



**City of Kingston  
Report to Council  
Report Number 20-159**

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**To:** Mayor and Members of Council

**From:** Peter Huigenbos, Commissioner, Business, Environment & Projects

**Resource Staff:** Colin Wiginton, Cultural Director, Cultural Services

**Date of Meeting:** July 7, 2020

**Subject:** Update, 'Your Stories, Our Histories' Project and Strategies to Manage and Interpret the History and Legacy of Sir John A. Macdonald in Kingston

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**Council Strategic Plan Alignment:**

Theme: Corporate business

Goal: See above

**Executive Summary:**

The purpose of this report is to provide Council with an update regarding the 'Your Stories, Our Histories' public engagement project. It also outlines a range of immediate and longer-term actions and strategies to be pursued in relation to representing local history in a more balanced and inclusive way. This is especially critical in relation to how the history and legacy of Sir John A. Macdonald is represented in Kingston. Of on-going concern is the monument to Sir John A. Macdonald located in City Park. While most of the people who participated in the 'Your Stories, Our Histories' project indicated a desire to see the monument remain in place, others continue to call for its removal. Valid opinions have been shared on both sides of this argument and, in response, it is being recommended the City of Kingston take immediate action in this moment in an effort to find a balance that includes the following:

1. Remove the script reading "The Spirit of Sir John A." from the Engine 1095 tender in Confederation Park;
2. Replace the book plaques adjacent to the monument to Sir John A. Macdonald in City Park and Engine 1095 in Confederation Park with interim notices that indicate new text is

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under development to tell a more complete and inclusive account of their histories in a Kingston context;

3. Form a working group that includes both Indigenous and non-Indigenous community members, representing a diversity of perspectives, to develop text that addresses issues specific to the history and legacy of Sir John A. Macdonald in Kingston that can be shared online and on-site through the City of Kingston website and in relation to local landmarks managed by the City of Kingston;
4. Add a land recognition statement, developed by the Indigenous community, to the City of Kingston website and to all City of Kingston e-mail signatures; and
5. Confirm the City's support to name The Third Crossing in a way that reflects and celebrates the stories and contributions of Indigenous communities in this region, both past and present.

The intent of the 'Your Stories, Our Histories' public engagement project, that provides context for the recommended actions listed above, has been to prompt a community conversation to hear what people think about how the City of Kingston represents local history through its work. It has also been meant to capture input about stories and/or histories that are less well-known or less frequently profiled. This work began in September 2018 and included multiple opportunities to hear from people, to foster dialogue, to engage with a range of themes and issues and to gather input from a diversity of Kingston residents.

'Your Stories, Our Histories' also intentionally included opportunities to engage with the history and legacy of Sir John A. Macdonald in a Kingston context. This included several engagement events held in September and October 2019 under the banner of 'Sir John A. 360°' that provided multiple platforms to have focused discussions about Sir John A. Macdonald from different perspectives. It also included an opportunity to hear from speakers, both Indigenous and non-Indigenous, as part of a public panel discussion that considered the history and legacy of Sir John A. Macdonald nationally as well as in a local context.

Staff worked on both 'Your Stories, Our Histories' and 'Sir John A. 360°' with the help of the First Peoples Group based in Ottawa. As consultants, they specialize in offering inclusive engagement and facilitation practices and have worked with all levels of government across Canada. They also offer expertise supporting community education on cultural topics and leading conflict resolution, mediation and negotiation with a focus on consensus building. The involvement of First Peoples Group has been invaluable and the intended results of this shared work is the creation of a Cultural Heritage Strategy for the City of Kingston that will be used to guide the development of City-led exhibitions, programs and events.

The Cultural Heritage Strategy is currently being drafted and will be brought to Council for consideration later in 2020. In the meantime, and in recognition of events taking place today across Canada and around the world, staff are bringing forward for Council's information and consideration a document prepared by the First Peoples Group in support of 'Your Stories, Our Histories'. This document, titled "'Your Stories, Our Histories': What We Heard Report", is being used by staff to inform the development of the Cultural Heritage Strategy. In this moment, however, it also provides critical guidance around meaningful actions that could be taken in response to world events that include demands from Black, Indigenous and People of Colour

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(BIPOC) to address issues of systemic racism and the negative impacts of colonial policies and practices.

The “Your Stories, Our Histories’: What We Heard Report” summarizes the questions and themes discussed with the Kingston community through a series of events and workshops held in 2019 that considered a range of topics that included (1) the stories that make up the history of Kingston; (2) how those stories are portrayed in and around the city; and (3) how those stories could be told differently to be more inclusive of the diverse peoples who call (and who called) Kingston and this region home. This document also lists several suggestions from Kingston residents to be considered as part of an updated Cultural Heritage Strategy for the City of Kingston and First Peoples Group has also condensed these ideas into a series of recommended actions for the City of Kingston to consider taking as outcomes of this public engagement project.

The recommendations First Peoples Group has outlined are organized into three categories of action that call for change that are (1) symbolic, (2) substantive and (3) systemic. The 12 recommendations identified exist along a continuum and range in scale, effort and impact. On one end of the continuum exist symbolic “tweaks” that show the City of Kingston is willing to change the current conversation and influence how people perceive the city and its history. Next along the continuum is a deeper commitment on the part of the City of Kingston to making changes that are substantive, both internally and externally. At the other end of the continuum exists the commitment to more significant, longer-term and labour-intensive systemic changes that require the City of Kingston to evolve how it does business to ensure that greater equity, diversity and inclusion are achieved through its policies and practices.

The three categories of actions as defined are being used as the structure around which to organize the Cultural Heritage Strategy. However, in this moment, staff have identified the list of actions as noted as a way to address issues specific to the history and legacy of Sir John A. Macdonald and how that history and those legacies impact people today as conversations around systemic racism and the negative impacts of colonial policies and practices have become more urgent.

The actions being recommended are described in more detail later in this report and are intended to align with the goals initially outlined in the Kingston Commemorations Strategy approved by Council in 2015. They also align with the recommendations identified as part of the “Your Stories, Our Histories’: What We Heard Report” prepared by First Peoples Group. The actions are meant to contribute in a responsive and meaningful way to redressing and balancing the historical narrative in Kingston that is embodied by the words and monuments that currently exist and that need to be updated and to evolve as times change.

### **Recommendation:**

**That** Council direct staff to implement the following actions recommended as an outcome of the ‘Your Stories, Our Histories’ public engagement project and in recognition of the need to address the history and legacy of Sir John A. Macdonald in Kingston:

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1. Remove the script reading “The Spirit of Sir John A.” from the Engine 1095 tender in Confederation Park;
2. Replace the book plaques adjacent to the monument to Sir John A. Macdonald in City Park and Engine 1095 in Confederation Park with interim notices that indicate new text is under development to tell a more complete and inclusive account of their histories in a Kingston context;
3. Form a working group, led by First Peoples Group and supported by City staff, that includes both Indigenous and non-Indigenous community members, representing a diversity of perspectives, to develop text that addresses issues specific to the history and legacy of Sir John A. Macdonald in Kingston that can be shared online and on-site through the City of Kingston website and in relation to local landmarks managed by the City of Kingston;
4. Add a land recognition statement, developed by the Indigenous community, to the City of Kingston website and to all City of Kingston e-mail signatures; and
5. Confirm the City’s support to name The Third Crossing in a way that reflects and celebrates the stories and contributions of Indigenous communities in this region, both past and present.

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**Authorizing Signatures:**

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**Peter Huigenbos, Commissioner,  
Business, Environment &  
Projects**

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**Lanie Hurdle, Chief  
Administrative Officer**

**Consultation with the following Members of the Corporate Management Team:**

Paige Agnew, Commissioner, Community Services	Not required
Brad Joyce, Commissioner, Corporate Services	
Jim Keech, President & CEO, Utilities Kingston	Not required
Desirée Kennedy, Chief Financial Officer & City Treasurer	Not required
Sheila Kidd, Commissioner, Transportation & Public Works	Not required

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**Options/Discussion:**

The [Kingston Culture Plan](#), approved in 2010, proposed that Kingston's most compelling cultural asset is its powerful historical narrative. The Kingston Culture Plan also identified that Kingston's many stories need to be developed in compelling ways and told through a variety of means and opportunities. It also recognized that telling Kingston's stories is not the mandate of the City alone but that it is a shared responsibility that must involve the larger community.

Recommendation #3 in the Kingston Culture Plan specifically spoke to the need to develop a cultural heritage strategy that could be used to develop and support community programs, events and exhibitions that help tell Kingston's stories in all their diversity. The [Kingston Commemorations Strategy](#) approved by Council in 2015 provided an initial opportunity to identify those histories that are less well-known or less frequently profiled and the 'Your Stories, Our Histories' project, launched in September 2018, has allowed for more opportunities to gather input from the community that is being used to develop a Cultural Heritage Strategy for the City of Kingston that will be brought forward to Council for consideration later in 2020.

As part of this work, the City contracted First Peoples Group to assist with both 'Engage for Change: #YGK Reconciliation Journey' and 'Your Stories, Our Histories' with Council's approval through [Report Number 18-377](#). First Peoples Group is a Certified Aboriginal Business and specializes in inclusive engagement and facilitation practices with all levels of government, supporting community education on cultural topics, leading conflict resolution, mediation and negotiation with a focus on consensus building. The [team from First Peoples Group](#) that has been involved includes Guy Freedman (Project Lead, Senior Advisor, Facilitator); Bob Watts (Senior Advisor, Facilitator); Melissa Hammell (Project Manager, Facilitator); and Cassidy Caron (Associate, Facilitator).

