

# **CITY OF YELLOWKNIFE**

## **Walking Forward Together**

### **Reconciliation Engagement Report**



Prepared for the City of Yellowknife

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## Executive Summary

Following Phase 1, which assessed existing Reconciliation practices and produced a draft ten-year Reconciliation Roadmap, this report focuses on Phase 2 engagement. During this phase, Indigenous governments, regional partners, staff, and residents were invited to respond to the draft direction, share priorities, and identify how the City can lead Reconciliation in practice. The purpose was not to start from scratch, but to test, refine, and align around a shared path forward.

Yellowknife is now ready to move from planning into coordinated action. Phase 2 confirms that relationships are established, direction is shared, and the community is prepared to translate commitment into visible progress.

Across Indigenous governments, regional partners, staff, and residents, the message was consistent. The foundation has been built. What is needed now is clarity of roles, coordinated decisions, realistic pacing, and outcomes that people can see and feel in daily life.

Phase 3 will then build on this alignment. Insights from the assessment and engagement will be synthesized into actionable recommendations, sequenced priorities, timelines, and performance measures that City leadership and partners can integrate directly into annual work plans and budgets. This stage moves the work from listening to execution, ensuring commitments are supported by structure, resources, and shared accountability.

## 1. Context and Foundations

Yellowknife exists within the homelands of the Yellowknives Dene First Nation, the Tłı̨chǫ people, and the North Slave Métis. These lands hold memory, responsibility, and living systems of law that long predate municipal government and continue today.

Municipal governance is therefore not separate from this history; it operates within it. Western systems often focus on authority and jurisdiction. Indigenous governance emphasizes responsibility, relationship, and stewardship. When aligned, these perspectives strengthen decisions and create durable outcomes.

The City's role is to use its tools, planning, infrastructure, services, and convening power in ways that honours Ancestors, communities, and future generations. Reconciliation becomes visible through everyday practice.

As the capital and service hub of the Northwest Territories, Yellowknife also carries a regional responsibility. Many systems like housing, health, food security, transportation, and economic opportunity intersect here. The City is uniquely positioned to convene partners, align jurisdictions, and help move shared priorities forward in practical ways. This convening role is not an addition to municipal work. It is a natural extension of stewardship and shared responsibility for the well-being of communities across the North.

## 2. Engagement Overview

Phase 2 focused on meaningful, relationship-based engagement with Indigenous governments and organizations, City staff and leadership, and residents. Building on the draft ten-year Reconciliation Roadmap developed in Phase 1, this stage tested direction, strengthened trust, and created shared ownership of the path forward.

The purpose was to confirm alignment, surface barriers, and clarify how the City and its partners can work together. Engagement emphasized reducing duplication, respecting Indigenous jurisdiction, and identifying where coordinated action can begin immediately.

Across all voices, the outcome was clear: the direction is supported, the relationships are strong, and the community is ready to move from planning into practical implementation.

### Who We Engaged

Engagement included dialogue with:

- Yellowknives Dene First Nation
- Tłıchǫ Government
- North Slave Métis Alliance
- Indigenous Land and Water Boards
- GNWT ITI department
- City of Yellowknife staff, leadership, and Council
- Residents and community members through a public survey

## 3. What We Heard

### At a Glance

Across Indigenous governments, regional partners, City staff, and residents, engagement revealed strong alignment on both direction and priorities. The message was consistent and practical. Focus less on new plans and more on working *differently* together.

- Know who leads what, and make decisions together
- Plan once and deliver together, not in parallel
- Match ambition to capacity and pace the work realistically
- Show progress people can see in housing, safety, culture, and opportunity
- Make Reconciliation part of everyday municipal practice, not a separate initiative

Together, these insights form the foundation for the systems themes that follow, translating what we heard into the structural shifts needed to move from intention to implementation.

### System Themes

When we stepped back from individual conversations and looked across all engagement, five consistent system themes emerged. Together, they highlight where coordinated action will have the greatest impact.

