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TUESDAY, SEPTEMBER 27, 2022

# National Day for Truth and Reconciliation

**This Fast Facts Bulletin contains a number of helpful resources that you can use to coordinate educational sessions with your team. It's not too late to schedule something for this Friday! - Scroll down for a list of resources**

## **Why We Recognize September 30th**

With the National Day for Truth and Reconciliation approaching on September 30, 2022, it is important to understand the meaning behind the day and its importance in the reconciliation process. It is critically important for all Canadians to listen to Survivors, their families, communities and others affected by the residential school system and educate Canadians about their experiences. The following information is intended to start the education process and encourage you to continue the conversation. We encourage you to forward this bulletin to your employees to encourage discussion on this topic.

**\*\* HR Performance & Results recognizes that this commitment to learning extends far beyond September 30. We encourage you to continue the conversation and commitment to learning throughout the year.**

## **A Brief History of Colonization in Canada**

Before the arrival of European explorers and traders, Indigenous Peoples were organized into complex, self-governing nations throughout what is now called North America. In its early days, the relationship between European traders and Indigenous Peoples was mutually beneficial. Indigenous Peoples were able to help traders adjust to the new land and could share their knowledge and expertise. In return, the traders offered useful materials and goods, such as horses, guns, metal knives, and kettles to the Indigenous Peoples. Colonizers used their numbers, laws, policies, and powers to gain control of Indigenous Peoples, thus leading Indigenous Peoples to be dependent on colonizers.

First introduced in 1876, the Indian Act subsumed a number of colonial laws that aimed to eliminate First Nations culture in favour of assimilation into Euro-Canadian society. It is the primary law the federal government uses to administer Indian status, local First Nations governments and the management of reserve land. It also outlines governmental obligations to First Nations peoples.

## **Residential Schools in Canada**

For a period of more than 150 years, First Nations, Inuit and Métis Nation children were taken from their families and communities to attend schools which were often located far from their homes. More than 150,000 children attended Indian Residential Schools. Many never returned.

The first church-run Indian Residential School was opened in 1831. By the 1880s, the federal government had adopted an official policy of funding residential schools across Canada. The explicit intent was to separate these children from their families and cultures. In 1920, the Indian Act made attendance at Indian Residential Schools compulsory for Treaty-status children between the ages of 7 and 15. The last school closed in 1996.

The Truth and Reconciliation Commission of Canada (TRC) concluded that Residential Schools were “a systematic, government- sponsored attempt to destroy Aboriginal cultures and languages and to assimilate Aboriginal peoples so that they no longer existed as distinct peoples.”

The schools were often underfunded and overcrowded. The quality of education was substandard. Children were harshly punished for speaking their own languages. Staff were not held accountable for how they treated the children. The system forcibly separated children from their families for extended periods of time and forbade them to acknowledge their Indigenous heritage and culture or speak their own language. Children experienced horrific physical, sexual, emotional, and psychological abuse. These abuses, along with overcrowding, poor

sanitation, and severely inadequate food and health care, resulted in a shockingly high death toll.

### **National Day for Truth and Reconciliation - What You Can Do**

The purpose of the National Day for Truth and Reconciliation is to provide an opportunity to recognize and commemorate the tragic history and ongoing legacy of residential schools, and to honour their survivors, their families and communities.

On September 30th, Canadians are encouraged to take time to educate themselves on the harmful legacy of the residential school system in Canada, as well as on the many different Indigenous communities across Canada and their unique cultures, histories, and traditions. We have included some resources to help to educate you below, including videos, news articles, books, and podcasts by Indigenous people. You can also join us in wearing the colour orange on September 30th to raise awareness about the history and legacies of the residential school system in Canada.

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## Resources

### **Articles and Books**

-  [Namwayut - A Pathway to Reconciliation](#)
-  [21 Things You May Not Know About the Indian Act](#)
-  [Speaking My Truth: Reflections on Reconciliation & Residential School](#)
-  [5 Little Indians](#)
-  [Books by Joshua Whitehead](#)

### **Podcasts**

-  [A Collection of Indigenous Podcasts by CBC](#)
-  [Native Currents](#)
-  [All My Relations](#)
-  [Coffee with My Ma](#)

### **Videos**

-  [Residential Schools in Canada - A History](#)
-  [Residential School Survivors on the Scars of Abuse](#)
-  [Namwayut: We are all one. Truth and Reconciliation in Canada](#)

 [Murray Sinclair: Moving Reconciliation Forward in Canada](#)

### Websites

 [National Centre for Truth and Reconciliation](#)

 [International Work Group for Indigenous Affairs](#)

 [Indigenous Works](#)

 [National Association of Friendship Centres](#)

## Blog

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SEPTEMBER 8, 2022  
[HUMAN RESOURCES](#)

### National Day for Truth and Reconciliation - Why We Recognize September 30th

With the National Day for Truth and Reconciliation approaching on September 30th, 2022, it is important to understand the meaning behind the day and its importance in the reconciliation process...

— [Read More](#)

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# New Location

## Open House

Join us to celebrate our new location!

Thursday, October 6, 2022  
4:00 pm - 6:00 pm

[Click Here to RSVP by September 28](#)

Visit Our Website >



#### LOCATION

151 Ferris Lane, Suite 401, Barrie, ON, L4M 6C1

Barrie (705) 719-7962

Toronto (416) 987-4163

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