The intent of the 'Your Stories, Our Histories' public engagement project has been to prompt a community conversation to hear what people think about how the City of Kingston represents local history through its work. It has also been meant to capture input about stories and/or histories that are less well-known or less frequently profiled. This work began in September 2018 and included multiple opportunities to hear from people, to foster dialogue, to engage with a range of themes and issues and to gather input from a diversity of Kingston residents.

'Your Stories, Our Histories' also intentionally included opportunities to engage with the history and legacy of Sir John A. Macdonald in a Kingston context. That included several engagement events held in September and October 2019 under the banner of 'Sir John A. 360°' that provided multiple platforms to have focused discussions about Sir John A. Macdonald from different angles. It also included an opportunity to hear from speakers, both Indigenous and non-Indigenous, as part of a public panel discussion that considered the history and legacy of Sir John A. Macdonald nationally as well as in a local context.

**The 'Sir John A. 360°' Engagement Opportunities and the Themes that Emerged**

For "Your Stories, Our Histories" to be complete and successful it was identified from the outset it would be critical to engage with the history and legacy of Sir John A. Macdonald in a Kingston context. This took many forms starting in September 2018 and was eventually gathered under

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the banner of 'Sir John A. 360°'. Throughout, the intent was to consult with people in a variety of different ways and around different topics in order to gather input that offered insights into how best to share and interpret the history of Macdonald's life, his government, and his legacy that would be responsive, meaningful and inclusive. The intent of these engagements was not to try to erase history or remove elements but to find ways to unpack and reframe the history and legacy of Sir John A. Macdonald that acknowledges his role locally as well as in relation to the history of Canada while also respecting that attitudes have changed and that his perceived accomplishments mean different things to different people.

### **Adding to the Interpretive Text Related to Sir John A. Macdonald**

The first step taken as part of considering the history and legacy of Sir John A. Macdonald was to add additional interpretive text to the panels and plaques connected to City-owned artifacts found in and around Kingston. This additional interpretive text was added to prompt people to learn more about the consultations being facilitated and to ask them to reflect upon the history and legacy of Macdonald in more engaged, informed and meaningful ways. This additional interpretive text was added to the entryway to the Sir John A. Macdonald Room in Kingston City Hall and it was also placed next to his portrait in Memorial Hall. It was also included in the book plaques adjacent to the monument to Sir John A. Macdonald in City Park and to the book plaque adjacent to Engine 1095 in Confederation Park. The text acknowledges the national on-going dialogue around Sir John A. Macdonald within the context of truth and reconciliation and was provided in four languages (English, French, Ojibway and Mohawk) so residents and visitors were made aware the City of Kingston is committed to working to develop an approach to local history that is more inclusive and balanced.

### **Gathering Input Related to Sir John A. Macdonald**

Between September 2018 and December 2019 various mechanisms were put in place to gather public input more formally about Sir John A. Macdonald. That included setting up tables at community events to engage with the public and providing feedback cards as part of a re-installation of the Sir John A. Macdonald Room in City Hall. Input was also sought online through the City of Kingston's [Get Involved](#) platform that likewise sought to gather input related to Sir John A. Macdonald, his history, his relationship to Kingston and his legacies as well as possible next steps that could be taken to develop and share a more inclusive and complete overview and assessment of his life, his politics and his impacts in Kingston and across Canada today. Additional input was also gathered as part of the 'Your Stories, Our Histories' community consultation project that engaged over 1,000 people in 2019; the results of which are summarized in the "'Your Stories, Our Histories': What We Heard Report" prepared by First Peoples Group (Exhibit A).

### **'Sir John A. 360°' Panel Discussion**

One of the largest engagement events undertaken as part of the community consultation around the history and legacy of Sir John A. Macdonald was the panel discussion held at the Grand Theatre on September 17, 2019. The event featured four prominent Canadian writers, historians, educators and thought leaders offering their perspectives on how to understand, interpret and relate to the history of Sir John A. Macdonald. An audio recording of the event is currently available online via [YouTube](#).

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This panel discussion had been inspired by a series of articles published in the February 2020 edition of *Canada's History* magazine written by the speakers, Charlotte Gray, Christopher Moore and Lee Maracle. Their contributions to *Canada's History* magazine provided each of the writers with an opportunity to reflect on how best to approach Sir John A. Macdonald as an historical figure, key to the founding of Canada, who is now the centre of much controversy and debate. These writers were asked to share their thoughts as part of the Sir John A. 360° panel discussion and to consider how Kingston as a community might position Macdonald in relation to the development of the city, the development of Canada as a nation and the impacts of his legacies that continue to resonate today, both positively and negatively.

The panel discussion also served as a lead-in to two community workshops through which residents participated in roundtable discussions designed to generate specific ideas around how best to address, interpret and share the history and legacy of Macdonald in a Kingston context for the benefit of residents and visitors.

### **Common Comments and Recurring Themes**

A number of common comments and recurring themes emerged as a result of the engagement opportunities connected to 'Your Stories, Our Histories' and 'Sir John A. 360°' in particular. These have been summarized below and provide some guidance regarding how best to move forward in this moment:

- Truth and reconciliation requires that people educate themselves and others about Indigenous culture and history, including the trauma and legacy of residential schools and the Indian Act, and to be aware of other issues like immigration and detainment policies that have impacted a broader population of Canadians;
- There is a desire to present and interpret history in a more balanced way and to include additional viewpoints, perspectives and authorities;
- The past needs to be understood in the context of the present;
- Many people connect with Sir John A. Macdonald as a nation builder and want to acknowledge the good that has resulted from his efforts in that regard; and
- Sir John A. Macdonald needs to be understood as a product of his time.

These comments and themes are critical to the development of the Cultural Heritage Strategy and they have also provided staff with an opportunity to work with First Peoples Group to identify a series of more immediate, short-term and tangible actions that can be taken. The intent of these recommendations is to begin to redress and balance the historical narrative in Kingston that is so clearly embodied by the words and monuments that exist and that need to be updated and to evolve as times change. These actions are drawn from the feedback received over the last several years and are not meant to replace the longer-term actions that will be included in the Cultural Heritage Strategy. However, they are meant to speak to the urgency required in this moment to demonstrate a commitment to building a stronger and more inclusive community history and to begin to address issues of systemic racism and the negative impacts of colonial policies and practices.



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**Immediate Actions that Respond to the History and Legacy of Sir John A. Macdonald**

The City of Kingston's work on 'Your Stories, Our Histories' has occurred in tandem with a national dialogue that has been on-going for several years regarding the history and legacy of Sir John A. Macdonald. The City of Kingston's work is specific to looking at Macdonald in a local context, but the national dialogue cannot be ignored.

2015 was a pivotal year as that was the year Canada, and the City of Kingston, marked the bicentennial of the birth of Sir John A. Macdonald. In Kingston, events focused on Macdonald's birthday in January that included a visit by then Prime Minister Stephen Harper. The year ended, however, with the publication of the final report of the Truth and Reconciliation Commission that focused attention on the residential schooling system and the traumas suffered by Indigenous peoples historically and today as a result of policies and practices that were designed to eradicate Indigenous culture and identity. The work of the Truth and Reconciliation Commission shifted the discussion and meant it was no longer possible to deny or ignore issues of systemic racism in Canada and that people like Macdonald must be understood as historic figures that built a nation but also built systems that institutionalized racism, exclusion and discrimination that endure today.

Given the fact Kingston remains widely recognized as Sir John A. Macdonald's hometown, it is uniquely positioned to engage with its history from a local perspective that has the potential to resonate nationally as well. It is in that context that the following actions are being recommended as opportunities to begin the process of engaging with history in different ways that is more equitable, diverse and inclusive.

<b>Action #1:</b> Remove the script reading "The Spirit of Sir John A." from the Engine 1095 tender in Confederation Park.
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By way of context, it is important to note the script that reads "The Spirit of Sir John A." was added to Engine 1095 in 1967 when the locomotive was re-located to Confederation Park to mark Canada's Centennial. It is not original to the artifact and reflects a moment in time when Engine 1095 was being leveraged as a symbol related to the role Sir John A. Macdonald played in unifying Canada that included building a national rail system. In more recent years, this "National Dream" as it has been called, has become increasingly problematic as more information has been highlighted regarding the actions taken to clear the path for the railway and the labour that was involved in its building.

There is no actual, historical relationship between Engine 1095 and Macdonald's vision of a national rail system other than the fact that Kingston was home to the Canadian Locomotive Company that supplied locomotives for use across the country. This association was created in 1967 when Engine 1095 was installed in Confederation Park and is not original to the artifact. Today, the script reads as those the spirit of Sir John A. Macdonald permeates Kingston. This is seen by some as an attribute but, to others, it reads as a constant reminder of the traumas caused by Sir John A. Macdonald and the policies of his government and subsequent governments.

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Since the script is not original to Engine 1095, it is being recommended “The Spirit of Sir John A.” be removed but that it be referenced as part of the history of the artifact that is shared online through the City of Kingston website and on-site through the book plaque that is also being recommended be revised in relation to Action #2 that follows.

**Action #2:** Replace the book plaques adjacent to the monument to Sir John A. Macdonald in City Park and Engine 1095 in Confederation Park with interim notices in their place that indicate new text is under development to tell a more complete and inclusive account of their histories in a Kingston context.

As previously referenced in this report, additional interpretive text was added to the panels and plaques connected to City-owned artifacts related to Sir John A. Macdonald found in and around Kingston in 2018. This additional interpretive text was added to prompt people to learn more about the consultations being facilitated and to ask people to reflect upon the history and legacy of Macdonald in more engaged, informed and meaningful ways.