### **Governance and Relationships**

Trust is strong. Partners want clear mandates, shared structures, and predictable decision pathways.

### **Capacity and Coordination**

Staff are committed but stretched thin. Focused sequencing leads to better outcomes than launching many initiatives at once.

### **Everyday Lived Outcomes**

Residents want change they can see and feel across housing, safety, belonging, and culture in public life.

### **Land and Stewardship**

Land is responsibility. Environmental protection and development must move together through shared stewardship.

### **Shared Delivery and Economic Alignment**

Partners consistently expressed that progress depends less on new ideas and more on coordinated delivery. Multiple governments and organizations are often working on related priorities at the same time, but in parallel rather than together. There is strong interest in shared tables where projects, funding, and capacity can be aligned so that investments create lasting economic, social, and cultural benefits for everyone.

## **4. What This Means for the City**

From a municipal perspective, success depends on structure, clarity, and disciplined follow through. From an Indigenous perspective, success depends on relationship, respect, and responsibility. Together these form a complete governance system.

This means the City's role is not only to deliver services, but also to convene and align. By bringing partners together early, clarifying decision pathways, and coordinating funding and capacity, the City can help remove duplication, reduce delays, and support shared solutions that no single organization could deliver alone. Reconciliation becomes practical when governance systems make collaboration easier rather than harder.

## 5. Early Actions and Implementation Planning

With Phase 2 engagement complete, the City now moves into Phase 3 implementation planning. Insights gathered through review and engagement will be synthesized into clear, sequenced recommendations that City leadership can integrate directly into annual work plans and budgets. This next stage focuses on translating shared direction into practical delivery, with defined timelines, roles, and measurable outcomes.

While this work is underway, several foundational actions can and should proceed in parallel. These early steps establish the governance and relationship infrastructure that allows implementation to move efficiently once recommendations are finalized.

Together, they form the operating rhythm for Reconciliation in practice.

Early priorities include:

- Ground the work in land and relationship through an expanded Land Acknowledgement
- Establish a disciplined Partnership Table for shared decisions
- Sequence initiatives intentionally and protect staff capacity
- Report publicly and plan for continuity across Council terms
- Align funding with shared priorities through braided investment

These are not separate projects; they are structural conditions that will enable all other work to be more efficient and effective.

### **Land Acknowledgement Expansion**

Every decision the City makes happens somewhere. On land with history. On homelands with laws and responsibilities that long predate municipal governance.

Yellowknife exists within the homelands of the Yellowknives Dene First Nation, the Tłı̄chǫ people, and the North Slave Métis. These Nations are not stakeholders. They are original and continuing rights holders and stewards of this place. Their governance systems remain present and active today. At the same time, many First Nations, Métis, and Inuit families from across the North now call Yellowknife home, contributing to the shared life of the community.

An expanded Land Acknowledgement is not symbolic language. It is an orientation. It reminds Council, staff, and residents that municipal authority operates within Indigenous homelands and carries responsibilities alongside it.

Through this lens, the Partnership Table becomes a natural extension of the Land Acknowledgement. One anchors values. The other anchors action.

### **Proposed Land Acknowledgement**

The City of Yellowknife respectfully acknowledges that we gather, work, and govern within the homelands of the Yellowknives Dene First Nation, the Tłı̄chǫ people, and the North Slave Métis.

We honour their enduring connection to this land and recognize the living laws, knowledge, and stewardship that continue to guide and protect this place. In our work, we commit to walking in partnership and respect, making decisions that honour Ancestors, uplift communities, and care for the generations yet to come.

We recognize all First Nations, Métis, and Inuit who live, work, and contribute to the life of Yellowknife, alongside all residents who now call this city home. Together, we share responsibility for strengthening this community and caring for the land and one another.

### **How the Partnership Table Adds Value**

The Table is intended to be a working forum for coordinated action, not consultation alone. It provides one consistent space where Indigenous governments, the City, and territorial and regional partners can align priorities, braid funding, and move shared initiatives forward together. It reduces duplication, shortens timelines, and protects limited northern capacity by ensuring partners plan once and deliver together.

