



CANADIAN
MUSEUMS
ASSOCIATION

ASSOCIATION
DES MUSÉES
CANADIENS

Canadian Museums Association — Reconciliation Council

RELATIONAL AGREEMENT

RELATIONAL STATEMENT

The relationship between the CMA and the Reconciliation Council is mutually beneficial, with the common goal of completing the objectives of the CMA *Moved to Action* program, as well as to support Indigenous self-determination within the museum sector through the work of the CMA generally.

Within the stated purpose, CMA does not wish to constrain, restrict or direct the level of content discussion or recommendations that will come forward from the Council. The Council will work independently but within the budgetary and time constraints available.

BACKGROUND

In 2015, the Truth and Reconciliation Commission of Canada (TRC) concluded its public inquiry into the legacy of the Indian Residential Schools system and issued a final report containing 94 Calls to Action, which included Call to Action #67:

We call upon the federal government to provide full funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and to make recommendations.

Following the completion of the report as directed by Call to Action #67 in September 2022, both the CMA and the Council acknowledges that as the spirit of the Call to Action is to ensure a decolonized museum sector, the specific obligations and actions recommended in the report must occur to fully implement UNDRIP, including financial and legislative support, as well as additional commemorative initiatives set out by the TRC.

The *Moved to Action* Program seeks to further the work indicated in the report by establishing a new national baseline in museums to align with other TRC Calls to Action, as well as with UNDRIP. The recommendations made in the report must be the measurement by which to evaluate the implementation of UNDRIP in the museum sector moving forward to actualize these in collaboration and in accordance with Indigenous Peoples.

SHARED VISION

Accordingly, the Canadian Museums Association (CMA) and the Reconciliation Council believe museums, art galleries and related institutions with the responsibility to consult, advocate, decolonise, reorganise and collaborate with First Nation, Inuit and Métis peoples and communities to support Indigenous self determination.

FOUNDATION

The work and advice of the Council will be grounded in advancing reconciliation by helping to transform the relationship between the museums, art galleries and related institutions and the Indigenous peoples of Canada by reflecting the worldview of First Nations, the Métis Nation and Inuit. The *UN Declaration on the Rights of Indigenous Peoples* (UNDRIP) and the Truth and Reconciliation Commission's (TRC) Calls to Action will form the foundation and provide the roadmap for this work.

The Reconciliation Council (herein referred to as “the Council”) will act in relationship with the CMA, throughout the duration of the *Moved to Action* Program, to support UNDRIP implementation and Indigenous self-determination in the museum sector.

GUIDING PRINCIPLES

This project will be informed by the guiding principles established by Canada's Truth and Reconciliation Commission guiding principles for reconciliation. All of the CMA and Council's work and interactions will be guided by the principles set out below. These guiding principles are intended to be cumulative, mutually supportive and of equal value. They are as follows:

1. The United Nations Declaration on the Rights of Indigenous Peoples is the framework for reconciliation at all levels and across all sectors of Canadian society.
2. First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.
3. Reconciliation is a process of healing relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.
4. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Aboriginal peoples' education, cultures and languages, health, child welfare, administration of justice, and economic opportunities and prosperity.
5. Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Aboriginal and non-Aboriginal Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Aboriginal Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long-term reconciliation.

8. Supporting Aboriginal peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.
9. Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources.
10. Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and Aboriginal rights, as well as the historical and contemporary contributions of Aboriginal peoples to Canadian society.

Strategic Objectives

The Council will advise the CMA on supporting a new national baseline for museums to implement UNDRIP as part of the *Moved to Action* Program. The objectives to achieve throughout the duration of the program include, but are not limited to:

- I. Providing authoritative guidance to the CMA's internal UNDRIP implementation process in governance and operations;
- II. Helping establish and prioritize parameters and incremental benchmarks as part of the guidance of the program;
- III. Assisting in the identification of key Indigenous rightsholders and non-Indigenous stakeholders for engagement and consultation, including leveraging existing networks and contacts (where conflicts of interest do not arise);
- IV. Providing input on program deliverables as outlined in the CMA's Phase Two *Moved to Action* project, including:
 - a) the development of course curriculum and supporting resources to implement UNDRIP in museums to assure a national baseline;
 - b) the establishment of a "*Moved to Action*" Museums partner network pilot program;
 - c) foster partner engagement and consultations on Indigenous museum professionals;
 - d) support professional development and repatriation; and
 - e) support the development of international repatriation resources and networks.