The book plaques adjacent to the monument Sir John A. Macdonald in City Park and adjacent to Engine 1095 in Confederation Park have recently been damaged. Action #2 recommends the pages be removed and replaced with interim notices that new text is under development to tell a more complete and more inclusive account of Kingston’s history as an outcome of Action #3 that follows.

**Action #3:** Form a working group, led by First Peoples Group and supported by staff, that includes both Indigenous and non-Indigenous community members, representing a diversity of perspectives, to develop text that addresses issues specific to the history and legacy of Sir John A. Macdonald in Kingston that can be shared online and on-site through the City of Kingston website and in relation to local landmarks managed by the City of Kingston.

The intent of this working group will be to focus on developing new text that tells a more complete and inclusive version of Kingston’s many diverse histories that can be shared in different ways, including the City of Kingston website and as part of panels and plaques located adjacent to local landmarks managed by the City of Kingston. It is recommended the terms of reference for this working group take into account the following:

- a. That the working group include both Indigenous and non-Indigenous community members, representing a diversity of perspectives;
- b. That the working group be tasked with developing new and revised text that tells a more complete and inclusive version of Kingston’s many diverse histories to be featured on the City of Kingston website and to be installed as part of panels and plaques located adjacent to local landmarks managed by the City of Kingston, particularly those representing Sir John A. Macdonald’s presence in Kingston, including the monument to Sir John A. Macdonald in City Park, Engine 1095 in Confederation Park and other places where deemed necessary by the working group; and

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- c. That the working group develop a set of guiding principles to be referenced by staff when developing content that represents and interprets local history.

For decades, Kingston has been known as the 'Limestone City', referencing the geology of the area but also the building that took place primarily during the 19<sup>th</sup> century when Kingston became the first capital of a united Canada and the institutions of the day were being established, roads and buildings were being named and monuments, like the one to Sir John A. Macdonald in City Park, were being built. The framing of Kingston as the 'Limestone City', like Engine 1095 previously described, speaks to a very particular moment in time and idea of history. It narrows the interpretation of Kingston's history and makes it difficult to unpack a diversity of histories in ways that are inclusive and meaningful.

In the context of the 'Your Stories, Our Histories' project, it was made clear the majority of participants do not support removing or erasing elements that contribute to an understanding of Kingston's histories. The emphasis has been toward adding to and balancing the ways in which local history is written, interpreted and shared, which is aspirational but also extremely challenging because it requires that differing opinions of what is good and what is bad must find a way to co-exist. This has the potential to cause discomfort, tension and disagreements but it also provides opportunities to force difficult questions to be asked as well as to prompt listening, learning and, hopefully, change in ways that can be productive.

**Action #4:** Add a land recognition statement, developed by the local Indigenous community, to the City of Kingston website and to all City of Kingston e-mail signatures.

Over the past several years, Council has supported and pursued a number of related initiatives that demonstrate a commitment to improve and strengthen respectful relationships with the local Indigenous community residing in Kingston as well as Indigenous people within the region and it also helps to foster respectful relationships with host Nations who are increasingly recognized as the traditional keepers of these lands. This action is intended to build on the Recognition Statement that is shared at the beginning of each Council meeting and recognizes in a tangible way the fact that Kingston exists on lands that have been occupied since time immemorial by Indigenous peoples whose existence predates the arrival of European settlers. It also aligns with Council's Strategic Priorities as stated that indicate a desire to foster healthy citizens and vibrant spaces that includes seeking to pursue reconciliation with Indigenous communities.

**Action #5:** Confirm the City's support to name the Third Crossing in a way to reflect and celebrate the stories and contributions of Indigenous communities in this region, both past and present.

It is necessary that the City of Kingston meaningfully contributes to balancing the commemorative and historic landscape in Kingston. There are many ways in which this can be accomplished that include revising historic plaques, commissioning public art installations and naming infrastructure like buildings and roadways. The [Kingston Commorations Strategy](#), approved by Council in 2015, called for pursuing oportunties that would result in new

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commemorations that could be leveraged to address thematic gaps in the current commemorative and heritage landscape.

A current example of a naming opportunity is the Third Crossing, which is the largest infrastructure project undertaken by the City of Kingston to date and will become an attraction in its own right once completed. Over the past ten years, the City has been consulting with Indigenous Nation partners for the Third Crossing project as part of the consultation process directed by Parks Canada. Throughout this process, the naming of the bridge and the design of the adjacent landscaping work has been discussed as potential aspects to honour the Indigenous communities that have existed and continue to exist in the area. Naming the Third Crossing in recognition of the Indigenous presence in this area since time immemorial would be particularly meaningful as a counter-balance to the dominant historical narrative that has defined Kingston for so long.

The opportunity to name a major piece of infrastructure, like the Third Crossing, to reflect and celebrate the stories and contributions of Indigenous communities would speak to the aspirations of the community. It would also reflect the recommendations made as part of the Kingston Commemorations Strategy as well as the recommendations being made as part of the “Your Stories, Our Histories’: What We Heard Report”.

The Third Crossing is located over the Greater Cataraqui River and sits in close proximity to locations and landmarks that are significant in terms of Indigenous history and presence in this area. The Third Crossing also spans a federally owned waterway and, therefore, any process to name the bridge is subject to the legal and heritage standards required by the Federal government. In that context, it is understood the naming of the Third Crossing needs to follow the consultation process as directed by Parks Canada to ensure alignment with the heritage aspects as approved and that it also involve consultations with host Nations who have been involved from the beginning as part of a ‘duty to consult’. It is also understood the consultation process is the responsibility of the City of Kingston to facilitate with the support and involvement of Parks Canada and the host Nations and that these consultations can be supported by community consultations involving Kingston residents, both Indigenous and non-Indigenous, to come up with the preferred name for the bridge.

### **Additional Context and Next Steps**

The recommendations identified as part of Council Report Number 20-159 build on a substantive amount of work that is already being pursued by the City of Kingston on its own and in partnership with the community to strengthen relations with Indigenous peoples and to ensure their experiences are acknowledged and included as a vital part of Kingston’s history and identity. Many of these efforts are being pursued in the context of ‘Engage for Change’ but some of these efforts either pre-date or exist alongside that project and demonstrate a commitment to co-create reconciliation in ways that are inclusive and productive. The table below offers a sampling of various initiatives led by the Cultural Services Department that contribute to fostering a stronger, respectful and more inclusive city. This list is in addition to the extensive consultation the City and Utilities Kingston have undertaken with Indigenous Nation partners over the past 20 years in relation to a number of construction projects, including the Third Crossing.

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Initiative	Project	Status
Recognition Statement	City Business	In place
Recognition statement and welcome at front entrance of City Hall	City Business	In place
Resources Website and Indigenous Community Events Calendar	Engage for Change – all phases	In place
Grandmother-in-Residence at the Grand Theatre	Cultural Services	In place
Inclusion of Indigenous cultural teachings along waterfront pathway on directional signage	Waterfront Master Plan	In place
Annual Proclamation of June as National Indigenous Peoples Month	City Business	Annually
Funding in support of National Indigenous Peoples Day and other community-led events	Culture Plan	Annually
Cultural inclusion at City-led community events – Canada Day Celebrations, First Capital Day	City Business	Annually
Alderville Commemoration Project, Public Art Project in Lake Ontario Park	Public Art Program and Commemorations Strategy	Targeted Completion, Fall 2020

The following table also highlights selected examples of items being worked on currently in the context of 'Engage for Change' that were shared with Council for their review and approval earlier this year as part of Council [Report Number 20-060](#).

Initiative	Project	Status
Cultural awareness training, community and City of Kingston Council and staff	Engage for Change, all phases	Ongoing
Market Wing Renovation to include an installation on local Indigenous Culture and Indigenous history led by an Indigenous Curator	Engage for Change, Phase III and Market Wing Redevelopment Project, <a href="#">Council Report Number 20-049</a>	Ongoing (2020-2021)
Use of Traditional Medicines on City-owned Property Policy	Engage for Change Phase III	Ongoing (2020-2021)
City Hall meeting space to be renamed and appropriately decorated in consultation with the local Indigenous community	Engage for Change Phase III	Ongoing (2020-2021)

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Support for an Indigenous Community Centre/Gathering Space	Engage for Change Phase III	Ongoing (2020-2021)
Support for the formation of an Indigenous-led Community Council/Advisory Committee	Engage for Change Phase III	Ongoing (2020-2021)
Relationships Protocol between Host Nations and City of Kingston	Engage for Change Phase III	Ongoing (2020-2021)

There is still significant work to be done but much has been achieved in five years since the City of Kingston marked the bicentennial of Sir John A. Macdonald and the Truth and Reconciliation Committee published its report. The 'Your Stories, Our Histories' project has provided a critical and timely opportunity to consult with the community and to ask difficult questions that will ensure the Cultural Heritage Strategy that is pending will provide an effective framework within which to work moving forward. Critical to this work is the way in which First Peoples Group has structured its recommendations into three categories of action that call for change that is (1) symbolic, (2) substantive and (3) systemic.

The "Your Stories, Our Histories': What We Heard Report" (Exhibit A) describes these three categories of action in more detail and are being used as the structure around which to organize the Cultural Heritage Strategy. The recommendations included in that consultation report range from more immediate actions that question whose histories are being represented and how Kingston's diverse histories are being interpreted to more significant, longer-term actions that require the City of Kingston evolve how it does business to ensure that greater equity, diversity and inclusion is afforded through its policies and practices. They provide the basis for the Cultural Heritage Strategy that will be brought for Council's review and approval later this year. That forthcoming report will also include information about the projected timelines and resources required to complete this work that builds on the recommendations for immediate, short-term action included as part of this report.