This structure supports both Phase 3 implementation and long-term governance. It allows recommendations to be sequenced collaboratively, responsibilities to be shared, and progress to be tracked publicly through the Reconciliation Scorecard.

Examples of the types of opportunities this structure can enable include:

- Indigenous led civic and public infrastructure projects, such as a new city hall, that create local ownership, employment, and long-term revenue while strengthening shared governance
- Local food security initiatives, such as enabling northern meat processing and slaughterer regulations that protect public health and reduce reliance on imported food
- Shared stewardship or co-ownership models for major regional assets that improve service delivery while easing pressure on territorial and municipal capacity

These examples illustrate how coordinated planning translates policy, advocacy, and community priorities into visible outcomes.

## 6. Implementation Timeline

This timeline is intentionally structured to balance urgency with realism.

The current Council has both the mandate and the relationships to establish strong foundations now. Acting early allows partners to move from intention to implementation while leadership continuity remains intact. At the same time, preparing for the upcoming municipal election ensures that progress does not pause or reset with a change in Council.

There is also a timely opportunity to align with available funding. Federal and territorial infrastructure and economic development programs, including Indigenous partnership financing and major project guarantee mechanisms, are designed to support collaborative, ready to proceed initiatives. Communities that have clear governance, defined priorities, and coordinated partners are best positioned to access these resources. Establishing the Partnership Table and early pilot work now ensures Yellowknife is prepared to act while these opportunities are available.

To maintain momentum without overwhelming capacity, the Partnership Table should meet on a regular three-week cycle. This rhythm is frequent enough to resolve barriers quickly and coordinate decisions, while allowing time between meetings for staff and partners to complete agreed actions.

The phased approach below reflects this balance.

### **Now to April 15**

Prepare foundations. Formal adoption of the expanded Land Acknowledgement. Draft Terms of Reference for the Partnership Table. Confirm participating partners, roles, and decision authorities. Identify initial capacity and resource requirements.

### **April - May**

First convening meeting of the Partnership Table. Approve mandate, membership, and operating principles. Confirm meeting rhythm and shared expectations for delivery.

### **May - July**

Align priorities across partners and identify one to two collaborative initiatives suitable for joint action. Clarify scope, responsibilities, and success measures. Begin early coordination of funding pathways and technical requirements.

### **August**

Advance joint funding applications and coordinated actions. Initiate feasibility or concept work for selected priorities. Establish clear work plans and timelines. Begin tracking progress through shared reporting.

Move from planning into delivery. Track implementation, resolve barriers together, and adjust sequencing as needed. Maintain regular communication with Council and partners to ensure visibility and alignment.

### **September**

Prepare a shared progress summary, documenting outcomes, lessons learned, and next phase priorities. Develop a continuity plan so incoming Council members can build on established relationships and structures rather than starting over.

### **September 30**

Public Truth and Reconciliation gathering to share progress with the community, reaffirm commitments, and formally prepare handoff to the next Council.

By establishing strong foundations early, maintaining a steady meeting rhythm, and focusing on a small number of achievable priorities, the City and its partners can demonstrate visible progress within this Council term while creating durable systems that continue beyond it.

## **7. Closing Reflection**

The development of the draft 10-year Reconciliation Roadmap created space for an important and honest conversation about what is needed now in Yellowknife and across the Northwest Territories. Through engagement, rights holders and partners shared not only their priorities, but their lived realities, responsibilities, and hopes for the future of this place.

Those conversations made one thing clear. The path forward is not about starting over. It is about building on the relationships, knowledge, and commitments that already exist and coordinating them with greater clarity and purpose.

Mahsi cho for the opportunity to support this work. Thank you to Council, Indigenous governments, staff, and community members for the openness, trust, and willingness to have thoughtful conversations about where Reconciliation can go in the City. That openness is not small. It is the foundation that makes everything else possible.

