



RIGHT TO PLAY
PROTECT. EDUCATE. EMPOWER.

TRUTH & RECONCILIATION ACTION PLAN

JUNE 2026



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A person wearing a white tunic with wide sleeves and a decorative border of red, black, and purple geometric patterns stands in shallow water. Their feet are visible, splashing water. The background shows a calm body of water and a distant shoreline with green trees under a clear blue sky.

**Reconciliation is not a single act, but a
long-term commitment rooted in truth,
accountability, and centering Indigenous
voices, leadership and ways of being**

INTRODUCTION

As an organization headquartered in Canada, Right To Play recognizes the impact and challenges Indigenous communities face as a result of colonization and contemporary iterations of injustice. In 2010, two Ontario First Nations, Moose Cree and Sandy Lake, alongside the Chiefs of Ontario, partnered with Right To Play to establish the PLAY program in Canada. The PLAY program aims to address the opportunity gap for Indigenous children and youth by supporting and enhancing access to quality child and youth programming. Since 2010, PLAY has held partnerships with over 180 Indigenous communities and urban Indigenous organizations across Alberta, British Columbia, Labrador, Manitoba, New Brunswick, Nova Scotia, Saskatchewan, Ontario and Yukon.

As a non-Indigenous organization that strives to be an ally to Indigenous communities, we believe in working toward a program structure and organizational practices that are respectful, accommodating, and reflective of the diverse Indigenous worldviews of our partners. Right To Play strives for the PLAY Program to work in meaningful and reciprocal partnerships to develop culturally responsive programming for Indigenous children and youth. To accomplish this, it is crucial that we understand and commit to advancing Reconciliation in Canada.

Right To Play's Reconciliation Action Plan strives to foster learning and understanding amongst staff who live, work, and play in Canada. We strive to enhance knowledge and connection of staff at Right To Play to the historical legacies and contemporary realities of colonialism through cultural awareness training, and to support employees at Right To Play to create personal and professional commitments toward Truth and Reconciliation.



The Reconciliation Action Plan outlines Right To Play's steps to support reconciliation by working alongside Indigenous Peoples and communities. The plan highlights how we will engage in this work and demonstrates our ongoing commitment to listening, learning, and taking action to help create a more equitable and inclusive Right To Play, as well as a more just and equitable future.



DECLARATION OF RECONCILIATION

Right To Play recognizes and affirms the United Nations Declaration on the Rights of Indigenous Peoples, particularly Article 3 which states that Indigenous Peoples have the right to self-determination. In striving to be an ally organization, this recognition underscores all the work the organization does in partnership with First Nations, Métis, and Inuit communities in Canada. Right To Play also recognizes and affirms the Truth and Reconciliation Commission's 94 Calls To Action and are working to determine how we can best support their realization. The path toward truth and reconciliation is the responsibility of all Canadians as treaty people. Right To Play is committed to the journey.

STATEMENT FROM LEADERSHIP

Jessie Thomson; CEO, Right To Play

At Right To Play, we believe that every child deserves the opportunity to learn, grow, and thrive through the power of play. For over fifteen years, this belief has guided our partnerships with Indigenous communities across Canada – and it is this same belief that calls us to deepen our commitment to Reconciliation.



As CEO of Right To Play, I recognize that our role as a non-Indigenous organization working alongside First Nations, Inuit, and Métis communities carries both privilege and responsibility. We do not take that lightly.

This Reconciliation Action Plan represents our honest effort to move from intention to action. It reflects what we have heard from Indigenous community partners, youth, Elders, and Knowledge Keepers, and it sets out the concrete commitments we are making as an organization – in our programs, our policies, our hiring, and our partnerships. We know that good intentions are not enough. What matters is what we do, how we listen, and whether we show up consistently over time.

I am proud of the relationships Right To Play has built with over 180 Indigenous communities and urban Indigenous organizations across Canada. I am inspired every day by the creativity, leadership, and resilience of Indigenous youth, and I am grateful to the community partners, mentors, and advisors who continue to guide us and hold us accountable.

To our Indigenous partners: thank you for your trust, your knowledge, and your generosity in walking this path alongside us. We are committed to continuing to earn that trust – not through words alone, but through sustained, meaningful action.

