



Town of Arnprior
Culture and Diversity Advisory Committee Meeting
Date: Monday, September 2nd, 2025
Time: 6:30 PM
Location: Town Hall, Council Chambers –
105 Elgin St. W., Arnprior ON.

- 1. Call to Order**
- 2. Roll Call**
- 3. Land Acknowledgement**
- 4. Adoption of Agenda**
- 5. Disclosures of Pecuniary Interest**
- 6. Adoption of Previous Minutes**
 - a) **Committee Minutes – June 2, 2025** (Page 1-4)
- 7. Presentations / Delegations**
- 8. Matters Tabled / Deferred / Unfinished Business**
 - a) **Land Acknowledgement Workshop** – Finalize Statement, Emily Stovel, Manager of Culture/Curator (Page 5-14)
- 9. Staff Reports (by Department)**
 - a) **Curator's Report**, Emily Stovel, Manager of Culture/Curator (Page 15-24)
- 10. New Business**
 - a) Blanket Exercise Overview, Emily Stovel, Manager of Culture/Curator
 - b) Roundtable Discussion
- 11. Adjournment**

The agenda is made available in the Clerk's Office at the Town Hall, 105 Elgin Street West, Arnprior and on the Town's [Website](#). Persons wishing to receive a print item on the agenda by email, fax, or picked up by hand may request a copy by contacting the Clerk's Office at 613-623-4231 ext. 1818. The Agenda and Agenda items will be prepared in an accessible format upon request.

Full Distribution: Council, CAO, Town Staff, Committee Members



**Minutes of the Culture and Diversity Advisory Committee Meeting
June 2, 2025 at 6:30 PM
Town Hall Council Chambers– 105 Elgin St. W. Arnprior**

Committee and Staff Attendance

Committee Members Present:

Chris Couper, Vice Chair
Dan Lynch, County Councillor
Jennifer McGuire, Committee Member
Jo Ann Pecaskie, Committee Member

Town Staff Present:

Emily Stovel, Manager of Culture /
Curator
Kaila Zamojski, Town Clerk

Committee Members Absent:

Michael Bradley, Chair
Leslie Anne Hook, Committee Member
Gaganpal Singh Bhasin, Committee Member

1. Call to Order

Chris Couper, Vice Chair, called the meeting to order at 6:30 PM and welcomed those present.

2. Roll Call

The roll was called, with all Members of the Committee being present except Michael Bradley, Leslie Anne Hook, and Gaganpal Singh Bhasin.

3. Land Acknowledgment

Vice Chair Chris Couper asked everyone to take a moment to acknowledge and show respect for the Indigenous Peoples as traditional stewards of the land we operate on, by stating:

“I would like to begin by acknowledging that the land on which we work, and gather is the traditional unceded territory of the Anishinaabe People. This Algonquin Nation have lived on this land for thousands of years, long before the arrival of the European settlers, and we are grateful to have the opportunity to be present in this territory.”

4. Adoption of Agenda

Resolution Number 008-25
Moved by Jennifer McGuire
Seconded by Jo Ann Pecaskie

Be It Resolved That the agenda for the Culture and Diversity Advisory Committee Meeting dated Monday, June 2nd, 2025 be adopted.

Resolution Carried

5. Disclosure of Pecuniary Interest

None

6. Adoption of Minutes of Previous Meeting(s)

Resolution Number 009-25
Moved by Dan Lynch
Seconded by Jo Ann Pecaskie

Be It Resolved That the minutes for the April 7, 2025 Culture and Diversity Advisory Committee meeting be adopted.

Resolution Carried

7. Presentations/ Delegations

a) Workshop: Land Acknowledgement – Waaseyaa Consulting

Emily Stovel, Manager of Culture/Curator, provided an overview of Waaseyaa Consulting and introduced the Land Acknowledgement Workshop facilitator, Christine Luckasavitch.

Committee Members participated in the Land Acknowledgement Workshop as outlined in the Agenda Package. The workshop highlighted the importance of a personalized land acknowledgment statement that is action-based.