From here, the work moves into Phase 3 implementation planning. Insights gathered through review and engagement will be synthesized into clear, actionable recommendations that translate shared priorities into sequenced steps the City and the Partnership Table can co-deliver.

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## 8. Appendices

Appendix A. Engagement Process Overview

Appendix B. Public Survey Summary

Appendix C. Internal Staff Survey Summary

Appendix D. Indigenous Rights holder, Partner and Leadership In-Person Engagement Insights

Appendix E. What We Heard to Action Alignment

## Appendix A. Engagement Process Overview

The engagement for Yellowknife's Reconciliation work was designed to be both practical and relational. It followed a Two-Eyed Seeing approach that holds municipal systems and Indigenous Knowledge Systems together, while producing concrete actions that residents and partners can feel in daily life and be proud of.

The process began with a structured evidence base review to anchor the work in what the City of Yellowknife has already committed to and what has already been implemented. This included the City's Reconciliation Framework, living Action Plan, Council directions, partnership agreements, and operational practices, alongside broader context and prior partner and community engagement inputs that needed to be tested and deepened through Phase 2.

Phase 2 then centered on meaningful engagement across three voice streams: residents, staff and leadership, and Indigenous and inter-governmental partners. The purpose was to confirm alignment, surface barriers, and identify where coordinated action can start immediately, with a clear emphasis on reducing duplication and consultation fatigue while increasing follow through.

First, public input was gathered through a public survey that invited residents to react to Roadmap priorities and share what meaningful Reconciliation should look and feel like in everyday life.

Second, internal input was gathered through a staff survey to capture practical insights on what is working, what is unclear, and what supports are needed to embed Reconciliation into day-to-day operations across departments.

These two surveys were intentionally paired so that external expectations and internal delivery realities could be understood together, rather than in isolation.

Third, in person and direct engagement deepened what the surveys surfaced. Sessions were held with City staff, the Mayor, and senior leadership to confirm roles, capacity realities, and implementation pathways.

Engagement also included Indigenous partners and their economic development corporations, with Indigenous partner engagement defined broadly to include land and water stewardship perspectives, including the water and land boards of the Northwest Territories.

In parallel, intergovernmental engagement was integrated with the municipal stream to align shared priorities and delivery conditions, including engagement with territorial partners such as the ITI department. This combined approach reinforced a consistent message across partners: trust and direction are present, but progress now depends on clear mandates, shared structures, realistic pacing, and visible outcomes in housing, safety, culture, stewardship, and opportunity.

## Appendix B. Public Survey Summary

### Survey context

The City invited residents to participate in a public survey to provide feedback on the draft Reconciliation Roadmap. The intent was to ensure the plan reflected community priorities, strengthen transparency, and test whether proposed actions resonated with daily lived experience in Yellowknife. Results were used alongside staff, leadership, Indigenous partner, and government engagement to shape final priorities and early actions.

The survey was designed to be clear and practical. It asked residents not just if they support Reconciliation, but what changes matter most to them and how they think progress should be tracked and reported.

### Public survey questions

1. How important is it that the City prioritizes Reconciliation in its everyday operations
2. Do you agree with the City's draft ten year Reconciliation Roadmap
3. Which of the Roadmap's goals resonates with you most
4. Which of the Roadmap's goals resonates with you least
5. Do you feel the Roadmap can strengthen relationships between the City and Indigenous partners
6. Do you agree with establishing a Partnership Table as the primary structure to guide shared decisions
7. Which values are most important for the Partnership Table to be meaningful
8. Do you support an Annual Reconciliation Scorecard to publicly report progress
9. What types of measures would make the Scorecard meaningful to you
10. What does meaningful Reconciliation look and feel like in Yellowknife
11. Any additional ideas or reflections

### High level analysis

Overall, responses show that a majority of participants view municipal Reconciliation as important and support the direction of the Roadmap. Residents largely agree that the City has a role to play in strengthening relationships with Indigenous governments and communities and that structured collaboration and accountability are necessary to move beyond symbolic commitments.

