



Reconciliation  
**ACTION**  
Plan 2026

# Overview

## YWCA EDMONTON

YWCA Edmonton is a powerful voice for equity and has been leading social change and progress for women & families in the Edmonton region since 1907. Part of an international feminist movement, YWCA Edmonton is a trusted provider of services, programs and advocacy work that transforms lives and helps build a stronger, healthier, and equitable community for all. YWCA Edmonton is a member of YWCA Canada, the oldest and largest women's social service organization in the nation.

### our mission

Building safer, stronger, equitable communities through leadership, education and empowerment.

### our vision

A community with equity, opportunity and choice for all.

### our values

We are guided by the values of:

- integrity
- empowerment
- diversity
- innovation
- equity
- heart





# Land ACKNOWLEDGMENT

We acknowledge that we are on the traditional land of Treaty 6 Territory and the Metis Homeland of Region 4. The footsteps of diverse Indigenous peoples have marked this territory from time immemorial — First Nations, Metis, Inuit and now settlers from around the world.

We are all treaty members, with recognition and respect for Indigenous Peoples and the traditional territories on which we live, work and play. We call upon our collective honoured traditions and spirits to share responsibility for stewardship of this beautiful land and our community.

YWCA Edmonton is committed to truth and reconciliation. This includes understanding the truth of our shared colonial history, making positive changes within our organization and taking actions that advance justice, safety and equity for Indigenous peoples across Turtle Island.

# Reconciliation COMMITMENT STATEMENT

YWCA Edmonton is committed to advancing reconciliation with Indigenous Peoples as part of our work to build safer, stronger and more equitable communities. We are located on Treaty 6 Territory and within the Métis Homeland of Region 4. We recognize the histories, rights, cultures and leadership of First Nations, Métis and Inuit Peoples, as well as the lasting impacts of colonial systems that continue to shape community wellbeing.

Reconciliation is reflected in our programs, partnerships and advocacy. We are focused on building respectful relationships with Indigenous communities and supporting Indigenous leadership, voices and ways of knowing within our organization and across the community.

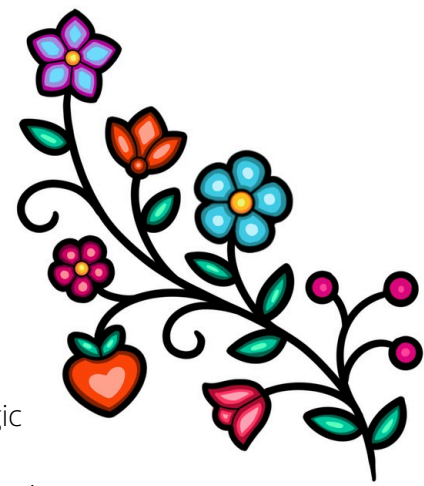
Through our Truth and Reconciliation Action Plan, we are working to strengthen culturally relevant services, leadership opportunities and community engagement. This includes supporting Indigenous land-based learning and allyship initiatives at Camp Yowochas and supporting healing, connection and wellbeing.

In 2026, we continue this work by deepening partnerships, strengthening accountability and expanding culturally responsive programming. We recognize that reconciliation is not a checklist. It is ongoing work that requires shared responsibility, reflection and action.

We are committed to continued learning, transparent progress reporting and meaningful engagement with Indigenous partners. As a living framework, this plan will evolve as we grow in our understanding and responsibility, helping position YWCA Edmonton as a strong voice for equity and social justice.



# Reconciliation MANDATES



In alignment with our commitment to Truth and Reconciliation and our strategic priority to drive systemic change, YWCA Edmonton has identified the following reconciliation mandates. These areas guide how we embed Indigenous perspectives, strengthen relationships and take meaningful action across our organization.

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## LEADERSHIP & GOVERNANCE

YWCA Edmonton will demonstrate leadership in reconciliation through strong governance, clear accountability and dedicated organizational resources. Reconciliation priorities will be embedded in strategic and operational planning, performance expectations and organizational decision making. The organization will monitor and report on progress regularly, ensuring that reconciliation commitments are advanced in partnership with Indigenous communities, Elders and Knowledge Keepers.