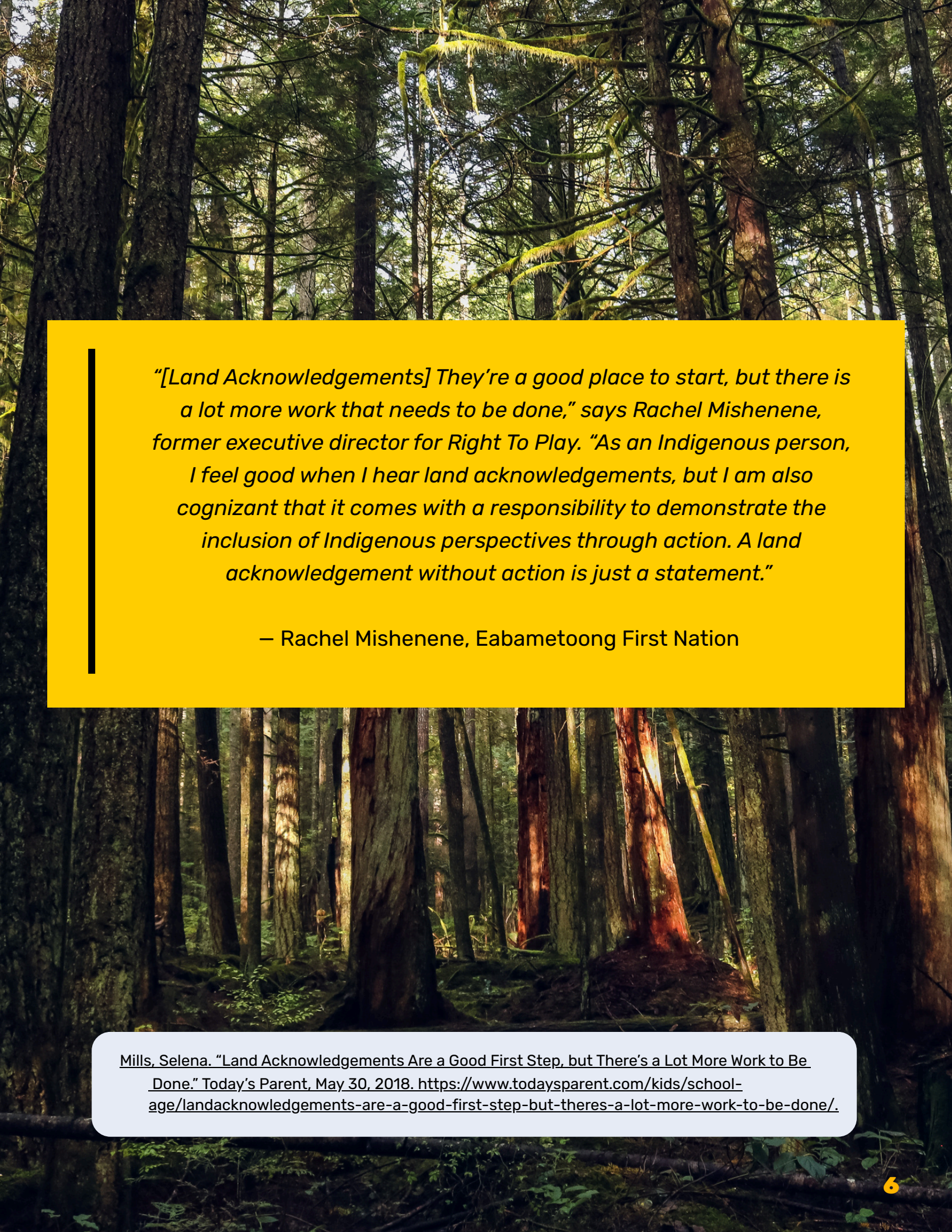
The path toward reconciliation is not linear, but our commitment to walking it – alongside Indigenous communities and youth – is one we will continue to carry, with intention, every day.

LAND ACKNOWLEDGEMENT

What is a Land Acknowledgement?

A land or territory acknowledgement is a traditional means of honouring and recognizing the land and peoples of a territory. Land or territory acknowledgements existed long before their modern adoption in contemporary Canadian society. Historically, land or territory acknowledgements were not named as such, rather facilitated through verbal introductions (i.e. naming of clans) and non-verbal recognition through aesthetics (i.e. traditional clothing and designs). It was the way in which Indigenous peoples demonstrated where they are from, traditional values, and roles, amongst other characteristics.

More recently, land or territory acknowledgements have been adopted as a step toward Truth and Reconciliation. Within this practice we have the opportunity to learn about the original people, the land, and our responsibilities. At its core, it's a practice of rooting a connection to a certain space and affirming intention to share and care for the land upon which we live, work and play. It is also an affirmation of the history of colonialism in Canada. Through these land or territory acknowledgements, we recognize the injustices that have been inflicted upon Indigenous nations, communities, and people across Turtle Island. A land or territory acknowledgement can be one of the first steps in Truth and Reconciliation as it challenges individuals and groups of people to listen, learn and call in the history of colonization. It takes up space to honour the original occupants of a place and challenge the dominant concept of land ownership. When original occupants and nations of the territory are acknowledged, it affirms their role in caring and sharing of the land; challenges practices of erasure and assimilation; asserts Indigenous rights and highlights acts of oppression and trauma still felt today.



"[Land Acknowledgements] They're a good place to start, but there is a lot more work that needs to be done," says Rachel Mishenene, former executive director for Right To Play. "As an Indigenous person, I feel good when I hear land acknowledgements, but I am also cognizant that it comes with a responsibility to demonstrate the inclusion of Indigenous perspectives through action. A land acknowledgement without action is just a statement."