At the same time, the survey revealed a smaller but clear group of residents who are unsure or not supportive. This signals that education, transparency, and visible outcomes remain essential. Reconciliation must be demonstrated through everyday improvements, not abstract language.

## **KEY THEMES RAISED BY RESIDENTS**

### **Governance and trust**

Residents want Reconciliation embedded in how decisions are made, not treated as an occasional initiative. There is strong support for a standing Partnership Table that brings Indigenous governments and the City together for shared planning, with clear mandates, public reporting, and follow through.

### **Accountability and measurement**

Participants support an Annual Reconciliation Scorecard when it measures real outcomes. Residents want to see honest reporting that shows both progress and gaps, and indicators that connect directly to housing, safety, culture, and land stewardship rather than general statements.

### **Everyday lived outcomes**

The strongest resonance occurs where Reconciliation intersects with daily life. Priorities most frequently identified include housing access, culturally safe public services, fairness in municipal enforcement, visible Indigenous culture and language in public spaces, and practical economic opportunities.

### **Land and stewardship**

Many responses emphasize responsibility to land and water. Residents connect environmental care, remediation, and guardianship with Reconciliation and expect the City to work alongside Indigenous Knowledge Systems in these areas.

### **Clarity and coordination**

Respondents prefer fewer parallel processes and more coordinated action. There is appetite for practical steps that reduce duplication, accelerate delivery, and show progress within the first few years.

### **Overall interpretation**

The survey reinforces a clear message. Residents are not asking for additional statements of intent. They are asking for Reconciliation that is visible, measurable, and grounded in daily municipal practice.

These findings directly informed this report's focus on the Partnership Table, an Annual Reconciliation Scorecard, Indigenous led housing initiatives, culturally safe public safety practices, strengthened land stewardship, and coordinated implementation across departments and partners.

In short, the public input confirms that Reconciliation at the City level is expected to function as governance and service delivery, not symbolism.

## Appendix C. Internal Staff Survey Summary

### Survey context

City staff were invited by email to participate in an internal survey to share reflections and insights on how Reconciliation is currently experienced within their daily work. The purpose was to understand operational realities, identify barriers, and surface practical ideas to strengthen delivery across departments.

Staff input focused on what is working, what feels unclear or inconsistent, and what supports are needed to move from commitment to routine practice. The goal was not to measure attitudes, but to improve systems and capacity.

### Staff survey questions

1. How familiar are you with the City's Reconciliation commitments and Action Plan?
2. How does Reconciliation show up in your daily work, if at all?
3. What is working well right now
4. Where do you see gaps or barriers?
5. Do you feel clear about your role and responsibilities related to Reconciliation?
6. What tools, training, or resources would help you do this work better?
7. What opportunities do you see for stronger partnerships with Indigenous governments or community organizations?
8. Any additional reflections or ideas?

### High level analysis

Staff responses show broad support for the City's direction and a genuine desire to contribute meaningfully to Reconciliation. Many employees shared pride in the City's leadership and in the relationships already built with Indigenous partners.

At the same time, staff consistently identified three practical needs:

- **Clarity**  
Staff want clearer direction on what Reconciliation means for their specific role. Many noted that commitments exist at the policy level, but day to day expectations are not always defined.
- **Capacity**  
Time and workload pressures were frequently mentioned. Staff emphasized that new responsibilities must be matched with realistic timelines, coordination across departments, and leadership support.
- **Tools and training**  
Employees asked for practical guidance such as templates, shared language, cultural learning opportunities, and examples of what "good" looks like in municipal practice. Staff prefer applied learning tied to real tasks rather than one time awareness sessions.

**Opportunities**

Many staff see clear opportunities to embed Reconciliation through procurement, permitting, public space design, community programming, and partnership processes. There is appetite to act, provided structures are simple and consistent.