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## LEARNING & CULTURAL SAFETY

YWCA Edmonton will foster a culture of continuous learning that supports cultural safety, humility and anti-racism. Staff and volunteers will participate in ongoing, Indigenous-informed learning opportunities that deepen understanding of Indigenous histories, rights, cultures and contemporary realities. Learning will focus on practical skills, reflection and relationship building to strengthen respectful engagement across all areas of our work.

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## PROGRAMS, SERVICES & INDIGENOUS WAYS OF KNOWING

YWCA Edmonton will work collaboratively with Indigenous partners to design and deliver programs and services that reflect community priorities and Indigenous approaches to wellness, leadership and healing. This includes integrating Indigenous knowledge, cultural teachings and land-based learning opportunities, particularly through initiatives at Camp Yowochas, and ensuring services are accessible, trauma informed and responsive to the ongoing impacts of colonization.

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## PARTNERSHIPS & COMMUNITY RELATIONSHIPS

YWCA Edmonton will build and sustain respectful, reciprocal relationships with Indigenous communities, organizations and leaders. We will support meaningful engagement in planning and decision making, nurture long-term partnerships and create opportunities for Indigenous leadership, healing and community connection through our programs and initiatives.

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## ADVOCACY & SYSTEMIC CHANGE

YWCA Edmonton will use its voice, partnerships and community leadership role to advance policies, practices and public understanding that support equity and reconciliation. Through collaboration, storytelling and evidence-informed approaches, we will work to address systemic barriers affecting Indigenous Peoples and contribute to broader community action and change.

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# Leadership & Governance

YWCA Edmonton will demonstrate leadership in reconciliation through strong governance, clear accountability and dedicated organizational resources. Reconciliation priorities will be embedded in strategic and operational planning, performance expectations and organizational decision making. The organization will monitor and report on progress regularly, ensuring that reconciliation commitments are advanced in partnership with Indigenous communities, Elders and Knowledge Keepers.

ACTION	DETAILS	MEASURABLE OBJECTIVE	TIMELINE
<b>Review and update the Reconciliation Action Plan annually</b>	Conduct an annual review of the Reconciliation Action Plan to reflect organizational priorities, community guidance, implementation learnings and emerging opportunities. Updates will be brought forward for leadership and board review.	Annual RAP review completed and approved.	Ongoing (annual)
<b>Provide reconciliation learning opportunities for board and leadership</b>	Offer ongoing Indigenous-informed learning opportunities for board members, senior leadership and managers to strengthen understanding of reconciliation, Indigenous governance perspectives and organizational accountability.	Minimum one reconciliation learning session delivered annually for board and leadership.	Ongoing (annual)
<b>Allocate organizational resources to support reconciliation priorities</b>	Identify and allocate financial and operational resources through the annual planning and budgeting process to support implementation of reconciliation initiatives and commitments.	Reconciliation priorities reflected in annual budget and operational plans.	Annual
<b>Develop and maintain a Reconciliation Progress Dashboard</b>	Design and implement a dashboard that tracks key reconciliation actions, outcomes and accountability measures. The dashboard will support internal monitoring and public reporting on progress.	Dashboard developed and published with annual updates.	Launch 2026, annual updates
<b>Integrate reconciliation commitments into leadership performance processes</b>	Embed reconciliation priorities into leadership performance goals, organizational review processes and departmental planning to strengthen accountability for implementation.	Reconciliation indicators included in leadership performance reviews.	Launch 2026, annual updates
<b>Increase opportunities for Indigenous guidance in organizational planning</b>	Continue to build relationships with Indigenous Elders, Knowledge Keepers and community partners to seek guidance on strategic initiatives, program development and organizational decision making as opportunities arise.	Indigenous perspectives inform at least one key organizational initiative annually.	Ongoing

# Learning & Cultural Safety

YWCA Edmonton will foster a culture of continuous learning that supports cultural safety, humility and anti-racism. Staff and volunteers will participate in ongoing, Indigenous-informed learning opportunities that deepen understanding of Indigenous histories, rights, cultures and contemporary realities. Learning will focus on practical skills, reflection and relationship building to strengthen respectful engagement across all areas of our work.