— Rachel Mishenene, Eabametoong First Nation

Mills, Selena. "Land Acknowledgements Are a Good First Step, but There's a Lot More Work to Be Done." *Today's Parent*, May 30, 2018. <https://www.todaysparent.com/kids/school-age/landacknowledgements-are-a-good-first-step-but-theres-a-lot-more-work-to-be-done/>.

Our Land Acknowledgement

In the east, in what is now known as the province of Ontario, Right To Play's headquarters is located on the traditional territories of many Nations, including the Wendat, Haudenosaunee, the Anishinaabe and the Mississaugas of the Credit. This territory is covered by the Dish With One Spoon Wampum Belt Covenant, an agreement between the Haudenosaunee, the Ojibwe and allied nations to peaceably share and care for the lands and resources around the Great Lakes. More recently, Treaty 13, an agreement between the Crown and the Mississaugas of the Credit, covers the city of Toronto. These treaties recognize a living relationship between Nations and Peoples that now call this land home, including the diverse First Nations, Inuit and Métis from across Turtle Island.



GUIDE TO LAND ACKNOWLEDGEMENTS

Right To Play's "Guide to Land Acknowledgements" is available to all staff within the organization and outlines what a land acknowledgement is, why it is to be done, when it is to be done, by whom it should be done, and what is important to consider. Right To Play's guide to land acknowledgement encourages staff to include personal connective statements to their practice and other reflective elements to ensure that delivering a land acknowledgement is not a static act or repetitive action, but a reflexive process that encourages staff and the audience to consider the implications of the acknowledgement.

RECOGNIZING TRUTH

At Right To Play, we recognize that the lands on which we live, work, and play are the traditional and unceded territories of Indigenous Peoples, including diverse First Nations, Inuit, and Métis. We acknowledge Canada's colonial history, including systems such as residential schools, the Indian Act, displacement, and the Sixties Scoop, among many others. We recognize these systems continued legacies and the ongoing impacts of colonization.

We also acknowledge and honour the strength, resilience, and knowledge of Indigenous communities who have nurtured and passed on their languages, culture, and traditions across generations. It is the strength of these communities and Nations that are paving the way for Reconciliation in Canada.

We believe that play-based learning and opportunity are powerful tools for healing, growth, and leadership. In the face of systemic barriers and intergenerational trauma, Indigenous youth continue to show inspiring creativity, resilience, and leadership. At Right To Play, our role is to listen, support, uplift, and invest in Indigenous-led and youth-led solutions. We are committed to partnering with Indigenous communities and Indigenous youth organizations in long-term, reciprocal ways to create programs that reflect and respect Indigenous cultures, languages, games, and land-based knowledge.

At Right To Play, we understand that truth comes before reconciliation. Listening to Indigenous communities' and understanding realities is essential to begin meaningful work in Reconciliation. To support Indigenous Sovereignty, and to work alongside communities and youth, we must continue to name, learn, and understand the truth of both historic and contemporary experiences of Indigenous Peoples.

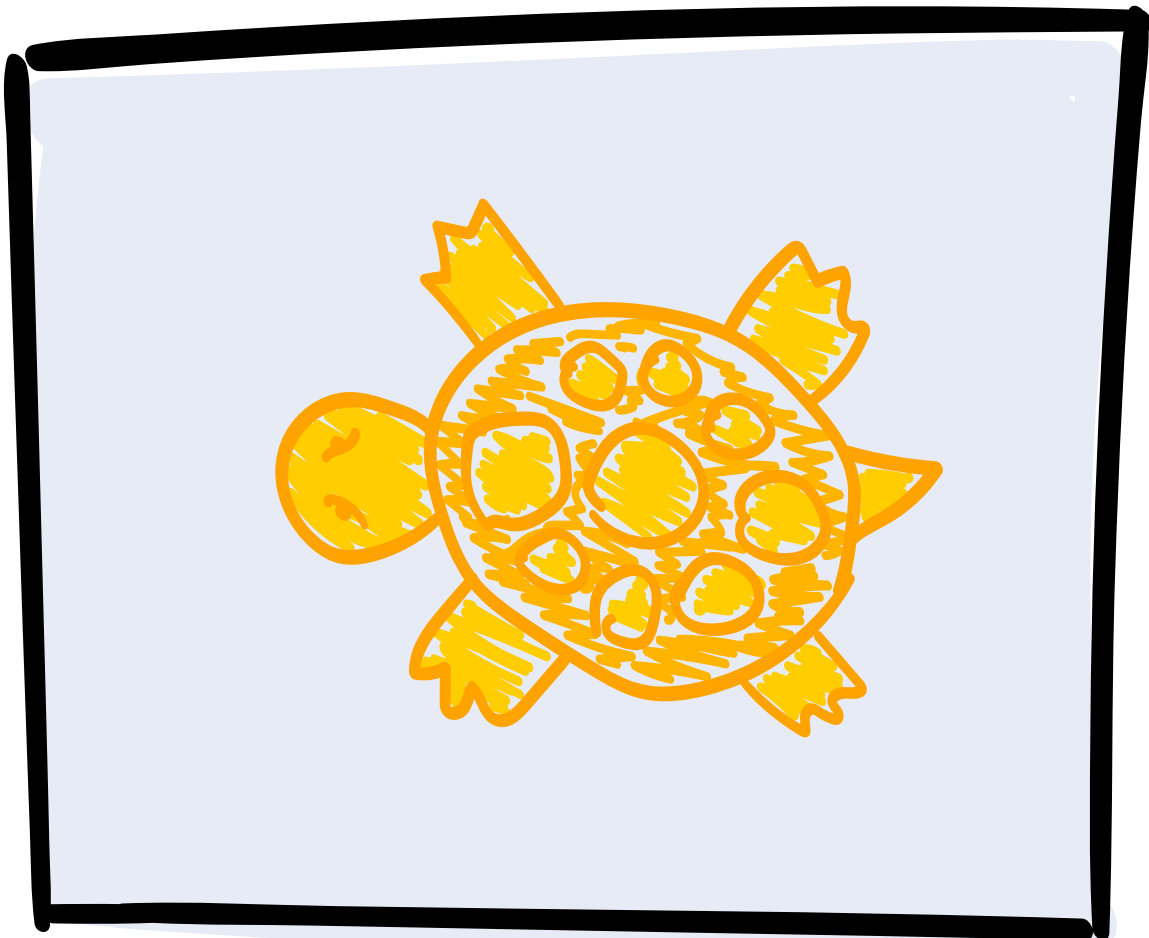
Reconciliation means valuing and learning from Indigenous Peoples and their knowledge systems to drive meaningful change—not merely acknowledging past harms.