In the meantime, the actions being recommended through this report for consideration provide initial opportunities for the City of Kingston, in a proactive way, to address issues specific to the history and legacy of Sir John A. Macdonald in Kingston and how that history and those legacies impact people today as conversations around systemic racism and the negative impacts of colonial policies and practices have become more urgent.

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**Existing Policy/By-Law:**

The information and actions described in this report have been developed in response to the Kingston Culture Plan (2010) along with numerous strategic plans and projects that include the Integrated Cultural Heritage and Cultural Tourism Strategy (2014), the Kingston Commemorations Strategy (2015) and the Integrated Destination Strategy (2019). The information and actions described also responds to Council's Strategic Priorities and align with the work being pursued as part of "Engage for Change, Phase III" that will be completed in 2021.

**Notice Provisions:**

None

**Accessibility Considerations:**

None

**Financial Considerations:**

The work described in this report will be completed using a combination of operating and capital budgets previously approved for use by the Cultural Services Department. New program considerations that might arise through community consultation would be considered as part of future budget planning and would be subject to Council approval.

**Contacts:**

Colin Wiginton, Cultural Director, Cultural Services 613-546-4291 extension 1357

**Other City of Kingston Staff Consulted:**

Mark Van Buren, Deputy Commissioner, Major Projects

Alan McLeod, Acting Director & City Solicitor, Legal Services

Jennifer Campbell, Manager, Cultural Heritage, Cultural Services

Holly Wilson, Manager, Intergovernmental Relations

**Exhibits Attached:**

Exhibit A 'Your Stories, Our Histories': What We Heard Report, First Peoples Group, March 23, 2020



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# YOUR STORIES, OUR HISTORIES

## WHAT WE HEARD REPORT

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## Introduction

In 2019, the *Your Stories, Our Histories* (YSOH) project gathered community input towards the development of the next iteration of the City of Kingston's Cultural Heritage Strategy. This strategy will guide the development of cultural heritage programs, events and exhibits as well as community outreach initiatives across the city.

Ottawa-based consulting firm First Peoples Group (FPG) assisted with six YSOH in-person community engagements in 2019:

- March 26, 2019: *Why Stories Matter* YSOH Launch Event
- April 25, 2019: *What stories need to be told?* Workshop: Part 1
- August 14, 2019: *What stories need to be told?* Workshop: Part 2
- September 17, 2019: *Sir John A. 360* Public Event / Panel Discussion
- October 16 & 17, 2019: *How can we tell an inclusive history of Sir John A. Macdonald?* Community Workshops
- December 11, 2019: Final Open House

Each of these engagements was an opportunity for Kingston residents to participate in discussions about the stories that make up the history of Kingston, how those stories are portrayed in and around the city, and how they could be told differently to be more inclusive of the diverse peoples who have called Kingston home.

Participants described Kingston as a city rich with history, known for its architecture and its many museums, historic sites and galleries that portray stories of how the city was settled and the strong role it played in the creation of Canada. When asked what stories are missing from the cultural heritage narrative in Kingston, participants identified a number of communities that are not currently well-represented and shared strategies and ideas to include these missing stories in future cultural heritage exhibits, programs and events.

Central to the discussion of Kingston history and culture, is the topic of Sir John A Macdonald, and how his legacy as the founder of Canada is portrayed. The answer to the question of how to continue commemorating Sir John A. Macdonald's legacy in a period of truth and reconciliation in Canada is a discussion of national interest. Cities across Canada are searching for responsible, respectful and current means to memorialize Canada's first Prime Minister. This became a popular sub-topic within the YSOH project, with over 500 people coming out to a public event to explore and discuss the different facets of this conversation.

This report summarizes questions and themes discussed with the Kingston community during the YSOH events and workshops and lists a number of suggestions from residents to be considered in Kingston's updated Cultural Heritage Strategy. FPG has also condensed these ideas into a series of recommendations of actions for the City of Kingston to consider taking as the YSOH project wraps up.

Recommendations are organized into three categories of action: symbolic, substantive and systemic. **Symbolic actions** show that the City of Kingston is willing to change the conversation and influence the perception that both local residents and tourists have of the city. These tweaks or changes require less resources and have immediate impact in the way that a cultural heritage site or activity is taken in and interpreted. **Substantive actions** generally require more resources and show a deeper commitment to change both internally at the City of Kingston and externally within the community. **Systemic actions** are significant, long-term changes in the way that the City of Kingston does business. These changes often require a change in policy or in the interpretation of how cultural heritage has traditionally been defined.

Based on feedback from Kingston residents who attended YSOH events throughout the year, FPG recommends the following actions be taken to create both short and long-term changes in the way that cultural heritage is presented and interpreted by the City of Kingston for the benefit of all residents, both Indigenous and non-Indigenous.

## Recommendations

### Symbolic actions:

1. Consider naming new roads and infrastructure projects (such as The Third Crossing) to reflect and celebrate the stories and contributions of Indigenous, multi-cultural and/or ethnocultural communities in the area.
2. Ensure that calls for culture and heritage commemorations such as sculptures, monuments and public art installations represent the intersection and diversity of people who have called or who currently call Kingston home. Consider diversity of race, class, gender, sexuality, ability, language and spirituality when reimagining public art and installations. Telling these stories will illustrate a more inclusive and dynamic city and will address gaps and silences in the current historical narrative.
3. Create a plan to review, rewrite and/or add to existing commemorative/interpretive plaques, historical sites and public art pieces managed by the City of Kingston to tell a more inclusive story of the area, following the lead of Parks Canada's 2019 National Historic Sites System Plan<sup>1</sup>.
4. Create educational opportunities about Canada's true history and the reason for the necessary change in narrative over time rather than to remove existing recognitions, such as the monument to Sir John A. Macdonald.

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<sup>1</sup> <https://www.pc.gc.ca/en/lhn-nhs/plan/cadre-framework>

**Substantive actions:**

5. Develop long-term community program and event funding that addresses thematic gaps/silences and represents the diverse and distinctive communities of Kingston.
6. Encourage community art and local storytelling by providing funding and communications support to neighbourhood associations, inclusive of suburbs and Kingston's rural areas to ensure all parts of the city are acknowledged and included.
7. Continue the *Your Stories, Our Histories* conversation initiated by the City of Kingston through community art projects, programming and events across the city.

**Systemic actions:**

8. Invest in research to explore complex histories, co-led by and consulted with Indigenous and multicultural individuals, groups or organizations.
9. Create and maintain relationships with Indigenous knowledge keepers from Kingston and local Host Nations to include oral histories and Indigenous cultural teachings into future Cultural Heritage plans and programming.
10. Include the environmental history and the natural world as part of Kingston's cultural heritage. Plan for installations, events and art projects that celebrate and teach about the significance of the land and water that Kingston is settled on.
11. Move towards marketing Kingston as a "museum without walls", connecting and mapping its current network of tangible, intangible and natural heritage sites, monuments, museums, art spaces and events. Support the network to be able to enhance new and existing projects to tell a more inclusive history of Kingston, as outlined in the above recommendations.
12. Pursue opportunities that ensure equity, diversity and inclusion are embedded as priorities that guide the work of the City of Kingston.

These recommendations will be highlighted again throughout the report within the context of the engagement where they were discussed.

## Overview of the Engagement Process

The engagement process associated with the *Your Stories, Our Histories* project included several online and in-person opportunities for Kingston residents to contribute and comment to the stories that make Kingston what it is, and to reflect specifically on the role that Sir John A. Macdonald plays in that narrative. First Peoples Group assisted by hosting in-person workshops to delve into these stories and discussions in detail.

The launch of the in-person engagement was an evening of local storytelling, that portrayed Kingston as a diverse city with much to celebrate. Emceed by Kingston's Poet Laureate, Jason Heroux, the event titled "Why Stories Matter" brought 40 people together to interpret Kingston's history through stories of immigration, feminism, the 2SLGTBQ+ experience and the Indigenous worldview. Storytellers Paul Chapot, Rinad Elhai, Selena Chiarelli, Alyssa Cooper and Cassel Miles each shared a story and then came together on a panel to discuss the importance of storytelling in building community.

The in-person engagement that followed the launch was divided into two subtopics. The first engagement was a two-part workshop held in April and then August, bringing together museum workers and Kingston residents to discuss what stories are most prominent in Kingston's culture and heritage sector, and what stories are missing and could be told better.

Part one of the first engagement was a workshop held in a circle format. Twelve participants took turns answering questions about Kingston's strengths, challenges and opportunities in terms of its tangible, intangible and natural heritage. The group then brainstormed a list of ideas to make Kingston's presentation of its culture and history more inclusive of stories that are not traditionally told publicly. Part two of the workshop was more of a deep dive, by a smaller group of six participants, who discussed ways to connect and communicate across programs, projects and events happening in Kingston—perhaps under one brand of Kingston as a 'museum without walls'.

The second engagement was a public event and follow-up workshops specifically focused on the topic of Sir John A. Macdonald, his historical relationship with the area and the telling of a more inclusive story of the legacy of his leadership. A public event called "Sir John A. 360°" was held at Kingston's Grand Theatre, and featured writers Lee Maracle, Christopher Moore and Charlotte Gray, presenting and discussing their points of view on the importance of Sir John A. Macdonald's legacy and telling or re-telling his story in a way that is inclusive to all who were part of the history. Over 500 people from the Kingston community showed up to listen to the panel of speakers and to participate in a rich question and answer period with the authors.

