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## *Chippewas of Kettle & Stony Point First Nation*

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### **Statement of Commitment**

The Chippewas of Kettle and Stony Point First Nation (“CKSPFN”) acknowledges and expresses concern about discrimination experienced by 2SLGBTQQIA community over many years, including at the community powwow.

The CKSPFN wishes to affirm a commitment to non-discrimination of 2SLGBTQQIA people.

The Chippewas of Kettle and Stony Point First Nation (“CKSPFN”) affirms that Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Asexual (“2SLGBTQQIA”) people are an important part of their families, communities and Nations.

The CKSPFN recognizes the equality of 2SLGBTQQIA people, and that discrimination against them is harmful and is against Anishinaabe values. The CKSPFN commits to non-discrimination in relation to 2SLGBTQQIA people and recognizes the equality of Two Spirit members.

The CKSPFN commits to not providing funding to any group or activity that tolerates, promotes, or involves discrimination against 2SLGBTQQIA people, including the annual Chippewas of Kettle and Stony Point First Nation Powwow.

The CKSPFN commits to requiring that, as a condition of receiving funding from the First Nation, every group or person seeking funding must commit to non-discrimination on the basis of grounds protected under the Canadian Human Rights Act or the Ontario Human Rights Code, including discrimination against 2SLGBTQQIA people.

All policies of the CKSPFN shall be read to include and be consistent with the Band Council Resolution dated November 23, 2021 until they can be individually amended and a copy of the Band Council Resolution shall be provided to each CKSPFN Department Supervisor who shall be responsible for ensuring all employees recognize and implement this policy change.

The CKSPFN commits to add 2SLGBTQQIA policy to the CKSPFN Leadership and Employee Manuals and ensure all present and future Councils and employees will be trained on culturally relevant 2SLGBTQQIA safer place educational material for 3.5 hours. In addition, CKSPFN will provide culturally relevant 2SLGBTQQIA safer place educational material once a year to community members who wish to learn more about this subject with businesses being encouraged to participate.

Finally, CKSPFN commits to providing a safe place for the 2SLGBTQQIA First Nation members to meet in the Vernon Room at the Health Centre with prescheduling required.