



WOODSTOCK HOSPITAL

- This policy seeks to ensure that the hospital's land acknowledgements are respectful, sincere, and informed by consultations with local communities.
- The hospital recognizes the original stewards of the land and acknowledges the Indigenous Nations who have lived, worked, and cared for these territories since time immemorial.

2.2 When to Deliver the Land Acknowledgement:

- Land acknowledgements should be delivered at the beginning of formal gatherings, either in-person or virtual, including:
 - Board meetings
 - Conferences, symposiums and seminars hosted by the hospital
 - Public-facing events or announcements
 - Any official event where an external audience is present
- A land acknowledgement is not required at internal working meetings.
- A land acknowledgement is to be read aloud and included in print form where appropriate (i.e. event programs, websites).

2.3 How to and who delivers the Land Acknowledgement?

- The person delivering the land acknowledgement should be the host or delegate of the gathering (i.e. meeting chair).
- The official hospital land acknowledgement (full or abridge version presented below) should be used whenever possible but a personal land acknowledgement can also be delivered using one or both of the following approach:

- **3 – Step Land Acknowledgement:**

As per Ela Smith: “Speak from the heart!”

1. Speak about what you know
 - a. This is your opportunity to share about the history, physical space/land, and/or wrong doings. Something that resonated with you that you learned while exploring Truth and Reconciliation
2. Speak about what you don't know
 - a. Be vulnerable, share what you are curious about
3. Speak about what action you plan on taking to change or impact “what you know or don't know”
 - a. E.g. Continue to learn, reflect, give your time to a cause



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○ **“I” Statements with Prompts:**

1. Express personal connection.
 - a. E.g. “I acknowledge that I live and work on the traditional lands of _____. I feel a deep sense of responsibility to honor and respect this connection.”
2. Recognize the importance of acknowledgements.
 - a. E.g. “I feel that it is important to acknowledge this land because _____.”
3. Express gratitude.
 - a. E.g. “Today, I am thankful for _____, (explain significance and how it relates to Indigenous culture/land).”
4. Share intentions of learning.
 - a. E.g. “I am interested to learn more about _____.(explain reason)”
5. Commit to action.
 - a. E.g. “I plan to _____, to further my journey with my commitment to Truth and Reconciliation.”

2.4 Written and Digital Use:

- The WH official land acknowledgement should appear prominently on the hospital’s website, and public facing documents.
- Publications including annual reports, newsletters, and patient-facing materials should include the WH official land acknowledgement where appropriate.

3. Accountability:

The Equity, Diversity, Inclusion and Belonging (EDIB) committee is responsible for the implementation, training and monitoring of the land acknowledgement guidelines. Hospital leadership and all department heads are accountable for ensuring that land acknowledgements are used appropriately and consistently throughout the organization.

4. Review and Revisions:

- This policy will be reviewed as required by the EDIB committee, in collaboration with the hospital leadership and in consultation with Indigenous community members and stakeholders to ensure it remains relevant and meaningful.
- Updates to the land acknowledgement will be made based on these consultations, and any changes will be communicated hospital wide.



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5. Woodstock Hospital Land Acknowledgement:

5.1 Official WH Land Acknowledgement:

Let us take some time to recognize the importance of this land where we live and work. Woodstock Hospital is located on the traditional Territories of the Nations of the Haudenosaunee (hoh-DEE-noh-SHoh-nee) – People of the Long House, Mississauga (Mi-suh-saa-guh) – Part of the Greater Ojibwa Nation and Attiwoonderk (At-ti-wan-da-ronk) – Neutral Confederacy. We stand on the Anishinabewaki (uh-nee-shee-nah-bay-wah-kee), the Homelands of the Anishinaabeg (Ah-nish-in-ah-beg). In 1792, this land was acquired by the Crown during the signing of Treaty 3 – Between the Lakes Purchase. It's disheartening to note that even though this treaty was signed between the Mississauga and the Crown, the Mississauga received only £1,180 (pounds) worth of goods for granting access to 3 million hectares of land and waterways. The cities of Woodstock, Hamilton, Cambridge, Waterloo, Guelph, Brantford, and St. Catharines are all situated on the land that was discussed in Treaty 3.

With the intention of learning and unlearning, we are reaffirming our commitment to and responsibility toward Indigenous communities and their diverse, all-encompassing cultures. It is important to think about the past wrongs and mistakes, to acknowledge them, and to consider how we, as a group and as individuals, might continue to work toward justice, unlearning, and reconciliation.

5.2 Abridged Version:

Let us take some time to recognize the importance of this land where we live and work. With the intention of learning and unlearning, we are reaffirming our commitment to and responsibility toward Indigenous communities and their diverse, all-encompassing cultures. It is important to think about the past wrongs and mistakes, to acknowledge them, and to consider how we, as a group and as individuals, might continue to work toward justice, unlearning, and reconciliation.

Originator:	EDIB Committee
Current Reviewer:	
Responsibility:	EDIB Committee and Senior Team



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Reference:	1.
Cross Reference:	1.

DRAFT