COMMUNITY PARTNER HIGHLIGHT

Tobique Youth Centre

Right To Play community partner, Tobique Youth Centre, has built a partnership with a neighbouring non-Indigenous community program with the objective of working collaboratively to close the gap and build positive relationships amongst the youth.

In partnership with the public library this community-led program hosts a monthly activity, usually including craft and a storytelling component. For example, some events have featured beading activities and drumming. The youth from each community have the opportunity to showcase their work at the library and build relationships with one another.



Framework

This section introduces the guiding frameworks and principles that inspire Right To Play's Reconciliation Action Plan.





CALLS TO ACTION

To move forward in a good way and to hold true to our values of protecting, empowering and educating young people, it is important that we take into consideration our positionality within Truth and Reconciliation. Within the framework of Truth and Reconciliation, we are fortunate to be guided by the work of others.

In 2008 the Truth and Reconciliation Commission (TRC) of Canada began gathering the experiences and stories of over 6,500 residential school Survivors and in 2015 issued 94 Calls to Action. As the TRC Final Report states, *"Reconciliation is about establishing and maintaining a mutually respectful relationship between Indigenous and non-Indigenous peoples in this country."* In this spirit, we have identified the Calls to Action most aligned with our organizational mandate and where we are best positioned to contribute. While the Calls to Action were directed primarily toward governments and public institutions, we recognize that private and non-profit organizations also have a critical role to play in advancing reconciliation through intentional action, accountability, and relationship-building.

UNDRIP

In addition to the TRC, our work is guided by the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), which affirms the collective and individual rights of Indigenous Peoples worldwide. Adopted by the United Nations in 2007 and affirmed by Canada through federal legislation in 2021, UNDRIP establishes the minimum standards for the survival, dignity, and well-being of Indigenous Peoples. It emphasizes the rights of Indigenous communities to self-determination, to maintain and strengthen their cultures and institutions, and to participate fully in decisions that affect them. We recognize UNDRIP as an essential framework for ensuring that reconciliation efforts move beyond symbolic gestures and toward the advancement of Indigenous rights, equity, and meaningful inclusion.

Together, the TRC Calls to Action and UNDRIP provide a comprehensive framework to guide our Reconciliation Action Plan. They ensure that our commitments are grounded not only in Canada's Truth and Reconciliation process, but also in internationally recognized standards for Indigenous rights, equity, and sustainable impact.

Call to Action #66: Youth Programs

We call upon the federal government to establish multiyear funding for community-based youth organizations to deliver programs on reconciliation and establish a national network to share information and best practices.

- Right To Play will continue to advocate at the federal and provincial level to secure funds that support programming for Indigenous youth. We will work to secure federal and provincial funding while focusing on sustainable investment of those funds into programming with community partners.

Call to Action #90: Sport and Reconciliation

We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing:

1. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples.
2. Programs for coaches, trainers, and sports officials that are culturally relevant for Aboriginal peoples.

→ Right To Play programs directly support access to physical activity and sport. Programming directly connects youth workers and coaches to capacity building to ensure equitable access to programming. RTP maintains continued advocacy at federal and provincial levels for funding that supports this work with Indigenous community partners. Sport programs in partnership with Right To Play are designed to meet the direct needs and circumstances of Indigenous community partners.



Call to Action #92: UNDRIP

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources.

