

**National Day for Truth and Reconciliation  
Sept 30, 2021**

**Notice to all staff and contractors of TMC and SRG**

The Federal Government has passed legislation recognizing September 30 as a Federal holiday, the National Day for Truth and Reconciliation. This newly recognized day was created to recognize and commemorate the tragic history and lasting effects of Canada's residential school system and to honour Indigenous survivors and their families and communities.

Like most small organizations, we do not usually observe Federal statutory holidays, like Remembrance Day. Because of our commitment to and work with Indigenous peoples in Canada, it is decided that out of respect and in solidarity we will observe this new federal statutory holiday. This means that TMC and SRG will be closed on September 30th and statutory holiday pay will be in place for our staff members.

For TMC (and SRG), the National Day for Truth and Reconciliation serves as an important reminder of our individual and collective responsibilities to work towards justice, understanding, equity and better relationships with Canada's Indigenous peoples.

We ask that staff consider honouring the day in their own way by reading or watching to learn and understand more or participating in a local event in an act of solidarity in some way. Regardless of where we are, September 30th is intended for all of us to reflect on the painful history and ongoing legacy of Residential Schools in Canada.

Senator Murray Sinclair, Commissioner of the Truth and Reconciliation Commission, issued a challenge to all Canadians, saying: *"My challenge to you is to read the 94 Calls to Action of the Truth and Reconciliation Report and pick one that you can work on, that you understand - and make it happen. This is not a spectator sport. We need you, to bring reconciliation to a reality in this country."*

See [Documents and Resources](#) attached for resources to support your reflection:

The truth around Residential Schools is painful, and we must acknowledge and address it to move forward together on the path of reconciliation. The National Day for Truth and Reconciliation is an opportunity for each member of our team to commemorate the intergenerational harm that Residential Schools have caused Indigenous families and communities, and to honour those affected by this injustice. Each one of us can help to advance reconciliation.

As we approach September 30th in our own individual ways, please know that many people in our communities can't participate in commemoration because they are still carrying trauma. Wherever you come across others suffering in any way, please show compassion, empathy, and kindness.

## *Grounding living and learning in self-regulation*

As always, TMC stands with First Nation, Inuit, and Métis Peoples. We are committed to doing our part to achieve meaningful and lasting reconciliation to address this dark chapter in our nation's history.

Below are some resources you may consider and reflect upon as we grow as a nation and as an organization and together. Please share other links you may know of to be added to the list.

As many of you know TMC is gathering a group of advisors to support and collaborate with us in our equity work. Our indigenous advisors collaborated with us on this communication and we greatly appreciate their council and all that we have learned.

We anticipate this sparks curiosity and an interest in learning more because our team cares about equity. We will be doing introductions at a later date as currently we are working internally and developing trust.

*Susan*