- V. Proposing recommendations, including helping to determine museum compliance with the United Nations Declaration on the Rights of Indigenous Peoples;
- VI. Proposing avenues for knowledge dissemination, including willingness to be a public speaker or media representative on key issues of the Council's work and possibly attending additional meetings, presentations, and/or conferences to discuss the program.

COMPOSITION

The Council will act as national entity consisting of no more than ten (10) members, with regional representation covering Canada's East, Central, West, and North, and sector expertise from museums and galleries, and Indigenous cultural heritage centres. Council composition will largely consist of First Nations, Métis, and Inuit representation.

The CMA Communications Director and Senior Manager of Engagement will oversee all aspects of project management, including coordination of project activities, and will act as the main point of contact between the Council and the CMA. The CMA Executive Director is an ex-officio member of the Council.

Invited Guests and Sub-committees

Guests can be invited to participate in on the Council or a sub-committee when additional or specific expertise is required. The CMA may invite guests to attend particular meetings or join the sub-committee for a defined time period. If deemed required, the CMA will allow the creation of sub-committees involving both Council members and invited guests, based on the Council's advice.

MEMBERSHIP

Council members are expected to commit approximately five (5) hours of their time per month (excluding possible travel) for the duration of their term. Terms will be for one year and renew April 1st of each year.

Council members will be invited to travel to meetings and/or participate in conference calls with the expectation of active, constructive, and respectful participation.

Members who miss three (3) or more meetings will undergo a review of their continued involvement. For planning purposes, members will do their utmost to advise the CMA Staff in advance of upcoming scheduling conflicts.

Members will conduct business in confidence and declare any conflict(s) of interest as they may arise. Any member of the Council who undertakes any actions against the Council will withdraw from involvement until the issue has been resolved. In the event of conflicts or disagreement, a mediation process will be used.

The CMA will provide a yearly on an opt-in basis for Council members (excluding the national museums representative and CMA Board representatives) at an annual rate of \$3000, to be paid quarterly. This will be prorated for members who join mid-term.

Should members wish to forego their honorarium, the funds will be placed back into the program deliverables.

Additionally, as a gesture of recognition to Council members for their time and contribution, the CMA will provide an individual membership to members whose organisations are not already members.

Resignation and Review of Involvement Process

Members should provide notice of their intent to resign, preferably in writing, addressed to the CMA, and stating the effective date of resignation.

The CMA itself, or upon receipt of a written recommendation from a member of Council, shall review a member's appointment, and may end the appointment for cause. A member's failure:

- to act according to the Terms of Reference, including the Code of Ethics;
- to avoid real, potential or apparent conflicts of interest; or
- to attend Council meetings without satisfactory reason; may give cause for review.

MEETINGS

Approximately eight (8) Council meetings will take place annually or as necessary to fulfill project activities. In between meetings, the CMA will communicate with Council members through correspondence.

Meetings will be held via video conferencing. Due consideration will be given to meeting time and duration with respect to time zones.

Quorum will be 50 percent of members plus one.

The Council Chair duties will be assumed by CMA staff. The role of the Chair will be to help develop the meeting agenda with the CMA support staff and to chair meetings, including keeping time, proposing motions, calling votes, and ensure respectful dialogue.

Meeting minutes will be drafted by the CMA Senior Manager of Engagement and distributed to all Council members for approval.

TRANSPARENCY AND COMMUNICATION

CMA materials that are related to the Reconciliation Program will be made available to any member of the Council.

The CMA will maintain active communications channels with Council members as possible through regular meetings and email updates as per proposed schedule below.

Council members are encouraged to speak and share information about the mandate, outcomes, activities and advice of the Council in the course of their other roles, business and activities. The CMA, at the request of Council members, may provide information or material to assist.

LANGUAGE AND TRANSLATION

Though since the Council's installation, efforts have been made to be active in both official languages, the Council's operating language is currently in English. The CMA commits to working toward a bilingual Council in future phases of the program.

However, with due consideration to the representational nature of the Council's composition, respect for English and French as Canada's official languages, and working within the project's limited budget, all efforts will be made to conduct outreach with francophone heritage organizations and French-speaking Indigenous communities.

TRAVEL AND EXPENSE CLAIMS

Travel costs incurred by Council members for the purpose of fulfilling project activities and meetings will be borne by the CMA. All project activities and meetings that require travel must first be approved in writing by the CMA.

Travel costs will be reimbursed according to the CMA's travel expense policy (see Annex A). Changes and amendments to the expense policy are within the scope of authority of the CMA Board of Directors.

Signed on behalf of the Reconciliation Council

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Name	Signature	Date
-------------	------------------	-------------

Signed on behalf of the Canadian Museums Association

Name	Signature	Date
-------------	------------------	-------------