

A. Mandate

The mandate of the Indigenous Advisory Circle (Circle) is to provide independent advice and perspectives to the Alberta Human Rights Commission (Commission) on its strategies to address and reduce discrimination faced by Indigenous Albertans.

B. Key Responsibilities

Reporting to the Chief Commissioner of the Commission and Tribunals (Chief), the Circle will be focused on human rights, diversity, inclusion and equity issues faced by Indigenous Peoples in Alberta, by providing strategic advice on initiatives that include:

- Addressing and reducing discrimination against Indigenous Peoples, including systemic discrimination
- Making the Commission's programs, services and operations more accessible and relevant to Indigenous individuals and communities
- Strengthening and expanding relationships with Indigenous communities and organizations

C. Organization

The Circle shall consist of the Chief and a maximum of twelve members appointed by the Chief.

- Members will be appointed for a two-year term.
- Circle membership will be inclusive of various geographical regions across Alberta and also of the diversity of Indigenous communities and cultures in Alberta.
- Members will be leaders in their field of work with recognized expertise that may include (but not limited to) policing, criminal justice, women's issues, economic development, gender and sexual orientation issues, health and education.
- Circle members will not be able to send a delegate if they are unable to attend a meeting.
- The Committee will meet quarterly or as required.
- A co-chair will be elected from within the membership.
- Sub-committees may be struck as necessary.
- The Circle will review its Terms of Reference and work-plan on an annual basis.

D. Circle Administration

Staff from the Chief's office and the Commission's Communication Education and Engagement area will support the Circle's ongoing administrative, logistical and information needs.

E. Remuneration

Circle members will be paid an honoraria for their participation in the Circle. All pre-approved travel and meal expenses (as required) will be reimbursed at Alberta Government rates.

F. Authority

It is understood the Circle members have no formal decision-making authority over Commission's policies or activities. However, Circle members will contribute their individual knowledge and expertise

to advance the work of the Commission in addressing human rights, diversity, inclusion and equity issues.

G. Shared Values

The Circle acknowledges that Alberta's Indigenous population includes First Nations, Metis and Inuit peoples. This includes Indigenous people living in urban centres, on First Nation reserves, on Metis Settlements, and in other rural communities. The Circle will operate in a spirit of inclusion and respect for the diversity of Indigenous cultures, communities, and experiences in Alberta.

The Circle aligns with the TRC's Reconciliation Principles.

Principles of Reconciliation: "The Truth and Reconciliation Commission of Canada believes that in order for Canada to flourish in the twenty-first century, reconciliation between Aboriginal and non-Aboriginal Canada must be based on the following principles."

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 of 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, the 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.