- Right To Play programs will continue to position UNDRIP as a key guiding framework for our partnerships with Indigenous Nations, communities, and organizations. The organization will pay particular attention to ensuring Indigenous Peoples have equitable access to employment and training through the organization, and for our staff to receive comprehensive training on Indigenous histories and rights.

UNDRIP Articles

The following articles are abridged to communicate only the core spirit of the article. These articles represent the areas in which Right To Play is best situated to apply UNDRIP in our work.

Article 3

Indigenous Peoples have the right to self-determination and to freely pursue their political, economic, social, and cultural development.

Article 11

Indigenous Peoples have the right to practice and revitalize their cultural traditions and customs.

Article 21

Indigenous Peoples have the right to improvement of economic and social conditions, including education, employment, and vocational training.

Article 31

Indigenous Peoples have the right to maintain, control, protect, and develop their cultural heritage, traditional knowledge, and intellectual property.

CORE DEVELOPMENT AREAS

In addition to responding directly to relevant Calls to Action, Right To Play has identified the following four core development areas:

EDUCATION



All staff in Canada will receive ongoing Indigenous cultural competency training and complete mandatory e-learning modules. As a result of this professional development and capacity building effort, employees within Canada will have the understanding, skills, and knowledge to competently and confidently support steps to truth and reconciliation in their own personal and professional journeys.

AWARENESS



Reconciliation is included within the scope of Right To Play's activities and public-facing materials in the Canadian market. This includes, on our Canadian website, a land acknowledgment and public statement of the organization's commitment to reconciliation. We will support our staff, donors, and other stakeholders in understanding the importance of truth and reconciliation and in spurring action.

REPRESENTATION



RTP recognizes Indigenous Peoples in Canada as a unique and prioritized group with distinct ways of knowing, learning and sharing. The organization therefore prioritizes the inclusion of Indigenous voices and values at all levels of decision-making within the Canadian context and Indigenous Programs' activities.

ACCOMMODATION



Right To Play will support the different and unique needs of Indigenous peoples within the organization and will make efforts to ensure an equitable and inclusive workplace for Indigenous peoples working and applying to work at Right To Play. In addition, we will ensure that Indigenous Program structures are flexible to allow unique community knowledge, expertise, and context to shape programming.

COMMUNITY PARTNER HIGHLIGHT

Tla'amin Nation

Right To Play community partner, Tla'amin Nation, supports youths' engagement in activities that foster their leadership skills, cultural connection, learning and relationship-building.

In the program, youth participate in the Truth and Reconciliation Walk, where they connect with their culture while proudly walking in solidarity with community members.

Additionally, at the Bannock Ball event, youth have the opportunity to build new relationships by playing with peers from their Nation as well as with youth from across the district. During the event, program participants help host an intergenerational soccer game and a bannock booth alongside an Elder. Program participants support this event as ambassadors.

"Through the Youth Nights program funded by RTP, young people are building meaningful relationships, gaining leadership experience, strengthening their confidence, and developing valuable skills that enrich the community."

– Community Mentor, Adrianna



Actions

This section outlines the key actions the organization has taken in each of our areas of work to support Reconciliation efforts. The section also outlines the commitments that the organization will work toward in the future.



ACTIONS

Programs

What We Have Done

1. Establish Indigenous Programs within Right To Play

In direct response to requests for support from two Ontario First Nations, the Indigenous Programs was established in 2010. Since then, we have invested in Indigenous communities for over 15 years, developing a program model that grounds our commitment to walk in partnership with Indigenous communities and puts reconciliation into action. Indigenous Programs partnerships are designed in a collaborative, community-focused manner. This means that program goals, activities, and structures are designed alongside the community that will implement the program. We support salary coverage, training, and coaching for a local youth worker to provide culturally relevant, safe, and engaging play-based programming for children and youth in their community. We will continue to strengthen our support for community-driven, play-based programs in partnership with Indigenous communities.

2. Highlight Indigenous voices and stories

When sharing about the program, we focus on highlighting Indigenous-led success stories to share the unique ways that community partners use local knowledge and context to support incredible program impacts for children and youth.



What We Will Do

1. Cultural Protocols Toolkit

To support respectful community visits to PLAY programs, we will create a cultural protocol and land-based toolkit. This will outline important protocols to consider for the various communities we work with. For example, when tobacco or traditional medicines should be provided and when gift giving is appropriate. This also includes embedding land-based learning and cultural protocol materials at staff training.

2. Indigenous Play-Based Methodologies

We will continue to collaborate with partners to establish play-based methodologies that are rooted in land-based, traditional games, and community-defined play. This approach honours Indigenous ways of knowing and supports culturally relevant programming, strengthening our ability to design programs with community-first principles.

3. Consult Indigenous youth to support core program resources and activities

We will leverage youth consultations and perspectives through re-establishing the Indigenous Youth Advisory Circle (IYAC) to a model that informs programs and partnerships. This aims to ensure that programs are starting with youth and communities.

Development Areas	
TRC	#66, #90, #92
UNDRIP	Article 3, 11, 31

Training & Curriculum

What We Have Done

1. Indigenous Cultural Competency Training for all Canada-based staff

We have implemented mandatory Indigenous cultural competency training for all Canadian staff. This includes a Truth and Reconciliation course that staff complete as part of onboarding.