ACTION	DETAILS	MEASURABLE OBJECTIVE	TIMELINE
<b>Embed reconciliation learning and reflection into employee performance processes</b>	Integrate reconciliation learning, reflection and contributions into employee development conversations and performance planning. Support staff to identify learning goals and opportunities to apply culturally informed approaches within their roles.	Reconciliation learning goals discussed during annual performance conversations.	Ongoing
<b>Deliver Indigenous-led cultural learning sessions for staff</b>	Provide opportunities for staff to participate in cultural learning sessions led by Elders, Knowledge Keepers or Indigenous partners. Sessions may include teachings on history, land-based practices, cultural protocols or Indigenous approaches to wellness and leadership.	Minimum two Indigenous-led learning sessions offered annually.	Ongoing
<b>Provide enhanced cultural learning for staff working directly with Indigenous individuals and communities</b>	Offer targeted learning opportunities for staff whose roles involve supporting Indigenous individuals, families or communities. Learning may include Indigenous mental wellness frameworks, traditional healing perspectives, land-based approaches and culturally grounded trauma-informed practice.	Relevant program areas participate in targeted cultural learning annually.	Launch 2026, ongoing
<b>Support staff participation in Indigenous community learning opportunities</b>	Encourage and support staff engagement in Indigenous-led events, gatherings and initiatives to strengthen relationships, understanding and community connection.	Staff participation in Indigenous-led learning or community events annually.	Ongoing
<b>Maintain reconciliation learning expectations within onboarding</b>	Ensure new staff complete foundational reconciliation learning as part of onboarding, building a shared baseline understanding of Indigenous histories, rights and contemporary realities.	Foundational reconciliation learning included in onboarding process.	Ongoing

# Programs, Services & Indigenous Ways of Knowing

YWCA Edmonton will work collaboratively with Indigenous partners to design and deliver programs and services that reflect community priorities and Indigenous approaches to wellness, leadership and healing. This includes integrating Indigenous knowledge, cultural teachings and land-based learning opportunities, particularly through initiatives at Camp Yowochas, and ensuring services are accessible, trauma informed and responsive to the ongoing impacts of colonization.

ACTION	DETAILS	MEASURABLE OBJECTIVE	TIMELINE
<b>Strengthen culturally responsive service delivery for Indigenous participants</b>	Engage Indigenous individuals and families who access programs and services to gather feedback on cultural safety, accessibility and relevance. Use feedback to inform program improvements, service design and staff practice.	Feedback from Indigenous participants reviewed annually and program adjustments implemented.	Ongoing
<b>Develop and deliver culturally grounded programs in partnership with Indigenous communities</b>	Collaborate with Indigenous partners to co-design and deliver programs that reflect Indigenous approaches to wellness, leadership and healing. This may include culture camps, youth retreats, counselling supports and community-based initiatives.	At least one culturally grounded program or initiative delivered annually in partnership with Indigenous communities.	Ongoing
<b>Integrate land-based learning and healing practices into program delivery</b>	Incorporate land-based learning opportunities such as medicine walks, storytelling circles, traditional teachings, cultural ceremonies and food practices into relevant programs. Priority areas may include Camp Yowochas programming, youth leadership initiatives and healing-focused services.	Land-based components included in a minimum of two programs annually.	Launch 2026, ongoing
<b>Strengthen culturally aligned counselling and trauma-informed supports</b>	Integrate cultural teachings, Elder involvement and land-based experiences into youth retreats and leadership programs to support connection, identity and wellbeing.	Culturally informed approaches reflected in counselling or healing-focused programs.	Ongoing
<b>Embed Indigenous cultural learning within youth programming</b>	Integrate cultural teachings, Elder involvement and land-based experiences into youth retreats and leadership programs to support connection, identity and wellbeing.	At least one youth program annually includes Indigenous cultural learning components.	Ongoing

# Partnerships & Community Relationships

YWCA Edmonton will build and sustain respectful, reciprocal relationships with Indigenous communities, organizations and leaders. We will support meaningful engagement in planning and decision making, nurture long-term partnerships and create opportunities for Indigenous leadership, healing and community connection through our programs and initiatives.

