and how can that be changed?

Call to Action 92

The TRC developed the 94 Calls to Action as a guiding document that can be used to help provide guidance on where we should focus our energy on rebuilding trust with Indigenous



Peoples. For community foundations, you can turn directly to Call to Action 92. It calls on organizations to adopt the United Nations Declaration on the Rights of Indigenous Peoples and apply its principles across all operations. This includes:

- Engaging in meaningful consultation and respectful relationship-building
- Obtaining free, prior, and informed consent before projects begin
- Providing equitable access to jobs, training, and education
- Ensuring long-term, sustainable benefits for Indigenous communities
- Educating staff on Indigenous history, treaties, conflict resolution, and anti-racism

Questions to Consider, Goals to Think About, and Next Steps

There's no single pathway for organizations to take when it comes to Reconciliation and fulfilling the 94 Calls to Action. There are questions to think about on the approach but first consider what your goals might be in relation to Call to Action 92.

Some goals could include:

- Watch, listen, and read credible news sources and keep up to date on current issues like Indigenous land rights, racism in healthcare, economic Reconciliation, or other areas of interest.
- Recognize and honour what Indigenous Peoples have done by sharing and amplifying Indigenous voices and supporting initiatives by Indigenous peoples.
- Reach out to various levels of government and let them know why Reconciliation is important to all Canadians and support representatives pushing forward Reconciliation focused Bills.
- Creating a welcoming and inclusive workplace for staff and clients that is trauma-informed.
- Providing advancement and leadership opportunities for Indigenous staff.

Next steps for community foundations include:

- Creating a dedicated fund to support reconciliation efforts. This fund can support initiatives that specifically address reconciliation, such as creating scholarships for Indigenous students, and building intercultural programs.
- Investing in projects and programs led by Indigenous communities themselves.



- Facilitating educational training sessions for board and staff members to reflect on the history of residential schools and the importance of Reconciliation.
- Hosting workshops, panel discussions, and community events can help raise awareness about the history of Indigenous peoples, residential schools, and the legacy of colonialism.
- Creating a calendar with days of action, remembrance, and recognition and sharing information about related topics connected to these days over internal communications with team members.

Consider a few of the following questions when thinking about the goals you wish to achieve.

- How does your organization engage with the Declaration on the Rights of Indigenous Peoples?
- When it comes to programs and services, are communities consulted to see what they need most from your organization?
- Where is Indigenous representation at the start of conversations, projects, and planning?
- How many staff members have self-identified as Indigenous and what kind of opportunities exist for upward mobility?
- What learning exists around intercultural competency, conflict resolution, human rights, and anti-racism?

This work doesn't have to be done all at once – it can be worked on one goal at a time. This is a journey of humbleness, of learning from others, and of making mistakes. An important part of this work is not letting fear of doing something wrong get in the way of doing anything.

Resources

There are many good resources available for the public and businesses to continue the learning journey.

The University of Manitoba's [Working in Good Ways](#) project offers practical strategies on how to develop good relationships with Indigenous communities.

Review and consider the resources. Education and awareness of what's available is a good starting point when considering how to address the Calls to Action. Look to other businesses in your sector and see how they might be approaching relationship building and maintenance with communities.

Consider what sparks your interest and is relevant to your home or work life. A single person or business is not expected to address all 94 Calls to Action on their own. It's about using your passions, networks, and skills to advance an area that speaks or is relevant to you. Think about



your relationship to Reconciliation and what different activities you can do to advance Reconciliation at the individual, community, and nation level.

At the **individual level** Reconciliation could look like a non-Indigenous person taking the University of Alberta's Indigenous Canada course, at the **community level** it could be the redevelopment of HR policy around bereavement leave, and at the **nation level** it could be the support of Bill C-413 An Act to amend the Criminal Code (promotion of hatred against Indigenous peoples) which addresses residential school denialism.

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