2. Established Indigenous Youth Advisory Council (IYAC) and consulted youth leaders

Youth from eligible programs applied to act as inaugural members of the IYAC in 2025. This group supported planning and implementation for the 2025 Youth Leadership Symposium. Enhancing and listening to First Nations, Inuit and Métis youth voices is instrumental to moving training and education efforts in a good direction.

3. Include Elders, Knowledge Keepers, and other cultural experts to support in-person events

We have developed relationships with local Knowledge Keepers and Elders to provide culturally appropriate activities for participants at in-person training and events. Engaging with local Knowledge Keepers and Elders ensures that in-person events led by Right To Play are culturally responsive.



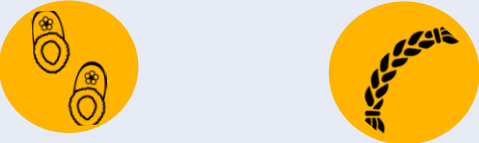
What We Will Do

1. Expand opportunities for cultural learning and development for staff and stakeholders

Provide education and engagement for milestone events like National Day for Truth & Reconciliation and National Indigenous People’s Day. For example, through webinars or other broad audience content. Further, we will seek out opportunities for staff to participate in cultural training and connect with local Indigenous peoples and organizations.

2. Collaborate with partners to provide the training needs that communities have identified

We will aim to be responsive to the needs that community partners have identified to us. This includes providing training in mental health, cultural knowledge, technology, and other partner-defined interests that are outside the core competencies of Right To Play.

Development Areas	
TRC	#66, #92
UNDRIP	Article 3, 11, 31

Fundraising

What We Have Done

1. Include education for board members on Reconciliation and Right To Play's Indigenous partnership model

Major board members receive onboarding package which includes information on Indigenous history, residential schools, and ongoing impacts of colonization, as well as current practices to support Indigenous sovereignty.

2. Onboard guests and donors when visiting community partners.

We outline protocols for respectful engagement with Indigenous communities when sponsors or guests visit community to ensure that visits are meaningful and support relationship building.



3. Highlight Reconciliation and Indigenous rights on RTP website and branding

We include land acknowledgments and an explicit public commitment to reconciliation on our website and in other public materials.

4. Transparent Resource Allocation

We publish an annual report showing exactly how much funding goes to programs versus fundraising & administration.

What We Will Do

1. Reconciliation onboarding process for new donors.

New donors will receive an onboarding package that includes information on Truth and Reconciliation, and the various way the PLAY program aims to support Indigenous communities and reconciliation.

2. Direct Community Connections

We will create opportunities for donors to learn directly from Indigenous community leaders through virtual or in-person sessions, always with appropriate compensation for their time and expertise.

3. Community-First Messaging

We will continue to frame all communications to position Indigenous communities as leaders and experts in their own solutions, focusing on strength-based language. Communications will focus on community assets and support the right to self-determination as framing for partnership with communities.

4. Indigenous Board Representation

Target to have a minimum of 1 Indigenous Members on Canadian Advisory Board.

5. Representation of Indigenous Ambassador

We will aim to have at least one Indigenous Ambassador to broaden voices that represent Right To Play.

Development Areas	  
TRC	#66, #92
UNDRIP	Article 3

People & Culture

What We Have Done

1. Community or Ceremonial Responsibility Accommodations and Culturally Relevant Calendar

Indigenous staff have the option to take time off work to participate in ceremony or community responsibilities. In addition, a culturally relevant calendar was established to recognize dates such as National Indigenous Peoples Day as a day off for Indigenous staff and learning for other staff, as well as National Day for Truth and Reconciliation as a day for staff learning. This practice requires consistent implementation and clearly defined protocols.

2. Remote Contracts to Support Employment Across Regions

To make Right To Play more accessible as a place to work for Indigenous Peoples across Canada, staff members can be hired on remote contracts. This helps to ensure Indigenous people can remain in their community and have the opportunity to work for Right To Play. It also helps to ensure that our staff are working in the same regions that the PLAY program operates. This process allows stronger relationships with Indigenous peoples and communities. Practically, it allows for greater opportunities for Indigenous representation within the organization. While this practice has varied in years past, Right To Play is working to establish its consistent implementation and accessibility.



What We Will Do

1. Cultural Learning Opportunities to Qualify in Learning and Development Days

We will ensure that days marked for Learning and Development (L&D) can be used by staff for cultural learning experiences (e.g. Powwows, ceremonies, community fires or events). Staff can use L&D days to participate in this experiential cultural education. These experiences will better equip our staff members with knowledge on Indigenous histories and cultures in their region.

2. Education on Indigenous Hiring practices

We will learn from Indigenous-led hiring practices to make recruitment and hiring processes accessible to Indigenous candidates. We will also explore training on Indigenous approaches to People and Culture.

