



What we heard **National Day for Truth and Reconciliation**

Results of public survey March 8-April 30, 2022



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Background

The Truth and Reconciliation Commission's Call to Action #80 called on the federal government, in collaboration with Indigenous peoples, to establish as a statutory holiday a National Day for Truth and Reconciliation.

The statutory day is to honour residential school Survivors, their families, and communities. It is also to ensure that public commemoration of the history and legacy of residential schools remains a vital part of the reconciliation process.

The federal government passed legislation in 2021 that declared September 30 to be the National Day for Truth and Reconciliation and made it a statutory day. This legislation applies only to employees of the federal government and federally regulated industries. However, on September 30, 2021 many public facing services in the Yukon such as territorial government offices, schools and courts closed in honour of the day.

Legislative changes would be required to make the National Day for Truth and Reconciliation a statutory day in the Yukon.

Reconciliation

The Truth and Reconciliation Commission of Canada (TRC) described reconciliation as an ongoing individual and collective process that means different things to different people and communities.

The TRC defines reconciliation as “an ongoing process of establishing and maintaining respectful relationships. A critical part of this process involves repairing damaged trust by making apologies, providing individual and collective reparations, and following through with concrete actions that demonstrate real societal change. Establishing respectful relationships also requires the revitalization of Indigenous law and legal traditions. It is important that all Canadians understand how traditional First Nations, Inuit, and Métis approaches to resolving conflict, repairing harm, and restoring relationships can inform the reconciliation process.”

The TRC published a final report and Calls to Action in 2015. For further reading, visit the National Centre for Truth and Reconciliation at <https://nctr.ca>.

What is a “statutory day”?

A statutory day is also called a “statutory holiday” or “stat.” It is a day on which eligible employees receive a day off with holiday pay. Employees required to work on the holiday are entitled to extra pay, or a paid day off later. Statutory holidays are also called public holidays or general holidays.

Federal statutory holidays only apply to federal employees and federally regulated workers who work in specific sectors defined in the Constitution of Canada, such as air transportation, banks, and telecommunications. Heritage Day, Easter Monday, National Day for Truth and Reconciliation and Boxing Day are federal statutory, but not Yukon holidays. They also apply to Yukon First Nation self-governments and their employees.

We heard from Yukoners who expressed concerns that the term for a statutory day used in the Yukon’s *Employment Standards Act* – “general holiday” – does not properly reflect the solemnness of Truth and Reconciliation.

We recognize this and in future, the National Day for Truth and Reconciliation will be referred to as a statutory day.

This report will use “statutory day” except when quoting directly from the survey.

Engagement process

Purpose

The Government of Yukon is now considering whether the National Day for Truth and Reconciliation (September 30) should become a statutory day for all territorially regulated employees in the Yukon.

Our goals

Our goals for this engagement were:

- ❖ To hear what the Yukon public thinks about a new statutory day for the National Day for Truth and Reconciliation.
- ❖ To understand the economic impact that a new statutory day may have on the business community and local economy.

Process

From March 8 to April 30, 2022, the Department of Community Services asked for public and stakeholder input on a new statutory day to observe the National Day for Truth and Reconciliation. We hosted an online survey on engageyukon.ca with support from the Yukon Bureau of Statistics. Paper copies of the survey were available on request.

We worked with the Women and Gender Equity Directorate and the Aboriginal Relations Division of the Executive Council Office to ensure that the survey language was inclusive and appropriate.

Notification

We notified Yukoners of the online survey through:

- ❖ a news release
- ❖ direct outreach to Yukon First Nations governments
- ❖ direct outreach to business organizations
- ❖ content on engageyukon.ca
- ❖ newspaper and radio ads
- ❖ online Google advertisements
- ❖ social media posts on the Government of Yukon Twitter and Facebook pages

What we asked

[See Appendix A](#) for the list of survey questions.

Who responded to the survey?

From March 8 to April 30, 2022, Yukoners completed 1294 unique surveys. All responses were anonymous and unverified. We did not count duplicate or incomplete surveys. Participation was limited to Yukon residents.

As of December 2021, Yukon's population was 43,575. This means that approximately 3% of Yukoners responded to the survey. Population statistics in this section come from the 2021 federal census or the Yukon Bureau of Statistics.

We asked respondents to tell us about themselves, including:

- ❖ whether they are an employer and/or an employee;
- ❖ whether they are a Yukon First Nations Citizen or member, an Indigenous person (other than a Yukon First Nation), or neither; and
- ❖ their age, gender, and place of residence.

Survey respondents at a glance

- ❖ The location of survey respondents generally matched up with population statistics. The majority of respondents lived in the Whitehorse area. Dawson was slightly over-represented, while some other small communities were under-represented.
- ❖ 72% were between 30 and 59 years of age.
- ❖ 65% identified as women.
- ❖ 25% identified as employers/business owners.
- ❖ 19% identified as Indigenous.
- ❖ 3% identified as Indigenous and employers/business owners.

