

Purpose

1. A land acknowledgement statement is to demonstrate the recognition and respect for Indigenous peoples on whose traditional territories we work and live. Recognition and respect are elements of establishing healthy, reciprocal relationships which are key to reconciliation.

Scope

2. This policy will provide a Land Acknowledgement and an overview of when Land Acknowledgements should be used relative to City of Owen Sound meetings, documents and other events.

Definitions

1. For the purposes of this policy,

“City” means the City of Owen Sound, and a reference to the City is a reference to the geographical area or to The Corporation of the City of Owen Sound as the context requires;

“First Nations Peoples” means original inhabitants of the land that is now Canada, and were the first to encounter sustained European contact, settlement, and trade;

“Inuit” means a member of an Indigenous people from Northern Canada and parts of Greenland and Alaska;

“Metis” means people of mixed European and Indigenous ancestry, and one of the three recognized Aboriginal People in Canada; and

“Saugeen Ojibway Nations” means the First Nations People of the Chippewas of Nawash, Unceded First Nation and the Saugeen First Nation.

Policy

3. A Land acknowledgement will be given in written or oral form in the following circumstances:
 - a. Council and Committee Meetings

- i. at the Inaugural Session of City Council following the municipal election; and
 - ii. at council meetings where there is a report related to land matters, including planning matters or the disposition or acquisition of land.
 - b. Corporate Documents
 - i. in the City's Strategic Plan, Official Plan or Official Plan Amendments, Annual Budget, and other documents as directed by the City Manager in consultation with the Strategic Human Resources Manager and City Clerk.
 - c. Corporate Website
 - i. on the homepage, on the About page, or in the site footer.
4. The City's land acknowledgement is as follows:
 - a. We acknowledge with respect, the history, spirituality, and culture of the Anishinaabe people who consist of The People of the Three Fires known as Ojibway, Odawa, and Bodéwadmi Nations on whose traditional territories we gather and whose ancestors signed Treaties with our ancestors. We recognize also, the Metis and Inuit, whose ancestors shared this land and these waters. May we all, as Treaty People, live with respect on this land, and live in peace and friendship with all its diverse peoples.
5. The pronunciation of the City's land acknowledgement is as follows:
 - a. We acknowledge with respect, the history, spirituality, and culture of the Anishinaabe (An-ish-in-aabe) people who consist of The People of the Three Fires known as Ojibway (O-jib-way), Odawa (Ow-daa-wuh), and Bodéwadmi (Bod-aa-wuh-da-mee) Nations on whose traditional territories we gather and whose ancestors signed Treaties with our ancestors. We recognize also, the Metis and Inuit, whose ancestors shared this land and these waters. May we all, as Treaty People, live with respect on this land, and live in peace and friendship with all its diverse peoples.
6. Land acknowledgements are to be given in a sincere manner, with an appreciation for their cultural meaning, and in a manner that is not scripted. Therefore, in addition to the formal land acknowledgement script provided above, personal adaptations reflecting an individual's historical context, reconciliation, meaning, and learning may be utilized as a land

acknowledgement. Individuals are encouraged to reach out and build their own relationships with local Indigenous Peoples, which will support the recognition and reconciliation process.

Policy review

2. A manager of the Human Resources division will review this policy:
 - a. annually to ensure the effectiveness and compliance with current business processes;
 - b. as required, based on engagement with local Indigenous peoples and communities; and
 - c. as required, based on legislative changes.
3. A manager in the Human Resources division is authorized to make such administrative changes to this policy as appropriate to keep the policy current. Any revision to the intent of the policy must be presented to the City Manager for approval.

Related Information and Resources:

Internal

7. None.

External

8. None.

Appendices:

9. None.

Revision History:

Authority	Date	Approval	Description of Amendment
City Manager	Click or tap to enter a date.	CM	Initial Policy.
Choose an item.	Click or tap to enter a date.	Choose an item.	
Choose an item.	Click or tap to enter a date.	Choose an item.	