Development Areas	
TRC	#92
UNDRI	Article 11, 21

Monitoring, Evaluation, and Learning

What We Have Done

1. Adhere to the Principles of Ownership, Control, Access, and Possession[®]

We have developed systems that adhere to the principles of Ownership, Control, Access, and Possession (OCAP)[®] into program monitoring and evaluation processes. This includes ensuring partners have immediate access to and possession of their data. This also includes the design of participatory evaluation approaches to increase the control Indigenous community partners can have over what kinds of data is collected, how it is collected, and who will have access.

2. Support Indigenous Data Sovereignty

Our monitoring and evaluation framework in Indigenous programs is focused on supporting Indigenous data sovereignty. This includes capacity building for partners on data collection and management, as well as participatory program evaluations that promote partnerships for data stewardship. This includes honouring the 4Rs of Indigenous research and evaluation: Respect, Reciprocity, Responsibility, and Relevance.

First Nations Information Governance Centre, The First Nations Principles of OCAP[®]: Ownership, Control, Access, and Possession (Ottawa: First Nations Information Governance Centre, n.d.), <https://fnigc.ca/ocap-training/>.



What We Will Do

1. Establish Distinction-Based Indicators

To strengthen collaborative monitoring and evaluation frameworks, we will consult with representatives and partners from various regions to develop unique indicators for evaluation with First Nation, Métis, and Inuit communities. These sets of indicators will capture the unique ways our partners interpret program goals and outcomes. This will ensure program models reflect the diverse worldviews of our partners.

2. Recognize Distinction-Based Data Management Protocols

In addition to OCAP®, we will explore Inuit and Métis protocols for data management. This includes further exploring the National Inuit Strategy on Research, as well data management practices established by Métis institutions.

Development Areas	 
TRC	#66
UNDRIP	Article 31

Partnerships & Development

What We Have Done

1. Consult Indigenous Experts to Strengthen Program Offerings

We have sought diverse Indigenous consultants and expertise to enhance Indigenous Programs’ offerings and operations.

What We Will Do

1. Establish Indigenous Advisory Council

We will create tools as part of a recruitment strategy to establish and Indigenous Advisory Council to support decision-making in the program. This council will be made up of Indigenous community leaders across Canada.

Development Areas	
TRC	#66, #92
UNDRIP	Article 3, 31

Finance

What We Have Done

1. Ensure Culturally Relevant Supplies can be Covered Through Financial Processes

Program funding can cover costs for culturally relevant materials. Examples include traditional tobacco and other medicines, honoraria for Elders, craft supplies, paying hunters for hides, etc.

2. Support Self-Determination by Offering Choice in Funding Sources

Community partners are provided the opportunity to opt out of funding sources that do not align with their values. This decision does not impact their application outcome but creates more transparency about the funding sources that support the program.



What We Will Do

1. Support Indigenous Vendors through Procurement of Services

We will create list of vendors for common expenses to support Indigenous businesses when staff are needing to procure vendors or services. For example, t-shirt printing, photographers, catering, etc.

2. Increase Partnership Stability Through Multi-Year Agreements

We aim to have community-based multi-year partnerships for the PLAY program. While many partners return year after year, our partnerships are based on one-year agreements. Multi-year partnerships will aim to support sustainability and stability in programming support.

3. Support Partners in Accessing Funds

We will conduct an internal review of community partner access to funding in order to support partners to utilize the full amount of funding available to them. We will identify common barriers that community partners experience to accessing funds and list support offerings to alleviate these barriers.

Development Areas	 
TRC	#66, #90, #92
UNDRIP	Article 3, 21

Headquarters

What We Have Done

1. Indigenous Representation in Right To Play's Headquarter Office

Indigenous Programs Map of Partnerships, Indigenous Artwork, and Indigenous literature are featured in the Toronto office. Traditional medicines are also made available and cultural practices such as smudging are welcomed.

2. Establish a Guide To Land Acknowledgements

The guide to Land Acknowledgement provides staff with the tools to understand what land acknowledgements are, why they are important, when they should be delivered, as well as how to make a land acknowledgement a meaningfully reflexive and respectful practice, moving beyond a simple statement.