Where the survey respondents live

	# of survey respondents	% of survey respondents	% of Yukon population
Whitehorse*	1000	77.28	78.6
Dawson	85	6.57	5.3
Other Yukon communities combined**	37	2.87	5.1
Haines Junction	25	1.93	2.3
Marsh Lake	23	1.78	See Whitehorse
Carcross	22	1.7	1.1
Other (e.g. remote rural location)***	20	1.55	0.6
Carmacks	19	1.47	1.3
Watson Lake	17	1.31	3.5
Ibex Valley	14	1.08	See Whitehorse
Teslin	12	0.93	1.1
Mount Lorne	10	0.77	See Whitehorse
Mayo	10	0.77	1.0

* Whitehorse means the Whitehorse area. It includes Ibex Valley, Marsh Lake and Mount Lorne.

** Other Yukon communities combined include Beaver Creek, Burwash Landing, Destruction Bay, Faro, Johnson's Crossing, Old Crow, Pelly Crossing, Ross River, and Tagish.

*** Other (e.g. remote rural location) includes Mendenhall and all other locations.

Age of survey respondents

Survey respondents were over-represented among Yukoners aged 30-59, and under-represented among Yukoners under 29 and over 65.

We anticipated that age groups that include children and retirees would be less engaged on the topic of a new statutory day.

	# of survey respondents	% of survey respondents	% of Yukon population
29 years old and under	132	10.2	33.5
30-39 years old	342	26.43	17.6
40-49 years old	320	24.73	14.0
50-59 years old	271	20.94	13.3
60-64 years old	91	7.03	7.2
65 years old and over	93	7.19	14.3
Prefer not to say	45	3.48	N/A

Gender of survey respondents

Men	44.5%
Women	65%
Transgender +15 years	0.2%
Non-binary	0.27%

In the 2021 census, the Yukon's population was evenly split (50%) between women and men.

Employers and Indigenous people

Respondents could check more than one box here. For example, a person who was an employer, an employee and a Yukon First Nations Citizen could check all three boxes or just one.

- ❖ 23% of all survey respondents were employers or business owners.
- ❖ 25% of non-Indigenous respondents self-identified as employers or business owners.
- ❖ 14% of Indigenous respondents self-identified as employers or business owners.

	Number	Percent (%)
Employer or business owner	303	23.42
Employee	922	71.25
Citizen or member of a Yukon First Nation	128	9.89
Indigenous person other than a Yukon First Nation	115	8.89
None of the above	106	8.19

What we heard: by the numbers

Strong support for reconciliation action and mixed support for a new statutory day

- 66% of all respondents said they strongly support or somewhat support a new statutory day in the Yukon for the National Day for Truth and Reconciliation.
- Non-employers (74%) indicated stronger support than employers (39%).
- Both groups commented often that a statutory day was not a meaningful reconciliation action without ongoing public education, awareness campaigns, special events, and programs.
- More Indigenous respondents (76%) strongly or somewhat support a new statutory day compared to non-Indigenous Yukoners (64%).

Potential impacts of a new statutory day

Respect for lost children and survivors

- 43% of all respondents strongly agreed that a new statutory day would show respect for the lost children and Survivors of residential schools, their families and communities; 20% of all respondents strongly disagreed.
- 25% of employers strongly agreed and 41% strongly disagreed.
- 55% of Indigenous respondents strongly agreed and 13% strongly disagreed.

Opportunities to learn about residential schools

- 35% of all respondents strongly agreed that a new statutory day would provide opportunities to learn about residential schools and 22% strongly disagreed.
- 19% of employers strongly agreed and 43% strongly disagreed.
- 49% of Indigenous respondents strongly agreed and 14% strongly disagreed.

Opportunities to celebrate, explore, and respect Indigenous cultures

- 42% of all respondents strongly agreed that a new statutory day would provide opportunities to celebrate, explore, and respect the Indigenous cultures; 18% of all respondents strongly disagreed.
- 22% of employers strongly agreed and 37% strongly disagreed.
- 54% of Indigenous respondents strongly agreed and 11% strongly disagreed.

Mental health benefits for employees

- 49% of all respondents strongly agreed that a new statutory day would offer mental health benefits for employees and 15% strongly disagreed.
- 28% of employers strongly agreed and 31% strongly disagreed.
- 59% of Indigenous respondents strongly agreed and 9% strongly disagreed.

Additional labour costs

- 33% of all respondents strongly agreed that a new statutory day would create additional labour costs for Yukon organizations and 9% strongly disagreed.
- 58% of employers strongly agreed and 4% strongly disagreed.
- 22% of Indigenous respondents strongly agreed and 13% strongly disagreed.

Interruptions to important services

- 19% of all respondents strongly agreed that a new statutory day would create interruptions to important services and 24% strongly disagreed.
- 40% of employers strongly agreed and 13% strongly disagreed.
- 14% of Indigenous respondents strongly agreed and 30% strongly disagreed.