The public discussion was followed up with three interactive workshops with an average of 10 people attending each workshop. The discussion started with a circle of introductions and general comments on the topics of Kingston's history specific to Sir John A. Macdonald. The group then divided into small groups to work together to envision how Kingston's cultural heritage could look like in 10 years' time. The results of both engagements, summarized within this report, fed into the recommendations for action outlined in the introduction.

It is also worth mentioning that the engagement process associated with the YSOH project ran simultaneously with *Engage for Change, Phase II (E4C)*, a year-long series of talking circles and conversations with the Indigenous community in Kingston that sought to re-frame the relationship between Indigenous and non-Indigenous people in Kingston, especially in relation to history, knowledge and culture. The Indigenous community was

encouraged to participate in both the E4C the YSOH engagements. Comments, concerns and ideas voiced by Indigenous participants are woven into the recommendations in this report. A separate series of recommendations specific to the *Engage for Change, Phase II* engagement can be found [here](#).

All of the results of this year-long engagement were presented at an Open House at the Rideau Heights Community Centre on December 15, 2019.

## What We Heard: What Stories Need to be Told?

### Workshop, Part I

**Date:** April 25, 2019, 2:00 – 4:00 p.m.

**Location:** Portsmouth Olympic Harbour

**Number of participants:** 12

The purpose of this two-hour workshop was to create a safe space for Kingston residents to come together to share their ideas and engage in a discussion on what culture and heritage exhibitions, programs and events they would like to see offered by the City of Kingston. This session focused on the strengths, challenges and opportunities related to cultural heritage across the city.

Workshop attendees represented various interests from museum curators and academics to entrepreneurs and Kingston residents. Sitting in circle, participants discussed heritage in its multiple forms: tangible heritage such as museums and institutions; intangible heritage such as events and oral histories; and, natural heritage such as Kingston’s rural areas, waterfront and nearby islands.

### Strengths

At the start of the session, participants were asked what Kingston is known for and what stories are already being told well. Each participant reflected on this question and shared their thoughts with the group.

According to participants, Kingston is known for its architecture. **Tangible or “built” heritage** around the city was said to really stand out, with institutions such as museums, historic sites, galleries, churches, the Kingston Penitentiary, St. Lawrence College, Royal Military College, and Queen’s University already well represented across the city.

Participants also noted how some **intangible heritage** is well represented around the city. This included the telling of oral histories – specifically contemporary, colonial, military history (including Kingston’s role in Confederation and the story of Sir John A. Macdonald). Participants also felt that festivals and music have become a strength of the city.

One participant highlighted the multi-faith table, which brings together different faith communities and celebrates the diversity of the city. A couple of participants also mentioned the Swamp Ward and Inner Harbour History Project (SWIHHP), which presents the stories of two of Kingston's oldest areas through archival and oral history focusing on the twentieth century.<sup>2</sup>

While multiple participants identified the waters surrounding Kingston as a defining feature of the city, few participants highlighted **natural heritage** as something that is already being done well. Only one participant identified the waterfront as an area for great attractions and events and referenced the International sailing competition (CORK) as well as their involvement in the development of a maritime heritage centre in the Inner Harbour).

**RECOMMENDATION:** Include the environmental history and the natural world as part of Kingston's cultural heritage. Plan for installations, events and art projects that celebrate and teach about the significance of the land and water that Kingston is settled on.

### **Challenges and Opportunities: What stories need to be told in a better / more holistic / inclusive way?**

Participants moved from listing Kingston's strengths to identifying any sites, attractions, monuments, exhibits, events that have missed the mark in terms of telling Kingston's true history or have lost their relevance over time. They were also asked to consider what stories need to be told in a better / more inclusive way, where these stories should be told, and in what ways.

As noted above, participants believe Kingston's tangible heritage is well told in some spaces – notably the downtown core and Skeleton Park. However, there was concern from one participant that these heritage sites are not being kept up / maintained. It was agreed that there is also an opportunity to include the West end of the city as well as rural Kingston in the development and presentation of future culture and heritage projects. One participant suggested an evaluation of heritage projects that have included rural Kingston in the past, and a plan to be more inclusive of these areas in the future.

As noted above, several participants acknowledged that Kingston has done well to open several museums to tell the different pieces of Kingston's history. However, there was agreement among some participants that there is no central place / institution that tells the whole story of Kingston. One participant mentioned that greater collaboration between museums is needed and others agreed.

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<sup>2</sup> Swamp Ward and Inner Harbour History Project, online: <<https://swampwardhistory.com/>>.

**RECOMMENDATION:** Encourage community art and local storytelling by providing funding and communications support to neighbourhood associations, inclusive of suburbs and Kingston’s rural areas to ensure all parts of the city are acknowledged and included.

**What are ways that we could build or share heritage or history that are not already happening? What stories need to be told & how?**

One participant saw need to pay closer attention to *voice* and *visibility*. This opportunity for the city to be more inclusive in the stories shared / highlighted was echoed by others around the circle; with some noting how many of the current stories center around “old white men” or violence, and “...these stories continue to be the same”. Participants identified a number of voices that are not currently well represented and whose stories could be better told, including: Indigenous Peoples, migrants / newcomers, women and children, the French, the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer (2SLGBTQ+) community, people living with a mental illnesses or disabilities, Indigenous Peoples, and inmates. One participant suggested the City of Kingston could amplify these community voices by creating pub-style arts event similar to what the late Kim Renders, writer, director, and actor accomplished with great success.<sup>3</sup>

**RECOMMENDATION:** Ensure that calls for culture and heritage commemoration pieces such as monuments represent the intersection and diversity of people who have called or who currently call Kingston home. Consider diversity of race, class, gender, sexuality, ability, language and spirituality when reimagining public art and installations. Telling these stories will illustrate a more inclusive and dynamic city and will address gaps and silences in the current historical narrative.

In addition, several participants expressed that Indigenous voices and perspectives were not prevalent in Kingston’s heritage and attractions as much as they would like and should be present within the city. Some participants saw relationship-building with Indigenous peoples as important and necessary so that Indigenous perspective could be told in a respectful way. One participant expressed confusion about the resistance Kingston seemed to have regarding any embrace of Indigenous history. This same participant stated that addressing Indigenous history does not devalue how (colonial) history is told, but the context is necessary. Someone suggested creating an Indigenous cultural centre that the City of Kingston could contribute money to establishing.

**RECOMMENDATION:** Create and maintain relationships with Indigenous knowledge keepers from Kingston and local Host Nations to include oral histories and Indigenous cultural teachings into future Cultural Heritage plans and programming.

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<sup>3</sup> Canadian Theatre Encyclopedia, “Renders, Kim”, Online:  
<<http://www.canadiantheatre.com/dict.pl?term=Renders%2C%20Kim>>.



### **Other New Ideas: What would residents like to see?**

The Workshop participants were keen to share their ideas on how to improve the city's attractions and create experiences for people living or visiting Kingston.

In terms of conveying history, several participants wish to have less well-known and different stories told in order to diversify from the prevailing Sir John A. Macdonald stories. This could be shared in a "story of the day" on the City of Kingston website. There could also be storytelling and "story days." To tell these other Indigenous and other lesser known stories, we must build relationships with knowledge holders/keepers in an ethical way without being extractive.

Regarding tangible heritage, while a couple of participants mentioned that churches stood out for them as useful and notable spaces, there is a concern about the trend of churches being repurposed or demolished if they are not maintained. One participant suggested the possibility of using churches as multi-use spaces (i.e. restoring heritage buildings to use for other purposes)<sup>4</sup>. Natural heritage areas such as the waterfront area could be built up as a main area of attraction. For example, it was suggested that the Biosphere could be promoted as eco-tourism.

Participants suggested creating events and attractions at areas outside of the downtown core to highlight other areas including the waterfront. Such ideas included an exhibit on industrial buildings, street art events, and cultural display panels throughout the city. The public photography exhibit could be expanded beyond the downtown core. One participant suggested the creation of a maritime heritage centre could focus on the Inner Harbor and boat building. Another participant suggested creating an exhibition of the architectural history of Kingston.

Travelling exhibits where people go to more than one location to learn about history was brought up by several participants. This could look like collaboration between different museums on the same themes/topics for exhibits, as well as a city tour to different locations with participants travelling by foot or bus in walking and bus tours. Multicultural exhibits and an Indigenous cultural centre were also suggested. It was important to participants that different organizations collaborate and interact between different museums, faiths, and cultural groups.

Participants expressed how they want to move past the tangible to the intangible, which includes creating experiences, relationship-building, and building a social fabric for the city. Participants saw the City of Kingston being a main creator and funder of these various suggested events and attractions.

Other new ideas and opportunities mentioned include:

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<sup>4</sup> 'The Spire' in Kingston provides one example of this kind of effort: [www.thespirekingston.org/](http://www.thespirekingston.org/)

- Tell several small stories in more places
- Acts of discovery
- Focus on the “ephemeral”
- Increase capacity to move past the tangible to intangible (people want experiences not things) and build social fabric
- Find more opportunities to connect
- Tell the stories of inmates at Kingston Penitentiary
- Builds relationship with knowledge holders/keepers without being extractive (doing it in an ethical way)
- Consider creating a maritime heritage centre to highlight boatbuilding / inner-harbour history)
- More multi-use spaces (i.e. restoring heritage buildings to use for other purposes)
- Exhibit on industrial buildings
- Protect the biosphere (eco-tourism, turtles)
- Focus more on the waterfront (bring back tall ships?)
- Street party or neighborhood walks to tell history of buildings
- More street art
- Series of exhibitions on architectural history of Kingston, in addition to static displays at Heritage Resource Centre
- Cultural display panels
- Opportunity for multicultural festival

**RECOMMENDATION:** Continue the *Your Stories, Our Histories* conversation initiated by the City of Kingston through community art projects, programming and events across the city.