Emily Stovel, Manager of Culture/Curator, thanked Christine for her time and valuable information on behalf of the Committee. It was noted that a Draft Land Acknowledgement Statement would come forward to a future CDAC Meeting, based on the Committee's discussion.

8. Matters Tabled / Deferred / Unfinished Business

None

9. Staff Reports

a) Curators Report – Manager of Culture/Curator

Resolution Number 010-25

Moved by Dan Lynch

Seconded by Jennifer McGuire

That the Culture and Diversity Advisory Committee received the Curators Report for information.

Resolution Carried

The Manager of Culture/Curator provided an overview of the report.

Discussion ensued among Committee members with the following being a summary of the comment:

- Discussed the Arnprior Library's "Elbows Up" button sales initiative and how it is a good example of a revenue initiative.
- Discussed collaboration opportunities with the Library Board.

10. New Business

a) Workplan Discussion

Emily Stovel, Manager of Culture/Curator noted that she has been having meetings with committee members to compile goals from each person and will bring back concrete actions to the September meeting.

b) Roundtable Discussion

Discussion ensued among Committee Members with the following being a summary:

- Look at options to work with history groups from ADHS to develop land acknowledgements.
- Encouraged attendance at the Cultural Night Market.
- Noted the Stone Soup community event happening on July 6th from 4-7 PM at the Christian Education Centre.
- Noted the statement put out by the Town condemning the graffiti and hate that occurred. Indicated that the community has unified around the "hate has no home here" ideas.
- Inquired about the Destination Ontario Campaign, to which the Manager of Culture/Curator noted that she is investigating.
- Highlighted the Kitchissippi Paddle Group will be coming through Arnprior.

Resolution Number 011-24
Moved by Jennifer McGuire
Seconded by Jo Ann Pecaskie

That the Culture and Diversity Advisory Committee commend the actions taken by and would like to thank staff and the Town for their quick action in condemning hate that took place through graffiti and thanks the OPP for their action in bringing justice to the unfortunate situation.

Resolution Carried

11. Adjournment

Resolution Number 012-24
Moved by Jo Ann Pecaskie
Seconded by Dan Lynch

That the Culture and Diversity Advisory Committee adjourn at 8:59 PM.

Resolution Carried

DRAFT Land Acknowledgement

Prompts for First Draft (“Scaffolding”)

As the Arnprior.... (council, etc.)

We respectfully acknowledge that we _work and gather_ on the unceded and unsurrendered territory of the Algonquin Anishinaabeg peoples.

(a bit of info around the significant and long history of Algonquins here)

- Recognize the harder parts of the shared history
- Recognize some of the families
- Recognize that we are all here now, together

We are all so lucky to know this place, to call this place home

We are ____ (committed to) _____ (our role as stewards)

- For future generations

We will..... (along with Algonquin communities, we will care for the land and waters)

We will encourage —> encourage further conversation, further learning, create opportunities, etc.

Culture & Diversity Advisory Committee

Land Acknowledgement Conversation

Notes from June 2, 2023

1. What is the purpose of this acknowledgement?

- Honour truth and reconciliation
- Promoting awareness, why there is a land ack
- Recognizing that an acknowledgement exists - it cannot be forgotten, it should be impactful
- Anchors us in the present; Indigenous peoples were held in antiquity. A land acknowledgement brings us to the present, makes us understand we have a lot to be thankful for
- Links past and present
- Recognition of standing on “shoulders of giants” - every moment of collaboration helps us to be conscious; helps us to re-tie connections for those displaced from land and each other - this is an opportunity to recognize Indigenous neighbours and their links to community
- Things we have in common, celebrate similarities
 - Where we live
 - Our histories
 - Values (as individuals and community)
 - Appreciation of place; relationships with land, trees, rivers, animals
 - Madawaska River
 - Like rivers, we connect together
 - Priorities as people
 - Stewardship
 - Celebrating stories, celebrating people, celebrating histories