ACTION	DETAILS	MEASURABLE OBJECTIVE	TIMELINE
<b>Strengthen respectful and reciprocal relationships with Indigenous communities</b>	Continue to build and sustain relationships with Indigenous communities, leaders and organizations through ongoing dialogue, collaboration and participation in community initiatives. Prioritize trust-building, shared learning and opportunities for partnership that reflect community priorities.	YWCA engages in relationship-building or partnership initiatives with Indigenous communities annually.	Ongoing
<b>Collaborate with Indigenous partners on program and community initiatives</b>	Work with Indigenous organizations and communities to identify opportunities for joint initiatives, co-delivery of programs or shared learning experiences that support healing, leadership and community wellbeing.	At least one collaborative initiative undertaken annually with an Indigenous partner.	Ongoing
<b>Support Indigenous-led community initiatives in alignment with organizational priorities</b>	Provide appropriate support to Indigenous-led initiatives through participation, promotion, volunteer engagement or access to organizational resources such as meeting space, program venues or event facilities. Support will reflect respectful partnership and alignment with community priorities.	YWCA contributes to or supports Indigenous-led initiatives annually, including provision of space or other organizational resources where appropriate.	Ongoing
<b>Foster inclusive and culturally respectful community events and gatherings</b>	Continue to strengthen organizational practices to ensure events and gatherings are welcoming, culturally respectful and inclusive of Indigenous perspectives and protocols where appropriate.	Indigenous cultural considerations reflected in planning of major community events.	Ongoing

# Advocacy & Systemic Change

YWCA Edmonton will use its voice, partnerships and community leadership role to advance policies, practices and public understanding that support equity and reconciliation. Through collaboration, storytelling and evidence-informed approaches, we will work to address systemic barriers affecting Indigenous Peoples and contribute to broader community action and change.

ACTION	DETAILS	MEASURABLE OBJECTIVE	TIMELINE
<p><b>Strengthen collaboration with sector and community partners to advance reconciliation goals</b></p>	<p>Work alongside other organizations, networks and Indigenous partners to share learning, coordinate initiatives and support collective action that contributes to systemic change.</p>	<p>YWCA participates in collaborative reconciliation initiatives annually.</p>	<p>Ongoing</p>
<p><b>Use organizational voice to support reconciliation-focused policy and systems change</b></p>	<p>Participate in collaborative advocacy efforts, policy dialogue and sector initiatives that aim to address systemic barriers affecting Indigenous Peoples and advance equity and reconciliation.</p>	<p>YWCA contributes to advocacy or policy engagement activities related to reconciliation annually.</p>	<p>Launch 2026</p>
<p><b>Advance public education on reconciliation and equity</b></p>	<p>Develop and deliver public education initiatives that build awareness and understanding of reconciliation, Indigenous perspectives and systemic barriers. This may include workshops, campaigns, events or community learning opportunities.</p>	<p>At least one public education initiative focused on reconciliation delivered annually.</p>	<p>Launch 2027</p>