## Workshop, Part II

**Date:** August 14, 2019, 2:00 – 4:00 p.m.

**Location:** Invista Centre

**Number of participants:** 6

The second part of the community workshop attracted a small group of Kingston residents who shared ideas and engaged in a discussion to answer questions around Kingston’s heritage and contribute to a list of themes, issues and topics that will help inform the City of Kingston’s cultural planning. The small group allowed for a productive dialogue to take place throughout the two-hour workshop where participants shared many stories, perspectives and experiences.

### **Kingston History & Heritage as a means to connect Kingston residents**

The discussion began organically with participants expressing a need to identify innovative ways to engage more people in the stories of Kingston. Specifically, participants spoke about

the importance of activating Kingston residents to learn about and engage in and with Kingston's history, not solely focussing on how to attract visitors through tourism.

The participants spoke about engaging Kingston residents as "an opportunity to better connect and intersect." By better sharing "our stories" as a framework for sharing the stories and history of Kingston, the City of Kingston would be in a position to best connect residents to the city's history and heritage.

Participants shared many ideas to create tourism within the city to attract locals to learn more about Kingston's inclusive history, the same way tourism might attract visitors. The following are some of the suggestions that participants discussed:

- Heighten marketing and advertising of the events around Kingston that celebrate bringing people together, rather than focusing on certain core attractions and events.
  - Explore various means of marketing and media as advertising sources are rapidly changing and no longer newspaper based.
- Enhance Kingston's downtown core to be more inviting while engaging both residents and visitors in the history and heritage of Kingston. Some ideas included:
  - Creating murals on buildings that tell various stories
  - Implementing virtual reality or projection pieces
  - Increasing the amount of street art – "Art can be an act of heritage."
  - Showcase historical people and places on bus stops around the city as a means of "lived engagement rather than episodic."

Participants also spoke about the need to recognize that there are still gaps (i.e., no data) and silences (i.e., hidden parts of history) within the ways the stories of Kingston are told. One participant stated that there is an opportunity to enhance the ways Kingston's history is told while being more inclusive of stories that are currently not told. They explained that it is important to think about, "not excluding some stories but about layering and creating space for other narratives; some narratives will take the forefront for a while but then move."

**RECOMMENDATION:** Develop long-term community program and event funding that addresses thematic gaps/silences and represents the diverse and distinctive communities of Kingston.

### **Kingston as a 'museum without walls'**

One of the big ideas that arose from discussing ways to engage Kingston residents in the history of Kingston was thinking about Kingston as a museum rather than creating one central "Kingston museum." Participants agreed that this idea would speak to both visitors and residents.

It was mentioned the City of Kingston is frequently asked why there is no Kingston museum. However, the reality is, is that there are already many museums throughout the city. It was recognized that all the museums and historical sites in Kingston are working with a similar objective – to tell the stories of Kingston’s history. Because of this shared objective, it was suggested in the workshop that the City of Kingston begin to work with the idea of Kingston as a “museum without walls” by creating ways of connecting all of these pieces of the story rather than amalgamate them all into one ‘City of Kingston’ museum.

Workshop participants discussed one way to make this happen would be by mapping all the places of experience in Kingston. It was mentioned and acknowledged that a challenge to doing this could be that many of the local organizations, groups and businesses operate in silos, often competing for similar available funding opportunities. Recognizing this, participants spoke about the need to appeal to these organizations by highlighting the need to come together to have a more powerful voice as one collaboration.

**RECOMMENDATION:** Move towards marketing Kingston as a “museum without walls”, connecting and mapping its current network of tangible, intangible and natural heritage sites, monuments, museums, art spaces and events. Support the network to be able to enhance new and existing projects to tell a more inclusive history of Kingston, as outlined in the above recommendations.

## What We Heard: Telling a More Inclusive History of Sir John A. Macdonald

The historical legacy of Sir John A. Macdonald is a topic of national interest that has received lots of attention since the release of the final report of the Truth and Reconciliation Commission of Canada in 2015.<sup>5</sup> As a subset of the *Your Stories, Our Histories* project, the City of Kingston invited residents to offer their perspectives on Sir John A. Macdonald and how his history and legacy can be positioned within a broader understanding of local history.

From September 3, 2018 to October 31<sup>st</sup>, 2019, Kingston residents, members of the general public and visitors to Kingston had the opportunity to weigh in on the discussion about Sir John A. Macdonald by leaving comments in-person at Kingston City Hall and at various community events; and online using the Get Involved platform. Analysis of these comments produced the following themes which informed the design of the in-person engagement sessions:

- Many people connect with John A. as a nation builder and want to acknowledge the good they see in that.
- The past needs to be understood in the context of the present.

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<sup>5</sup> [http://www.trc.ca/assets/pdf/Honouring\\_the\\_Truth\\_Reconciling\\_for\\_the\\_Future\\_July\\_23\\_2015.pdf](http://www.trc.ca/assets/pdf/Honouring_the_Truth_Reconciling_for_the_Future_July_23_2015.pdf)

- Sir John A. Macdonald is a product of his time.
- The need to balance history to include additional viewpoints, perspectives and authority.
- Reconciliation requires us to educate ourselves and others about Indigenous culture and history, the trauma and legacy of residential schools, the Indian Act etc.

### Sir John A. 360° Panel and Discussion

**Date:** September 17, 2019, 7:00 – 9:00 p.m.

**Location:** Grand Theatre

**Number of participants:** 500

On September 17, 2019 three award-winning writers came together to share their perspectives on Sir John A. Macdonald and to spark a conversation amongst the nearly 500 people who attended the event. The panel and discussion were moderated by Bob Watts from the First Peoples' Group and Lee Maracle, Christopher Moore and Charlotte Gray each took turns sharing their unique perspectives about Sir John A. Macdonald in both the national and local contexts. Though the speakers had differing outlooks on the legacy of Canada's first Prime Minister, the panellists agreed that the discussion around Sir John A. Macdonald and his legacy is unfinished and is an important discussion to continue engaging in.

The conversation shifted from panel discussions to a moderated question and answer session with the audience sharing ideas for moving forward and asking questions back to the panellists. The most prominent reoccurring themes raised by both the panellists and audience members included conversations, suggestions and questions regarding:

- Statues and commemorative pieces;
- Examples and stories of what other cities in Canada are doing to be more inclusive in sharing its history; and
- How to go about telling a more inclusive history of Kingston.

### Conversations and suggestions around statues and monuments

*"Instead of condemning Sir John A. Macdonald and his statue, we should have the discussion and erect a statue of the Indigenous peoples who lived here for hundreds of thousands of years before Kingston."*

Audience members and panellists alike shared their perspectives on what should be done with the statues and public monuments that commemorate and idolize Sir John A. Macdonald. For the most part, all participants agreed the monument to Sir John A. Macdonald should not be taken down but, rather, the information plaque be re-written to

tell a more inclusive history of this historic figure. Other suggestions included erecting more statues in and around Kingston that portray and share stories about the Indigenous people who occupied the territory that is now called Kingston. Suggestions from this conversation included:

- If the City of Kingston chooses to erect new statues or monuments, ensure they are not generic statues to nameless people. Try to identify important and historic Indigenous people from the area should be commemorated and given the same due that Sir John A. Macdonald is given.
- Erecting more meaningful public monuments is an important step in erasing invisibility.
- Think outside the box. Instead of statues, try creating provocative public art installations that allow residents and visitors to be able to connect to Kingston's history while inviting them to think more deeply about it.

A popular question that was asked by an audience member following the discussion of re-writing plaques about Sir John A. Macdonald was: *"If we don't need to take the statue down but need to replace the plaque – what should it say?"*

The panellists responded to the question, however, a number of audience members who participated in the discussion had also previously expressed similar views. Panellists suggested:

- What is written should be up to the Indigenous community working with non-Indigenous residents who need to come together to re-write it, though it should have some truth to it.
- Both sides of the story should be told.
- To bring out the complexity of history, the first sentence of the plaque should read "Sir John A. Macdonald is a very troubling character in Canadian history..."

**RECOMMENDATION:** Create a plan to review and rewrite or add to existing commemorative/interpretive plaques at monuments, historical sites and public art pieces within the Culture and Heritage portfolio to tell a more inclusive story of the area, following the lead of Parks Canada's 2019 National Historic Sites System Plan<sup>6</sup>.

