



THE DISTRICT OF THUNDER BAY
SOCIAL SERVICES ADMINISTRATION BOARD

November 17, 2022 - Board Meeting

ADDITIONAL INFORMATION

DISTRIBUTED AT MEETING

PRESENTATION

TBDSSAB Situation Analysis

[Presentation regarding TBDSSAB Situation Analysis](#) to be presented by Cindy Crowe, Blue Sky Strategic Group relative to providing the Board with an overview of the review of Indigenous Representation on the TBDSSAB Board, for information only. **(Pages 2 - 13)**

TBDSSAB Situation Analysis Report to the Board of Directors

November 17, 2022

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Land Acknowledgement

Ozhaawashko-giizhig Traditional Teaching Lodge (operating as the charity Blue Sky Community Healing Centre) is an Indigenous, community-led organization based in Neebing, Ontario. We respectfully acknowledge that place as being within the traditional territory of the Binesii-Wiikwedong (the traditional territory of Fort William First Nation).

Blue Sky Community Healing Centre is committed to providing cultural education and continuing to foster relationships across the gaps in the Thunder Bay and larger area. The board of directors is made up of Anishinaabeg from Opwaaganisiniing (Red Rock Indian Band) and surrounding areas, and Settler descendants to Turtle Island. We wish to welcome you to the land of our ancestors on the shores of Ktichigaming (Lake Superior) and respectfully acknowledge Indigenous people who have been here since time immemorial. We would also like to recognize the distinct Métis individuals and communities.

By utilizing the perspectives of our Indigenous and non-Indigenous worldviews, Blue Sky encourages understanding and respect for all individuals regardless of ethnicity, gender identity or expression, sexual orientation, socioeconomic status, age, physical abilities, religious or political beliefs, or other ideologies. Our teaching process involves an open dialogue in an interactive learning environment that promotes mutual respect for all people. 3



Your Facilitator

- Cindy Crowe, Lodgekeeper, author, public speaker
- Executive Director, Blue Sky Strategic Group (formerly known as Blue Sky Community Healing Centre)
- CEO, Niibing Tribal Tours
- CEO, Identity and Purpose Coach
- CEO, Cindy Crowe Consulting

Blue Sky Strategic Group

Founded October 11, 2005; Non-profit on September 15, 2006; registered as a charity on September 19, 2014. Currently in rebranding process – new logo, new website, soft launch today.

Discover The Next Level:

We are a select group of Indigenous experts with skills and experience providing full package consulting services such as (1) adapting your materials for Indigenous audiences (presentations, websites, strategies+); (2) reconciliation action activities; (3) relational strategies and coaching; (4) cultural awareness training; and (5) cultural services.

TBDSSAB's Ask 2021

- Enhanced partnerships
- Board to Board partnerships
- Board Cultural Competency
- Services respectful
- Situation analysis
- Situation analysis implementation
- Board representation
- Staffing
- Staff training/education
- Engagement

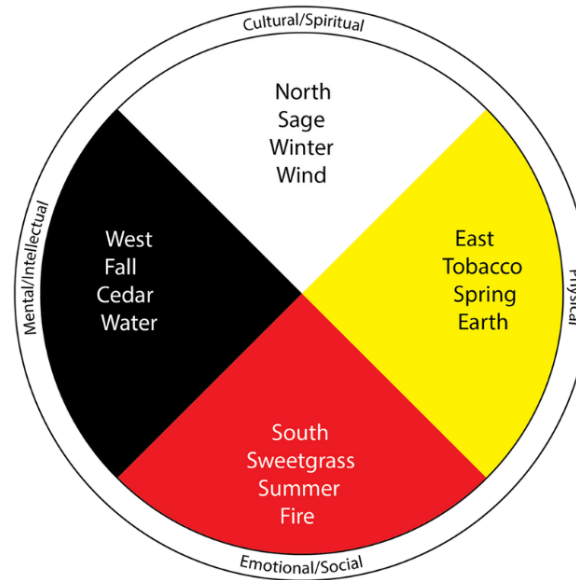


Activities 2022

- Research/rationale for Indigenous representation
- Engagement with Indigenous Partners
- Letters of Support
- Board of Directors Sharing Circle
- Staff Sharing Circle (3)
- Cultural Competency Training (2)
- Situation Analysis
 - Tours (several)
 - Job shadowing (several)
 - Community engagement Sharing Circles (3)
 - Community engagement Surveys (3)
- Drafting recommendations and report

- 5. Scheduled Board of Directors Sharing Circles
- 6. Scheduled Board culturally appropriate training
- 7. Board of Directors attend community gatherings
- 8. Staff Sharing Circles
- 10. Scheduled staff culturally appropriate training
- 11. Traditions into everyday TBDSSAB practice
- 13. Elder in residence for staff/clients

- 2. Continue Advocacy with Minister of MCCSS re: DSSAB Act in 2023
- 3. Decolonization of policies/procedures
- 4. Include Diversity, Equity, Inclusion & Anti-Racism into Strategy
- 16. Plain language
- 19. Continued advocacy: Ontario Works and Housing
- 23. Integrate transparency with Indigenous Partners



- 1. Four Indigenous Reps on TBDSSAB Board of Directors
- 12. Wellness Room for smudging for staff/clients
- 14. Indigenous art
- 15. Welcoming environment/dress code/tea/time
- 21. Physical safety in homes

- 9. Convenient access to staff engagement
- 17. Convenient access to client engagement/Sharing Circles
- 18. Wraparound services/Indigenous Partners
- 20. Comfortable atmosphere for client feedback
- 22. Continue engagement/Indigenous Partners

Immediate Next Steps...

- Preparations for update to Indigenous Partners
- Obtain additional Letters of Support
- Prepare for Minister meeting in January 2023
- Initiate relationship with Treaty #3
- Meet with four treaty areas to discuss representation on the board
- Schedule Board/Staff/Clients Sharing Circles and Board/Staff Cultural Competency Training

Intermediate Next Steps

- Update Indigenous Strategy (DEIAR)
- Decolonization of Policies and Procedures
- Integrate reconciliation into everyday practices
- Wellness Room
- Elder in Residence
- Indigenous art
- Welcoming environment: dress code/tea/time
- Plain language/transparency
- Wraparound services
- Indigenous engagement – Town Hall

Advocacy Opportunities

- Ontario Works is not enough!
- Safe, affordable one bedroom/other housing



Acknowledgements

- Chi-miigwech to the TBDSSAB Board of Directors and staff for your assistance
- Chi-miigwech to all of you for participating



Chi-miigwech!

Questions/Discussion

Don't forget to:

- Obtain more information <https://blueskystrategicgroup.ca/>
- Follow us on Twitter @BlueSkyCHC
- Like our Facebook Page
- www.Facebook.com/BlueSkyCentre