What We Will Do

1. Right To Play Executive Team to complete Right To Play's: Truth and Reconciliation Course

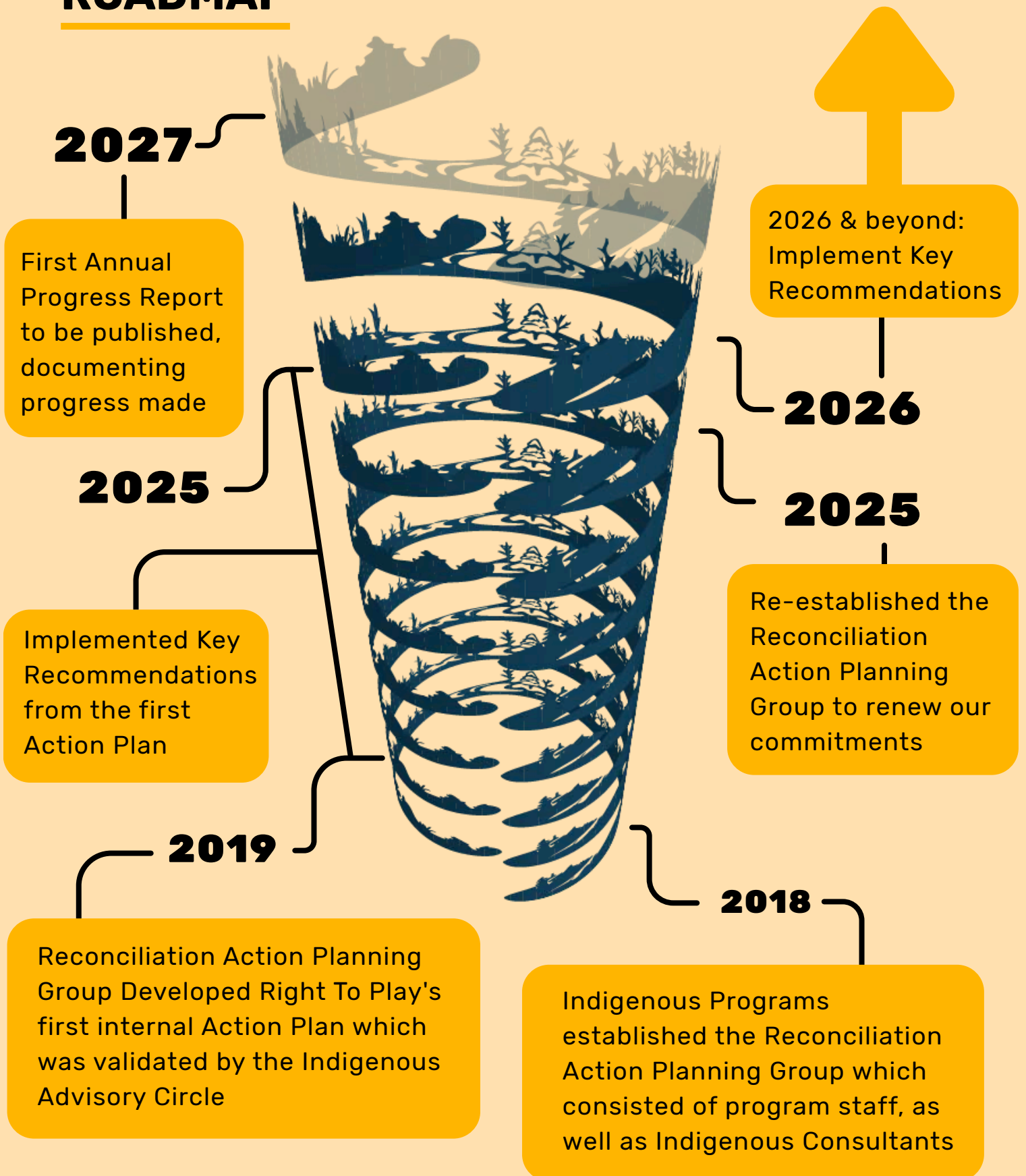
To support Executive Team members' to understand the context of Indigenous Programs, they will complete Right To Play's: Truth and Reconciliation Course.

2. Cross-Cultural Distinction-based training from First Nations, Inuit, & Métis knowledge holders

Canadian-based Right To Play staff at all levels to receive opportunities for in-person and virtual sessions focused on diverse Indigenous histories, cultures, and contemporary realities.

Development Areas	
TRC	#62, #92
UNDRIP	Article 11, 31

ROADMAP



COMMUNITY PARTNER HIGHLIGHT

Inuuqatigiit Centre

On Truth and Reconciliation Day and Red Dress Day, conversations are held with the youth in this program to raise awareness and understanding of the days' meaning.

For the younger children, the conversation is geared to support learning about why this day is celebrated. For the youth, the conversation is focused on the many ways to support these days and the topics they represent. These conversations are accompanied by arts-based activities to support expression and understanding. For example, program participants have the opportunity to dye seal skin red to cut out small dress templates. These are then customized and displayed as pins.

During Orange Shirt Day participants design an orange shirt cutout, including their name or a message, and hang their shirts on the walls of the program space. Children and youth in this program are consistently learning about and reflecting on important topics to Reconciliation.



ACKNOWLEDGEMENTS

Right To Play acknowledges and thanks all of those that have contributed to our understanding and our work toward Reconciliation.

We would like to acknowledge and thank our community partners who, beyond working together to support children and youth, have provided the organization with valuable learning on allyship and the path toward Reconciliation.

We would like to thank Right To Play staff members who over the years have contributed their time, effort, and insights to advancing commitments to Reconciliation.

We would also like to acknowledge and thank those individuals have worked with the organization to help shape the organization's position and commitments to Reconciliation. Among others, we would like to acknowledge and thank:

- Lindsey Kirby-McGregor (Whitefish River First Nation)
- Dr. Michelle Bomberly (Six Nations of the Grand River)