### How to go about telling a more inclusive history of Kingston

*"Tell the whole story to get the real history of Kingston, and not just the story of Sir John A. Macdonald and what was his legacy in return. You have to tell the whole story. Kingston has a longer history and you need to explain, when discussing his legacy, what he was suppressing, what was there beforehand."*

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<sup>6</sup> <https://www.pc.gc.ca/en/lhn-nhs/plan/cadre-framework>

The conversation regarding how to best re-write the plaques on statues and public monuments fed into a larger and broader conversation between the audience and panellist about how to tell a more inclusive history of Kingston when an audience member asked how it could be possible to tell a history that is inclusive when there seems to be two different sides of the story. In their responses, the three panellists commonly spoke about diversity and how it is a challenge when writing history, but it is also a strength. They shared that:

- *“We need to know more about ourselves, together and separately. We can always come together if we are courteous, respectful and caring.”*
- *“It may be hard, but that is the joy of history – try to write history the way that it actually is. Diversity is a strength and a good thing, as well as an obstacle to easy history.”*
- *“You can’t do it in a continuous flow – there is no master narrative. This country is so diverse, ethnically and regionally... but there are values in common amongst Canadians. We are so diverse; we must not look for common ancestry but to look at the common values and how they have developed over time and continue to develop.”*

A common theme within the discussion on how to tell an inclusive history of Kingston, was that the stories must be true. It was mentioned by both audience members and the panellists, that Kingston has a long history, longer than what is currently shared widely, and that in order to tell an inclusive history of Kingston the stories have to date back to before Sir John A. Macdonald so that people can truly understand his legacy.

Audience members recommended that it could be done but identifying a process in order to do so will take time and, no matter what, the process must include Indigenous people, “nothing about us, without us.” Other audience suggestions on how to collectively re-write and share an inclusive history of Kingston included:

- Having the City of Kingston create a committee to be comprised of both Indigenous and non-Indigenous people from the Kingston area who want to move forward on collectively identifying practical ways to begin re-writing and re-telling an inclusive history of Kingston.
- Create the space within Kingston to encourage residents to continue conversations about Kingston’s history, tell their stories, and simply keep the conversation around this topic and other issues alive.
- Recognize that this work will take time and that it needs to be incremental, *“Keep it simple. Keep it steady. Keep it talking. Keep it growing.”*

It was clear from the audience members who shared publicly, that a number of individuals were thinking specifically about how they, as individuals, can play a role in this conversation. One audience member spoke about their role in Kingston as a tourist operator and how it is important to think about creating a space that represents Indigenous culture in a way that is accessible for visitors from all over the country for when they come to Kingston. A panellist

agreed saying that Kingston is positioned to be able to do a more inclusive kind of historical interpretation, and though it is complicated it needs to be made public. The panellist also cautioned listeners that there may be a temptation to draw tourists to Kingston by portraying John A. Macdonald as a lovable old guy, similar to a cartoon character in Disneyland. They stated that, “we don’t want to make John A. Macdonald disappear, we don’t want to make confederation disappear in Kingston, but we need to talk about a rounded figure, not a Mickey Mouse figure or a cartoon figure.”

Another common theme audience members and panelists spoke of was around how teachers and schools can take part in re-writing and re-telling an inclusive history of Kingston. It was mentioned by an audience member that many school boards are already doing a lot of work and that teachers are dedicated to learning more to teach the next generation the truth. A panellist shared that there are many ways to inspire students to go further than Canada has gone in understanding the true history of this country, “If we get curious about this country, this place and how to make diversity work all the way around, we could come forward with some solutions for the world.”

### **Examples of what other cities/place are doing to tell an inclusive history**

In their remarks, panelists shared three examples of what other cities or spaces are doing to tell a more inclusive history in their areas:

1. One panelist provided an example of an initiative in Toronto where a group of people are working on making changes to the street name signs in order to include the original name of the place belonging to the Indigenous peoples before Toronto became what it was. The new street name signs will include both the old name and new name so as not to make a drastic change. It was noted that this is a simple way of bringing back original names and places and an effective way of raising awareness.
2. Another panelist built on this idea speaking to the need to create greater awareness of Indigenous culture and language to change Canada’s narrative. They provided an example of a museum/art gallery that has each piece’s title of the work in three languages: English, French, and the Indigenous language from where the piece was created or from the place where the artist was from. This creates a simple way for visitors to “acknowledge that there are more than just two languages in this country.”
3. A final example shared was about what the Canadian Museum of History in Ottawa has done where they have developed an exhibit that includes three different “history holes.” Each hole looks at different times in history. The first provides visitors with the ability to learn about Indigenous peoples and their vibrant cultures before settlers arrived. The second hole provides a snapshot of confederation, and John A. Macdonald’s triumphant impact on Canada – a quote on the call says “Sir John A. Macdonald, the man who made us.” The third hole shows Canada in the 20<sup>th</sup> century and the infamous John A. Macdonald quote about suppressing Indian culture and wanting to “Kill the Indian in the



child.” This type of exhibit leaves visitors with two sides of the story and allows them to make their own value judgement on the man and his legacy.

### **Final thoughts from the Sir John A. 360° event**

One audience member shared publicly that they were apprehensive about the evening, not knowing if the conversations would be positive or not, but in the end it was a very positive experience, *“I thought I was going to go away mad, but I am going to go away happy.”* Additionally, another audience member shared that they were leaving with hope for the future, *“This has been historically interesting and making the future look better.”* Overall, the event, the conversations that were had, and the ideas that were spoken about were positive and it is clear that there is a large number of citizens in the Kingston area who are ready and willing to have these important conversations.

### **Interactive Workshops**

**Date:** October 16, 10:00-12:00 p.m. / October 17, 2:00 – 4:00 p.m. & 6:00 – 8:00 p.m.

**Location:** Olympic Portsmouth Harbour

**Number of participants:** 30

On October 16 and 17, 2019 the City of Kingston and First Peoples Group facilitated three public community workshops on the legacy of Sir John A. Macdonald and his historic connections to Kingston. This included discussion of his role and actions as a political figure, as well as the legacy of those actions today, especially viewed through the lens of truth and reconciliation. Participants included a mix of lifetime locals, newcomers, and people who settled in Kingston at different stages of their lives. The three groups engaged in facilitated discussions on how Kingston can share a more inclusive history of Sir John A. Macdonald, visioning how Kingston’s culture and heritage might evolve and change the city over the next ten years.

Each of the two-hour workshops opened and closed in circle format, and included time for self-reflection, sharing in partners, small group collaboration and plenary conversation. Participants were prompted to think **locally and inclusively:** 1) How can we best share the history and legacy of Sir John A. Macdonald in the Kingston context? 2) How can we share a more inclusive story of Sir John A. Macdonald, ensuring that a diverse group of voices and stories are remembered and told?

Following an overview of the project and activities to date for *Your Stories, Our History* as well as group introductions in a circle format, participants were asked to start on their own by visualizing Kingston in the year 2030. They were asked to envision their own best-case scenario of what an inclusive portrayal of Kingston’s history could look like in 2030, and to also acknowledge what their personal worst-case scenario would look like. Following some self-reflection time, participants shared their thoughts with a partner.

Participants were then divided into two or three small groups to work collectively on a 2030 vision for culture and heritage in Kingston, identifying goals and actions at the 3, 5 and 10-year mark. The most prominent reoccurring themes shared by participants who were thinking about Kingston in the year 2030 included:

- Expanding Kingston’s story;
- Telling Kingston’s history with a truth and reconciliation lens, and;
- Making history come alive.

### Expanding Kingston’s story

In thinking about Kingston and its rich history, participants explained that their vision for Kingston in 2030 includes an expanded telling of the truthful story Kingston. They explained that, currently, Sir John A. Macdonald is being used as a key character in Kingston’s story, which is also used to draw tourism to the city, however only selective parts of Sir John A. Macdonald’s story and his legacy are being shared. Not only are there gaps in the telling of John A. Macdonald’s story, but participants explained that Sir John A. Macdonald is only one piece of the story of Kingston. They shared that highlighting just one character in the story is doing an injustice to the full history of Kingston.

In nearly every conversation throughout the workshops, participants spoke of a need to expand on the history of Kingston – that they want Kingston to better represent an accurate and balanced historical account:

- *“We don’t know enough about continuation of history in Kingston area from Indigenous people to French and then to British.”*
- *“We want to see equal space for all stories.”*
- *“We would like to crowd source the history of the area to have more horizontal history. We need a way to collect everyone’s stories.”*

The main pieces of history that participants identified as missing or lacking when thinking about how Kingston’s history is portrayed, are those that involve Indigenous history as well as French Canadian influence and history in the shaping of Kingston today. They shared that Kingston has a proud “settler\* history”, but it is not always well told – it is a selective history and there are gaps and silences that need to be filled.

**RECOMMENDATION:** Create educational opportunities about Canada’s true history and the reason for the necessary change in narrative over time rather than to remove existing recognitions, such as the monument to Sir John A. Macdonald.

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*\*To many Indigenous peoples the term ‘settler’ is troublesome as it tends to signal that Canada was not settled prior to the arrival of Europeans when, in fact, there were thriving, healthy societies in place all across the continent. With that in mind, First Peoples Group prefers the following phrasing: “Euro-Canadian settlement”*

These are some of the ideas that participants offered as actions to be taken immediately, in 3 years, 5 years, and 10 years in order to **expand Kingston’s story**:

**Now:**

- Research and create an inventory of what Kingston knows of its history now and identify gaps to fill moving forward.
- Promote Kingston in an inclusive way.
  - Improve communications in relation to all the positive events taking place in the community that celebrate diversity and inclusion.
  - Determine what stories are important to tell and why. Include the legacy and ramifications of these pieces of history.
- Expand on the *Your Stories, Our Histories* project and begin crowdsourcing history of the Kingston area and its residents.
- Begin augmenting the telling of Kingston’s history with stories of Indigenous experiences in the area.
  - Consult with Indigenous community members to identify their history in the area in and around Kingston.

**3 years:**

- Plan and gather the resources needed to continue identifying Kingston’s inclusive history.
- Engage with Kingston’s tourism industry to promote the inclusive history of Kingston and reshape the tourism landscape.
- Develop a “Kingston History” pamphlet or booklet that promotes a full and inclusive culture and history of Kingston.