# Progress & Milestones

MILESTONE	DETAILS	ONGOING INFLUENCE	TIMELINE
<b>Establish a Truth &amp; Reconciliation Steering Committee</b>	Created a cross-organizational committee to guide reconciliation priorities, implementation and accountability.	Provides leadership direction and oversight for RAP implementation.	2022
<b>Adopt personalized land acknowledgements in organizational meetings</b>	Developed internal guidance to support meaningful recognition of Treaty territory and Indigenous stewardship.	Supports organizational learning and respectful meeting practices.	2022
<b>Launch Healing Haven retreat initiative</b>	Introduced a culturally grounded Indigenous-led retreat model that brings together Indigenous families and support networks for healing, connection and shared learning in a safe and supportive environment.	Informs the development of culturally responsive programming and strengthens relationships with Indigenous participants and communities.	2022
<b>Establish Elders-in-Residence cultural guidance</b>	Introduced Elders-in-Residence to provide cultural guidance, support staff learning and inform program development and organizational decision making.	Strengthens culturally grounded approaches across programs, governance and community relationships.	2023
<b>Integrate reconciliation priorities into organizational strategic planning</b>	Embedded reconciliation as a core priority within the 2025–2030 Strategic Plan.	Guides program development, partnerships and advocacy efforts.	2024
<b>Establish relationship-building and cultural programming partnership with Paul First Nation</b>	Developed an ongoing relationship with Paul First Nation through collaborative planning and delivery of land-based cultural programming and community engagement initiatives.	Supports continued collaboration, trust-building and annual opportunities for joint programming and learning.	2024
<b>Integrate reconciliation priorities into organizational advocacy and strategic positioning</b>	Embedded reconciliation and systemic change priorities into organizational advocacy direction and public positioning through the 2025–2030 Strategic Plan.	Guides advocacy initiatives, partnerships and public education efforts.	2024
<b>Host Western Canada YWCA Truth and Reconciliation Summit</b>	Convened staff and leaders from multiple YWCA member associations to focus on shared learning, relationship building and collective action related to reconciliation and systemic change.	Strengthens collaboration across YWCAs and supports coordinated advocacy, program development and public education initiatives related to reconciliation.	2024
<b>Host culture camp in partnership with Paul First Nation</b>	Delivered a multi-day youth culture camp focused on land-based education, cultural teachings and community connection in partnership with Paul First Nation.	Strengthens long-term relationships and supports annual delivery of culturally grounded programming.	2025
<b>Strengthen culturally aligned counselling partnerships</b>	Collaborated with Indigenous-led organizations to enhance trauma-informed and culturally grounded counselling supports.	Improves accessibility and cultural relevance of healing-focused services.	2025

# About THE ARTIST

## Tristen Jenni Sanderson

Tristen Jenni is an Indigenous artist based in Edmonton, Alberta. Originally from the Chakastaypasin Band in Saskatchewan, Tristen is of Plains and Woodland Cree heritage. Art has always been central to her life, beginning from a young age when she helped her father make regalia and assisted her Kookum in creating star blankets, fostering a deep connection to cultural traditions.

Currently working as a tattoo artist at a local shop, Tristen also dedicates her spare time to creating custom portraits and exploring a variety of other mediums, including clay, sketching, watercolor painting, carving, beading, and acrylics. While specializing in portrait work and tattooing, Tristen continuously seeks out new mediums to challenge and expand her artistic repertoire.

One of Tristen's notable works is "Not Invisible," a piece created to raise awareness for Missing and Murdered Indigenous Women and Girls (MMIWG). This piece, like much of Tristen's work, is deeply personal and reflects her commitment to addressing important social issues through art.

Inspiration often comes to Tristen from spending time in nature and immersing in cultural experiences. Believing that people often overlook the beauty and significance of their surroundings and experiences, Tristen takes time to truly observe and feel. This allows her hands to express what her heart experiences, drawing from nature, life experiences, worldly challenges, or an inner force compelling her to create.

Tristen is immensely grateful for the knowledge and inspiration passed down from her parents, especially her father's teachings about their culture. Their resilience and creativity have profoundly shaped Tristen's artistic journey, and she strives to honor this legacy in her work.

 @Tristen.Jenni.Art

 @Tristen.Jenni.Art





# Our Ongoing COMMITMENT

Reconciliation is an ongoing priority for YWCA Edmonton and an essential part of our work to build safer, stronger and more equitable communities. Over the past several years, we have taken meaningful steps to strengthen relationships with Indigenous communities, integrate Indigenous perspectives into our programs and deepen organizational learning.

This Reconciliation Action Plan reflects both progress and continued commitment. It outlines practical actions that guide how we listen, learn and take responsibility in our work alongside Indigenous partners. From culturally grounded programming and land-based learning opportunities to collaborative advocacy and community engagement, reconciliation is shaping how we serve participants and how we show up as a community organization.

We recognize that this work requires time, trust and accountability. As we move forward, we remain committed to transparent reporting, respectful partnership and ongoing reflection. This plan will continue to evolve as we strengthen relationships and deepen our understanding of what meaningful reconciliation looks like in practice.

Together, we will continue working toward a more just and inclusive future.