2. Why is this organization doing a territory acknowledgement?

- It's expected (which is a nice thing to see)
- We are evolving to “land acknowledgement 2.0”
- #1 was getting out statement, #2 is enhancement/making it more relevant or personal
- Celebrate history, why we are here
- Where we started from, who was here, and how we got here
 - This is a teaching moment (every time a land acknowledgement is shared)
- Municipal gov't → to set a good example for community
 - Not just what's expected, but what is the right thing to do and how we do this respectfully
 - Recognizing a level of gov't, so citizens look up to community leaders/local government to set example
- It has to come from the heart
- It humbles us - the ack is something that makes you vulnerable (when you're speaking from the heart) → demonstrating and showing that there is room to grow
- Aligns with strategic plan

- Advisory council has been making recommendations to town council as per mandate
 - This is an activity the council felt could make a strong and powerful recommendation and guidance → this is a valuable recommendation to bring to town council

3. How does this acknowledgement relate to the event or work that you are doing?

- Guide in a good way
- As council:
 - Current
 - Blanket statement that touches all points, but doesn't really do anything specific.
 - Want something more specific
 - As leaders of the town, show with this acknowledgement → want it to be presentable, hope to encourage others to follow our lead
 - Sets the tone
 - Procedural - responsibility that this is well understood, how this will work going forward, when a land ack is said, etc.
- As Committee:
 - Grounds us in what we do, sets the basis in all that we do (and can do)
 - We know that this area was fully inhabited, that people have always been here - and they were impacted and displaced → how can we respectfully honour?
 - Feels important that we recognize the people who were here, not just as a nation but as those who were here
 - Names
 - Algonquin families
 - Place names
- When council started doing this - how they make me feel
 - There is an issue when the same one is repeated, people aren't paying attention → how do we encourage those listening to the land acknowledgement to be engaged
 - The more impactful acknowledgements are the ones that are heartfelt

4. Who calls this place their ancestral territory? Which Indigenous peoples also share this territory?

- Algonquin Anishinaabeg
- Closest Algonquin community/communities
 - Algonquins of Pikwakanagan First Nation
 - Bonnechere Algonquins
- Urban Indigenous communities
- Algonquin families from across the river
- Algonquins with ancestral connections

5. What is the pre-contact, contact, and post-contact history of this territory? What are some of the direct impacts of colonialism in this region?

- Unceded territory
 - Non-treaty lands → land was never ceded to the Crown or colonial powers
- Petitioned land (by Algonquins)
- There are maps that say we're under treaty
 - Mississauga

6. What is your relationship to this territory? How did you come to be here?

- Military service
 - Acknowledge Algonquin veterans
 - There are existing lists shared by Pikwakanagan as a resource with the museum (can mention by name)
 - Mention if you've been doing research to learn more about Algonquin veterans, etc.
- Family connection
 - Vacation place
 - Immigrant (came here generations ago, newcomers)
 - Settlement patterns
 - Loved the place
 - Small town, love nature
- Lumber industry
- Mining
- This is home
 - This is a place that we all share - how beautiful is it that we all know this place, that we all have an opportunity to share this place now, and to have the responsibility of caring for/stewarding this place
 - We *all* share this place, including Algonquin

7. What intentions do you have to disrupt and dismantle colonialism beyond territory acknowledgement?

- Draw awareness
 - MMIWG
 - Important causes that have not been historically understood or highlighted as they should have been
 - Being able to shift things from a colonial lens
 - I.e. veterans week → being inclusive of Indigenous perspectives and histories
- Include Indigenous peoples in opening and closing events, meetings, etc.
- Creating place for Indigenous peoples to come together within the Town of Arnprior
- Creating place for Indigenous stories and histories
- Creating space for learning opportunities
- Opportunities for networking and nation-building
- Installation of info boards, statues, placenames, using Indigenous names in naming opportunities, etc.