**Overall interpretation**

Staff are ready and willing. What they need is alignment, clear roles, and practical tools that make Reconciliation part of everyday operations rather than an added layer of work.

**Public and staff insights together**

Taken together, the public and staff feedback tells a consistent and encouraging story. There is strong alignment across the community and within the organization about both the importance of Reconciliation and the City's role in advancing it in meaningful, practical ways.

Residents are asking to see Reconciliation reflected in everyday life through visible results, shared accountability, and progress that can be clearly measured and communicated. They want to know that commitments lead to real improvements in housing, safety, culture, and relationships.

Staff, in turn, are expressing readiness to carry this work forward. They are asking for clarity about expectations, stronger coordination across departments, and practical tools, training, and structures that help them deliver consistently and confidently. The message is not resistance. It is a request for alignment and support so good intentions translate into effective action.

Across both groups, the direction is the same. Reconciliation should move from statements and plans into daily practice.

## Appendix D. Indigenous Rights holder, Partner and Leadership In-Person Engagement Insights

Through in person sessions convened by the Mayor, Indigenous governments, regional boards, GNWT representatives, and City leaders aligned around a clear and shared conclusion. The time has come to move beyond consultation and into joint decision making and shared implementation.

Indigenous rights holders spoke first and most directly. As the original peoples of this land and as governments with inherent and protected rights, they emphasized that Reconciliation must be expressed through action, not process. While treaty, land, and TLE negotiations continue with GNWT and Canada, participants were clear that unfinished negotiations cannot be used to delay progress on housing, economic development, stewardship, or community wellbeing. Respecting jurisdiction and moving forward on practical collaboration are not competing ideas. They must happen together.

Representatives from the Yellowknives Dene First Nation, North Slave Métis Alliance, Tłı̨chǫ Government, GNWT ITI department, and regional land and water stewardship boards highlighted the opportunity to better align mandates, reduce duplication, and coordinate investments. They identified that shared planning at the municipal level can help accelerate outcomes on the ground and, in many cases, create the conditions that support broader territorial and federal negotiations rather than waiting for them to conclude.

There was strong agreement that a standing Partnership Table and a clear municipal Reconciliation framework can act as stabilizing infrastructure. By working together now on practical initiatives such as housing, workforce development, remediation, guardianship, and local enterprise, partners can demonstrate trust, build capacity, and create momentum that strengthens longer term land and governance processes.

This direction was echoed across all other engagement streams. Public input, staff reflections, and City leadership conversations point toward the same conclusion. There is broad support for the City's Reconciliation Roadmap and confidence in its overall vision. The question is no longer whether to act, but how to align efforts and deliver results more effectively.

Indigenous rights holders called for visible outcomes and accountability. They want to see safer communities, better housing, stronger relationships, and their culture and language present across public spaces. Staff and leadership expressed readiness to embed these priorities into daily municipal operations, provided there is clarity, coordination, and practical tools to guide implementation.

Taken together, the engagement reveals a high degree of alignment across the system.

Three shared priorities consistently surfaced:

1. Stronger collaboration across governments and departments.
2. Greater transparency and shared accountability.
3. More strategic use of limited resources to avoid duplication and maximize impact.

In a territory of roughly 45,000 residents spread across a vast geography, capacity is finite. Participants recognized that no single government or organization can advance prosperity alone. Progress depends on leveraging collective strengths and planning once, investing once, and delivering together.

This alignment is especially timely. The Northwest Territories is entering a period of transition and opportunity, including mine closures, long term remediation work at Giant Mine and elsewhere, and renewed national focus on northern arctic sovereignty and economic resilience. How partners coordinate now will shape employment, infrastructure, stewardship, and prosperity for decades.

In this context, Reconciliation is not separate from economic or governance strategy. It is the foundation that enables both. Indigenous leadership, shared decision making, and coordinated implementation create the conditions for development that is efficient, responsible, and beneficial to all communities.

