

Reconciliation Framework Goals and Strategies

The United Church of Canada Archives

Table 1: Reconciliation Goals and Objectives

Goal	Description	Primary Objective	Secondary Objective(s)	Status	Priority	Year Range	Strategic Objective
Community Relationships	Foundational work to identify all communities the archives have records about and assess status of relationships with those communities.	<ul style="list-style-type: none"> O1: Four Rs 	<ul style="list-style-type: none"> O3: Professional Practice O6: Arrangement and Description 	Not Started	Critical	2023-2024	Justice
Oral History Program	Develop a program that the archives supports, in full collaboration with the Indigenous Church, to preserve voices of Indigenous Elders and Communities of Faith	<ul style="list-style-type: none"> O1: Four Rs 	<ul style="list-style-type: none"> O2: Governance and Management O4: Ownership, Control and Possession O5: Access 	Not Started	High	2024	Justice
Funding Strategies	Review archives funding to ensure ongoing support for projects that respond to the <i>Calls to Action</i> . Review existing archival fund centres to reallocate funds for community requested projects and identifying external funding sources.	<ul style="list-style-type: none"> O2: Governance and Management 	<ul style="list-style-type: none"> O1: Four Rs O3: Professional Practice 	Not Started	Medium	2023	Common Good
Hiring and Job Descriptions	Review how to involve Indigenous representatives in hiring discussions for the archives.	<ul style="list-style-type: none"> O2: Governance and Management 	<ul style="list-style-type: none"> O1: Four Rs O3: Professional Practice 	Behind	Low	2024	Common Good
Archives Partnerships	Discuss establishing and formalizing relationships with Indigenous Advisory Groups.	<ul style="list-style-type: none"> O2: Governance and Management 	<ul style="list-style-type: none"> O1: Four Rs O4: Ownership, Control and Possession 	Not Started	High	2025-2026	Leadership

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Trauma-Informed Practices	Share resources for trauma-informed practice, create supportive environments for researchers and staff who encounter emotionally distressing content.	<ul style="list-style-type: none"> O3: Professional Practice 	<ul style="list-style-type: none"> O2: Governance and Management O6: Arrangement and Description O7: Education 	Not Started	High	2022-2023	Leadership
Mandatory or Continuing Education	Work with Human Resources on mandatory or continuing education requirements to support unlearning colonial roots of mainstream archival theory, policies and practices: cultural competency, anti-racism, anti-colonial, anti-oppressive training requirements for staff.	<ul style="list-style-type: none"> O3: Professional Practice 	<ul style="list-style-type: none"> O7: Education 	Not Started	Medium	2023	Leadership
Ecumenical and Professional Discussions	Participate in discussions with ecumenical partners and professionals not only to support one another in this work but to share our learnings and mistakes with the broader community.	<ul style="list-style-type: none"> O3: Professional Practice 	<ul style="list-style-type: none"> O1: Four Rs O7: Education 	Not Started	Medium	2023-2024	Leadership
Ownerships and Copyright Policies	Revise and review ownership and copyright policies against data sovereignty principles, the First Nations principles of ownership, control, access and possession and criticisms of copyright.	<ul style="list-style-type: none"> O4: Ownership, Control and Possession 	<ul style="list-style-type: none"> O2: Governance and Management O5: Access 	Not Started	High	2024	Justice

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Identify Acquisitions	Identify any acquisitions and collections of missionaries that may have been collected without knowledge or consent of a community. The second stage will be to communicate the findings to communities.	<ul style="list-style-type: none"> O4: Ownership, Control and Possession 	<ul style="list-style-type: none"> O2: Governance and Management O5: Access 	Not Started	Medium	2023-2024	Justice
Artefact and Material Culture Coordinator	Hire a 2-year contract to create a strategy for respectful agreements or repatriation of artefacts. This goal also encompasses building a strategy for capturing oral histories.	<ul style="list-style-type: none"> O4: Ownership, Control and Possession 	<ul style="list-style-type: none"> O1: Fours Rs O2: Governance and Management 	Not Started	Medium	2024-2025	Justice
Provide Hard Drives	Provide hard drives to communities with their content. This is a multi-year project aimed at community outreach and relationship building.	<ul style="list-style-type: none"> O5: Access 	<ul style="list-style-type: none"> O1: Four Rs O4: Ownership, Control and Possession 	In Progress	Critical	2021-2025	Justice
Digitization of Records	Digitization of records pertaining to residential schools, day schools, hospitals and any other mission work that impacted Indigenous communities.	<ul style="list-style-type: none"> O5: Access 	<ul style="list-style-type: none"> O1: Four Rs 	In Progress	Critical	2021-2025	Justice
Review and Revise Privacy Policies	Review any privacy policies that restrict access to records about Indigenous communities and align with the First Nations principles of ownership, control, access and possession .	<ul style="list-style-type: none"> O5: Access 	<ul style="list-style-type: none"> O2: Governance and Management O4: Ownership, Control and Possession 	Not Started	High	2024	Justice

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Access Policies	Create culturally appropriate access policies by working with partners and communities to identify access requirements.	<ul style="list-style-type: none"> O5: Access 	<ul style="list-style-type: none"> O1: Four Rs O4: Ownership, Control and Possession 	Not Started	High	2024	Justice
Anti-Oppressive Description	Establish a set of guidelines for anti-oppressive language in archival descriptions.	<ul style="list-style-type: none"> O6: Arrangement and Description 	<ul style="list-style-type: none"> O3: Professional Practice O5: Access 	In Progress	High	2022-2025	Justice
Centennial Commemorations	Ensure the Archives plays a role in developing ethical and balances historical representations for the United Church of Canada's centenary.	<ul style="list-style-type: none"> O7: Education 	<ul style="list-style-type: none"> O3: Professional Practice 	In Progress	Medium	2024-2025	Invitation
Education Materials	Collaborate and play a stronger role in supporting and/or developing educational materials for new ministers and Church members about The United Church of Canada's history particularly with Indigenous peoples.	<ul style="list-style-type: none"> O7: Education 	<ul style="list-style-type: none"> O1: Four Rs O3: Professional Practice 	Not Started	Medium	2023-2025	Justice