- Inviting people to be included
- Understanding the difference in wanting to be welcoming and *being* welcoming. Be intent, follow Algonquin cultural protocol, etc.
- Work with community to find good ways to collaborate and celebrate place and histories together
- These relationships need to be long term - build opportunities and maintain connections. Connections not only happen with leadership, but also with community. Build trust and work together.
- Practice being reconciliatory + learning truths
 - Acknowledge harder parts of history
 - Be inclusive of Indigenous perspectives, histories, etc.
 - I.e. what is the Indigenous story that goes along with early + contemporary logging history in the museum
- If there are opportunities (and you should try to make opportunities happen!) and say → here is the possibility, what do you need? How can we make this impactful, easy, etc. for Indigenous peoples and Indigenous communities? Be inclusive of perspectives.
 - Establish relationships + maintain

8. How will this land acknowledgement reach beyond meetings to patrons of the organization and members of the community? Has your organization considered providing resources (books, website information, etc.) on the Indigenous peoples whose territories are listed within the land acknowledgement?

- Smudging ceremony
 - Honour Indigenous ceremony and protocols + have an opportunity for community to participate
- Create opportunities for learning from Indigenous peoples
 - History
 - Why we're doing a smudging ceremony
 - Do what we can to bring attention and awareness
- Provide opportunities for conversation and learning
 - Growing community relationships
- Amplify opportunities that are already existing
 - I.e. library collection of books by Indigenous authors, events, etc.
 - Schools - Indigenous education leads, Elders, community leaders
 - Leverage resources that are available to support learning opportunities → municipality has the opportunity to unify and help folks to work together (i.e. create the space for learning opportunities, workshops, etc.)
 - On website, list opportunities that are already existing
 - Proclamations - incorporate some sort of learning opportunities (where appropriate) in proclamations, such as Indigenous History Month, etc.
 - Incorporate encouragement of action, ways that people can learn, resources available in community
 - Can invite Indigenous knowledge holders to help to craft those proclamations, create resources, etc.
 - Include territory in proclamation

- “Here in the Town of Arnprior, which is located on unceded Algonquin territory....”
 - Metrics are useful to track how much this is used, etc.
- Think about how recommendations can be meaningful going forward, who is responsible for carrying out the work, how to keep this top of mind, how to make it impactful, and so on.
 - Recommend things that will have some structural follow through
 - Avoid things that are performative
 - Always do this work with a good heart and good intentions
 - Indigenous peoples + more than human beings (plants, trees, fish, water, and so on)

9. What are your next steps? Has your organization considered developing relationships with local Indigenous nations and organizations to build relationships and support their work?

- Continue conversations
- Continue learning
- Remain humble
- Nation building, relationship building
- Learning how to do things in a good, respectful way
- Good stewardship of artifacts and collections
 - Develop this in partnership with Indigenous knowledge keepers, Elders, community
 - Recognize these pieces as belonging to community
 - Understand that the care that we give isn't care for perpetuity, but care directed by community partners
 - With future generations in mind
 - Consent
 - Understand that consent might change over time - be open to this evolution
 - Don't presume that because you have done this work once that it doesn't need to evolve → continuous learning and continuous opportunity built with community
- Continue to build meaningful connections with Algonquin communities and community members
- Seek accreditation
 - Training opportunities
 - Designations
- Remain open to learning and evolving
 - Are there stories we've just learned about that we can celebrate?
- “Nothing about us without us.”
 - Be aware of and avoid cultural appropriation
 - Invite legitimate Indigenous perspectives
 - Are there opportunities for Indigenous community members to review decisions, to help to present decisions, to inform decisions, etc.
 - Relationship building and maintenance

Town of Arnprior

Land Acknowledgement “Scaffolding”

Land acknowledgements have the ability to confront the ongoing legacy of colonialism, honor Indigenous Peoples as the original stewards of the lands we now share, and invite settler accountability and respect.

A land acknowledgement should be grounded in respect, responsibility, and relational accountability – it should never be a mere checkbox or a scripted recitation without genuine meaning.

This document is intended to offer structured guidance for individuals to create a meaningful personal land acknowledgement. This document does not give you all the answers, but instead provides space for research and reflection.

While there is no one format for a land acknowledgement, they must always be given from the heart; they must be sincere, and they must also inspire meaningful action and change.