Across rights holders, residents, staff, and partners, the message is consistent and encouraging. The vision is widely supported. The relationships are strong. The moment calls for coordinated action. By moving forward together, the City and its partners can ensure that progress across the North benefits everyone.

## Appendix F. What We Heard to Action Alignment

This engagement was centered on a draft Reconciliation Roadmap designed to spark conversation and test direction. The draft Reconciliation Roadmap was intentionally presented as a living framework to guide dialogue about what meaningful leadership could look like for the City of Yellowknife.

Engagement invited residents, staff, Indigenous governments, and partners to react, refine, and align what Reconciliation could look like. The next step is to translate that shared direction into focused actions the City can lead through annual work plans, alongside joint initiatives advanced collectively through the Partnership Table.

What We Heard	Who We Heard It From	What It Means for the City	Where It Shows Up in the Roadmap
Move beyond consultation and into shared decision making	Indigenous rights holders, regional boards, Mayor, leadership	Establish consistent government to government structures, not one off meetings	Permanent Partnership Table with joint work plans and regular meetings
Respect jurisdiction while continuing to act now	Indigenous governments, GNWT, City leadership	Do not delay progress while treaty or land negotiations continue	Early action projects that proceed in parallel with broader negotiations
Align mandates and reduce duplication across governments	Indigenous partners, GNWT, staff	Plan together at the front end to avoid parallel processes and consultation fatigue	Intergovernmental coordination through the Partnership Table and shared sequencing
Show visible results residents can see and feel	Public survey participants, Indigenous partners	Focus on tangible outcomes over abstract commitments	Three-year action plan with early wins and public reporting
Increase transparency and accountability	Public, staff, partners	Track and communicate progress clearly and honestly	Annual Reconciliation Scorecard
Improve housing access and community wellbeing	Public, Indigenous governments, staff	Use municipal levers such as land, zoning, and servicing to accelerate solutions	Indigenous led housing pipeline and joint funding applications

<b>What We Heard</b>	<b>Who We Heard It From</b>	<b>What It Means for the City</b>	<b>Where It Shows Up in the Roadmap</b>
Embed Reconciliation into daily municipal practice	Staff and leadership	Clarify roles, provide tools, and make this work routine	Training, templates, operational integration across departments
Strengthen land and water stewardship	Indigenous governments, land and water boards, residents	Integrate Indigenous Knowledge Systems with environmental planning and remediation	Guardianship, monitoring, and co stewardship initiatives
Leverage limited northern capacity through collaboration	All engagement streams	Pool resources and coordinate investments rather than compete or duplicate	Braided funding and shared delivery through the Partnership Table
Link Reconciliation to economic opportunity and local prosperity	Indigenous development corporations, businesses, staff	Use licensing and procurement to grow Indigenous participation and local wealth	Business Reconciliation practices and supplier inclusion
Plan regionally as a hub city	GNWT, regional partners, staff	Recognize Yellowknife's role as convenor and connector for the North	City led coordination and joint advocacy with territorial and federal partners

## **Engagement Summary**

Engagement on the draft Reconciliation Roadmap confirmed strong alignment across residents, staff, Indigenous governments, regional boards, and territorial partners. Rather than generating new priorities, the process validated a shared direction and clarified how the City can lead more effectively in practice.

Across all groups, participants expressed support for the City's commitment to Reconciliation and emphasized the importance of moving from conversation to coordinated action. The focus consistently centered on working differently together by strengthening government to government relationships, aligning mandates early, reducing duplication, and making progress visible and accountable.

Indigenous rights holders highlighted the need to advance practical collaboration now, even as broader land and governance negotiations continue, and reinforced that Reconciliation must be reflected through shared decision making and stewardship. Residents called for outcomes they can see and feel in daily life. Staff identified readiness to deliver, alongside a need for clarity, coordination, and practical tools.

Taken together, the engagement signals confidence in the overall vision and readiness across the system to proceed. The direction is clear. The relationships are in place. The next step is disciplined implementation through focused City priorities and joint initiatives advanced collectively with partners.