**5 years:**

- Create knowledge translation materials and experiences that promote an inclusive history of Kingston. These could include:
  - Workshops and presentations
  - Educational park spaces
  - Historical films on Kingston

**10 years:**

- Explore the possibility of developing a new interactive “History of Kingston” exhibit that tells the full Kingston narrative.
- Integrate more inclusive stories into existing Kingston museums to ensure a more robust narrative is available.
- Host an annual Kingston History Week to celebrate all peoples and cultures who played a part in making Kingston the city it is today.

**RECOMMENDATION:** Invest in research to explore complex histories, co-led by and consulted with Indigenous and multicultural individuals, groups or organizations.

### Telling Kingston's history with a truth and reconciliation lens

Another key theme that arose in the conversations of visions for Kingston in the year 2030 was around telling Kingston's history with a truth and reconciliation lens. Participants shared that there is a need to use Kingston's multi-faceted history with Sir John A. Macdonald as a way to open up conversations about his relationship with Indigenous peoples, as well as Canada's relationship with Indigenous peoples, to educate the general public about the Canada's true history with Indigenous peoples that often goes untold.

Participants had frank discussions around looking at this from a mental health perspective of history and the need to see the suffering of Indigenous peoples. They explained that there needs to be an understanding of how John A. Macdonald's history impacted Indigenous peoples and why it continues to impact Indigenous communities in Canada. Participants spoke about taking an optimistic view and seeing this as an opportunity to turn Kingston into a "ground zero" for truth and reconciliation in Canada. This included suggestions to create an exhibit to educate Canadians and be inclusive of the history of Indigenous peoples in Canada and how they were, and continue to be, impacted by colonialism.

*"We need to do a better job of talking about the history of Kingston and colonization more broadly... We tend to have romantic notions of colonization, including settling the West, developing the railroad, the fur trade, etc. These romantic notions gloss over the deeper impacts of parts of this history."*

The main theme of the conversation around truth and reconciliation was education. Participants brainstormed a variety of ways that Kingston could engage in educating the general public. They spoke about creating an initiative to integrate Indigenous languages around the city, when naming new streets, parks, monuments or infrastructure; enhancing the Sir John A. Macdonald narrative to be more holistic by telling the history from an Indigenous perspective; and creating permanent history displays for educational purposes.

- *"How can we engage in renaming and how can this be a collective project integrating the Indigenous languages to increase visibility?"*
- *"We need to enhance Sir John A. Macdonald narrative to have a more holistic perspective and how he had an impact Nationally and in Kingston."*
- *"We need permanent history displays for people to educate themselves, like on residential schools."*

Conversations around telling Kingston's history with a truth and reconciliation lens also included group discussions on what to do with statues and public commemorations of Sir John A. Macdonald. It was also a common discussion amongst participants when they were prompted to think of what the worst-case scenario for Kingston in 2030 would include. Many stated that the worst-case scenario would be that the City of Kingston completely eradicates

all statues, public commemoration, and mention of Sir John A. Macdonald. It was iterated many times that Kingston residents would like to keep the statue but rewrite the plaque and educational programming associated with the statue to acknowledge the historical truths of his legacy that are not always so positive. They recommended adding to the story and making it more about inclusion, not exclusion

Participants recommended the following actions to be taken immediately, in 3 years, 5 years, and 10 years in order to **tell Kingston's history with a truth and reconciliation lens:**

**Now:**

- Identify a strategy for working collaboratively with the local Indigenous Nations. Ensure consultations take place with the traditional host Nations as well as with Urban Indigenous community to understand what reconciliation look like to each group.
- Host a one-week Indigenous festival to honour Indigenous histories in the area.
- Explore the possibility of bringing together other Canadian municipality mayors to engage in the conversation of broadening the perspective of Sir John A. Macdonald so that the conversation continues outside of Kingston and expands nationally.
- Support public education initiatives that inform the general public of Canada's relationship with Indigenous peoples and Sir John A. Macdonald's role in that part of history.

**3 years:**

- Explore the possibilities of a naming initiative, where the City of Kingston names (or co-names or renames) places and spaces including roads, parks, buildings, to highlight the original names of places as known by the local Indigenous Nations; to celebrate other important historical figures other than just Sir John A. Macdonald; or simply to begin incorporating more Indigenous languages in public places.

**5 years:**

- Add a strong alternative visual of Sir John A. Macdonald that balances the positive and negative sides of his legacy.
- Develop a space that is specifically dedicated to the Indigenous population in Kingston.

**10 years:**

- Implement permanent historical displays of Kingston to commemorate the Indigenous host Nations of Kingston and the surrounding area.
- Based on research and consultations with the Indigenous community and host Nations, create a new interpretive and plaques that portray Sir John A. Macdonald's relationship to the Indian Act and Indigenous peoples.

**RECOMMENDATION:** Consider naming new roads and infrastructure projects (such as The Third Crossing) to reflect and celebrate the stories and contributions of Indigenous, multi-cultural and/or ethnocultural communities in the area.

### **Making Kingston's history come alive**

Throughout the community workshops, participants frequently had discussions around and produced recommendations for actions to work toward making Kingston's history come alive by the year 2030. It was agreed that Kingston has a history that it needs to celebrate, but in order to do so it needs to be inclusive in promoting heritage and cultural history. Many participants spoke about their experiences travelling to other cities, countries and continents and shared examples of how different places highlight their histories using innovative and memorable means.

Participants brainstorm many ways to use the creative arts and technology to make Kingston's history come alive. For example, many participants brought up the idea of developing a theatrical performance of the full and true story of Sir John A. Macdonald. The idea of having a live performance each summer, or a travelling theatre was discussed to bring life into the story.

Examples of using technology included developing an app for smartphones that people can download. Participants brainstormed around the app and shared that it could be used to guide visitors on a walking tour of Kingston and highlight significant historical areas. They also spoke about the possibility of incorporating augmented reality into the app so that people can experience various places and spaces in and around Kingston through different lenses of time and history.

Finally, one participant spoke about their vision for Kingston in 2030 and how it might include an interactive "garden for the 5 senses, explaining that history resonates more with people once the senses are stimulated.

Participants suggested the following idea that could be taken immediately, in 3 years, 5 years, and 10 years to **make Kingston's history come alive:**

#### **Now:**

- Have an Indigenous week or month featuring events, education and food, similar to Black History Month.
- Partner with Bellevue House to put on more variety of events to engage in Kingston's history.

#### **3 years:**

- Support locals to develop a theatrical interpretation of the life of Sir John. A Macdonald.
  - Explore the idea of live theatre in the summer or travelling theatre that visits different schools and community events.

- Begin developing a Kingston History App for phones that has audio and visuals that would accompany a walking tour of Kingston.

**5 years:**

- Create a variety of film experiences for visitors to explore different times throughout Kingston's history. For example, something similar to Canada's "Heritage Minutes."
- Develop a panorama of history in a downtown location for people to experience the whole story of Kingston's history to help locals and visitors fully understand the past.
- Create educational or artistic panels in suburban and rural areas of Kingston as well.

**10 Years:**

- Continuously use technology as it evolves to engage portray Kingston's history in variety of ways. Explore the possibilities of building an augmented reality that visitors can access on their phone to explore the landscapes of Kingston as it was 25, 50, 100, 200 etc. Years ago.

**Final thoughts from the interactive workshops**

Participants of the three community workshops were asked to share any final thoughts on the topics discussed or on the experience as a whole by writing them down on pieces of paper. Overall, participants shared that they were grateful for the opportunity to participate in these important discussions and that they hope this work will continue into the future. Some participants reiterated their worst-case scenarios for Kingston in 2030. They commonly shared that the worst-case scenario would be if nothing were to be done on raising the awareness of the full story of Sir John A. Macdonald or if that part of history were to be completely removed from the telling of Kingston's history.

## Conclusion

The *Your Stories, Our Histories* project engaged over 1,000 Kingston residents and visitors through community events and interactive workshops. Over 700 people submitted comments and provided feedback both online and in-person. The Kingston community is passionate about its history and eager to find ways to that tells the stories and experiences of the diverse groups and communities who live here. The City of Kingston has a unique opportunity to create space for these stories to be developed and told in a number of creative ways through heritage and culture programs, events and exhibits.

Over the next ten years, the City of Kingston has the opportunity to be a leader in reconciliation, balancing the narrative of the city's role in the creation of Canada with the stories of how that narrative affected the journeys of the diverse peoples who have travelled through and settled in the area. Rather than removing historical monuments, engagement participants are in favour of adding to the narrative by telling the truth about the relationship between Indigenous and non-Indigenous people in Canada. It is also important to commemorate the people who tended the land that Kingston is built on long before it

became a municipality. Creating space for these stories also requires a deep respect for and commitment to the Indigenous community that currently lives in Kingston.

Throughout this report, First Peoples Group has summarized what we heard during the engagement into a set of twelve recommendations for the City of Kingston to take into consideration as it drafts the next iteration of the Cultural Heritage Strategy.

Recommendations can be categorized in to symbolic, substantive and systemic actions, some of which can be implemented right away and others that will need their own long-term plans.

We encourage the City of Kingston to continue to listen to, collect and present the true stories of its many and diverse communities through the *Your Stories, Our Histories* project and to ensure equity, diversity and inclusion are embedded as priorities that guide its work generally.

By reflecting on our past and telling the stories of all who have shared the land over time, we can create new stories that future generations will be proud to tell.

**RECOMMENDATION:** Pursue opportunities that ensure equity, diversity and inclusion are embedded as priorities that guide the work of the City of Kingston.