Key Components of a Land Acknowledgement

- **Introduce yourself**
 - Greetings
 - Introduce yourself; who you are, where you’re from, the position you hold, etc.
- **Recognition of Indigenous Peoples, land, and more-than-human beings**
 - Whose land are you on? Are there multiple Nations with shared or overlapping stewardship?
 - What is the original name of this land?
 - Use accurate and respectful names (traditional and contemporary names)
 - Recognize whether the land is unceded, stolen, and/or covered by treaties

Example: “We acknowledge that this event is taking place on the ancestral and unceded territory of Algonquin Anishinaabeg Peoples.”

- **Historical and ongoing presence**
 - Acknowledge the long-standing relationship Indigenous Peoples have had with the land.
 - What are some of their contributions or ongoing relationships to the land?
 - Avoid phrasing that implies Indigenous Peoples only existed in the past.
 - Recognize their ongoing sovereignty, culture, and presence.

Example: “These lands have been cared for by the Algonquin Nation since time immemorial. We celebrate their ongoing sovereignty, vibrant culture, and continued stewardship of the lands and waters we now all call home.”

- **Your Relationship with land, waters, Peoples, and more-than-human beings**
 - Acknowledge your presence as a settler, visitor, or guest.
 - Consider your positionality: how did you come to be on this land?
 - Recognize the benefits you may receive from colonial systems.
 - What do you share in common with Indigenous Peoples? For example, the Madawaska River is what ties us together.

Example: “As a settler on this land, as someone whose family has been here for generations, I recognize my responsibility to learn from and stand in solidarity with Indigenous communities to care for the health of the Madawaska River watershed.”

- **A Commitment to Action**
 - Move beyond symbolic recognition by expressing how you will support Indigenous Peoples. This should be a tangible action.
 - This might include learning about treaties, amplifying Indigenous voices, supporting Native-led initiatives, or engaging in Land Back efforts.
 - This can be very specific to the meeting or event you are holding. For example, if you are talking about an environmental project, you could say something like:

Example: “As a Council, we commit to creating meaningful space for Algonquin understandings of the natural world. We are committed to being inclusive of Algonquin knowledges related to the health of the watershed, and will continue to make meaningful space for Indigenous engagement throughout this project.”

Additional Considerations

- Make land acknowledgements your own. Do your research, and include what you feel is important.
- Speak from your heart. Be mindful of your tone and intention. Speak sincerely and with respect – this is not a script.
- A land acknowledgement can set the tone for the entire event or meeting. What do you want people to keep in mind throughout the time you will share (i.e., the importance of relationships, of community, of land, etc.)?
- Avoid performative or tokenistic language. Do not share a land acknowledgement unless you are genuine in your words.
- Do not place Indigenous peoples in the past tense (i.e., “they were here”). Avoid passive language (“was inhabited by”); Indigenous Peoples are present and sovereign.
- Seek Indigenous sources for your research and further learning. Always prioritize Indigenous voices when you seek to learn more about Indigenous Peoples and their histories.

Land Acknowledgement Examples

University of British Columbia (UBC) – Vancouver Campus

“I would like to acknowledge that we are gathered today on the traditional, ancestral, and unceded territory of the xʷməθkʷəy̓əm (Musqueam) people. We recognize their continuing connection to the land, waters, and culture, and we are grateful for the opportunity to live and work on this territory.”

National Gallery of Canada

“We respectfully acknowledge that the National Gallery of Canada is located on the traditional, unceded territory of the Algonquin Anishinaabe Nation. We honor the enduring presence of all First Nations, Inuit, and Métis people on this land.”

Native Governance Center

“We are on Indigenous land. This is the traditional territory of the Dakota and Ojibwe Peoples. Today, this land is still home to many Indigenous Peoples from across Turtle Island. We honor with gratitude the land itself and the people who have stewarded it throughout the generations. This acknowledgement is part of our ongoing commitment to dismantle the legacies of settler colonialism and to support Indigenous sovereignty. We encourage others to learn about the history of the land they are on, build relationships with local Indigenous communities, and take concrete actions in solidarity.”

Canadian Association of University Teachers (CAUT)

“We acknowledge that the CAUT office, located in Ottawa, is on the traditional unceded territory of the Algonquin Anishinaabe People. The peoples of the Algonquin Nation have lived on this land since time immemorial. We are grateful to have the opportunity to be present in this territory. We recognize the enduring presence and resilience of Indigenous Peoples across Turtle Island, who continue to protect and steward the land, waters, and skies. We affirm our responsibility to center Indigenous voices, respect Indigenous governance and knowledge, and take action toward decolonization in our work and relationships.”

Bancroft Minden Forest Company (BMFC)

The administrative boundaries of the Bancroft Minden Forest lie within unceded ancestral Algonquin Anishinaabeg territory and the ancestral territories of the Michi Saagiig and Chippewa Peoples (collectively known as the Williams Treaties First Nations) as well as the Kawartha Nishnawbe First Nation. Our boundaries also overlap with Williams Treaties 20 and 27 lands.

As BMFC operates in these Indigenous territories, we have a responsibility to steward the land and consider the impacts our operations may have on Indigenous territories, including lands, waters, and more-than-human beings. BMFC remains committed to actively engaging with local Indigenous communities through collaboration and partnership, and learning from each other through sustainable forest management. Our operations work in partnership to identify and steward culturally significant and ecologically sensitive areas as identified by Indigenous community partners.

BMFC is dedicated to learning and sharing, as appropriate, the Indigenous histories of the lands where we operate. BMFC is committed to acting in genuine allyship to Indigenous Peoples, with an emphasis on maintaining active partnerships and encouraging other forest managers to step into their responsibilities to establish and foster meaningful relationships with Indigenous peoples in their management areas.

NOTE: Longer land acknowledgements can offer space to provide deeper context, reflection, and accountability. The following examples go beyond naming the land and speak to history, relationship, and action.



Curator's Report

Emily Stovel
Manager of Culture/Curator

September 2, 2025

Community Connections

- Met with McNamara Naturalists Board and attended meeting
- Wiikwemakong connection
- Renfrew Library programming
- AGOV Seedling Committee
- The Longer Table partnership
- Greeting Chief Pinesi Paddle
- Knights of Columbus presentation
- SALC programming planned
- Neighbourhood Link visit
- Rotary connection and proposal
- Writing project

Exhibits

- Book on a Wall workshop and Exhibit
- AMBA Macnamara Exhibit support
- “Arrival” Exhibit Planning
 - UofT Masters in Museum Studies
 - Carleton University Media Production and Design
- Upcoming Exhibits: ADHS WWI collaboration, Remembrance Day, ARH 80th, Climate Change and Art Advocacy



Programming

- School Tours
- Vintage Flea
- Summer camp (including new CIT program)
- Cultural Night Market
- Sunday market programs
- Sunday afternoon programs



Organizational Planning

- Digital Management
- CMOG submission: digital strategy
- Mass Culture Summer School and Budget Recoding project
- Volunteer Plan staff collaboration
- Strategic Planning underway (see following slide)



Mission/Vision

Leverage stories with community belongings to serve year-round as:

- A regional site for engaging hands-on programming toward cooperative problem-solving of identified community needs.
- An educational collaborator for civic engagement and innovation.
- A tourism hub for the community (economic development rather than approved history).



Facilities

- Historic Designation Consultant
- Water heater
- Pest control
- Security System
- Sensory Backpacks

Next Up

- SALC Fair, September 19th
- BIAC Drummers, September 20th
- Blanket Exercise, October 3rd
- CCNC paper, October 9th
- Blackbird Medicine workshop, October 25th
- Noche Latina TBD
- Climate Change and Art Advocacy Exhibition, November 1st, 2025 to March 29th, 2026
- Strategic Planning Retreat, December 2025

CDAC Contributions

- Land Acknowledgement recommendation to Town Council
- Exploring Cultural Plans and develop knowledge and understanding of their role in municipal life and service
- Cultural Mapping
- Civic engagement outreach

Questions?



• WHERE THE RIVERS MEET •