Impacts on human resources and staffing

- 43.2% of employers said that a new statutory day for National Day for Truth and Reconciliation would have a high impact on their human resources and staffing.
- 16.8% said it would have moderate impact.
- 39.9% said it would have little to no impact.

What we heard: Yukoners' voices

Yukoners shared their thoughts on the benefits and drawbacks of a new statutory day. Many non-employers echoed employers' concerns about the economic pressures on businesses and organizations.

Yukoners have diverse perspectives on the purpose and meaning of the National Day for Truth and Reconciliation

Many respondents said that this statutory day would show respect for residential school Survivors and Indigenous cultures. It would honour the lost children. It would show the Yukon's commitment to the Truth and Reconciliation Commission's Calls to Action.

This statutory day would:

- create more awareness;
- encourage intergenerational connections; and
- provide dedicated time to building relationships with other people and the land.

“Educating and informing those who do not know the history. Honouring those that were taken from their home and never returned home and the survivors. Allowing for healthy, safe space for the survivors to tell their story.” – survey comment

In contrast, other respondents said that National Indigenous Peoples Day (June 21) covers the same topic, so a statutory day in September would be redundant.

Many said that employees would not use a paid day off for reflection or participation in National Day for Truth and Reconciliation events and that September 30 would become “just another holiday”. Employers and non-employers expressed concern that a new statutory day would be an empty symbolic gesture that does not advance reconciliation.

“It will not promote reconciliation; it’ll just give folks more time to score the prime campsites for a long weekend.” – survey comment

Most respondents said that the National Day for Truth and Reconciliation acknowledged the harmful legacy of Canada’s residential and mission schools. However, some expressed hostile or racist opinions. Rather than repeat them here, we have decided to acknowledge them generally but not detail them specifically.

Some non-Indigenous respondents said they did not feel it was their place to offer any opinions or ideas on the National Day for Truth and Reconciliation.

A new statutory day would create financial hardship for businesses

Many survey respondents noted that a new statutory day would increase payroll costs for employers. Both employers and non-employers agreed that Yukon businesses, especially small businesses, have economic challenges.

“Costs of another holiday in the Yukon is too much. We are already considering closing our business with the increasing payroll, insurance, fuel and other operational costs.” – survey comment

They mentioned rising inflation and fuel prices, lost revenues from the COVID-19 pandemic, minimum wage increases, supply-chain shortages and delays and short operating seasons. Some employers are concerned about the potential introduction of paid sick leave.

Employers in mining, construction, and tourism said that seasonal businesses are under intense pressure. They must earn revenue and complete projects in a short window of time. These businesses would likely require employees to work on the National Day for Truth and Reconciliation and provide statutory pay on top of regular wages.

“We are a small seasonal business with a short summer season in the Yukon. Another paid holiday is making the season even shorter... that one day could mean the difference of getting a job finished and starting another one.” – survey comment

Some employers said that businesses would have to increase the cost of consumer goods to cover the costs of a new statutory day. A few suggested that the Yukon government should reimburse business owners for the extra wages.

Some employers said that a new statutory day would have minimal impacts on their business. Few employers said they voluntarily gave employees a paid day off for the National Day for Truth and Reconciliation in 2021.

A new statutory day would impact staffing and services

Employers and non-employers said that September 30 was poor timing for a new statutory day. It falls between Discovery Day, Labour Day and Thanksgiving.

“If the proposed holiday became a 'Statutory Holiday' in the Yukon, we would have FOUR paid holidays in less than TWO months!” – survey comment

Employers said they already have staff shortages and lost productivity on statutory day. They also said that they are struggling with a Yukon-wide labour shortage. Some businesses are scaling down their operations and losing revenue.

Respondents said that statutory days mean lower service levels for customers and clients. There was also concern for vulnerable citizens who access services through not-for-profit organizations that close on statutory days. Not-for-profits usually have limited staffing budgets with no “wiggle room” for extra pay.

A few employers said that making the National Day for Truth and Reconciliation a statutory day would improve staff morale. They said it would encourage staff to participate in events and reflect on the meaning of the day.

A new statutory day would have specific impacts on children and families

Many survey respondents said that Yukon's K-12 education curriculum already teaches about residential schools and Canada's history with Indigenous peoples. They want that to continue or expand. A few were frustrated that the new federal statutory day closed schools on September 30. They felt in-school programs were the best way for kids to learn about the National Day for Truth and Reconciliation (formerly observed as Orange Shirt Day).

Call to Action 62(i)

"We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students."

Truth and Reconciliation Commission of Canada, 2015

Some respondents said a new statutory day would make it easier for families to participate in reconciliation activities. It would give parents a day off to teach and learn with their children.

More respondents said that a new statutory day would create childcare challenges for parents who must work on that day, even with extra pay.

"People who are not able to get time off from their jobs to participate in activities are unfairly disadvantaged, even if they do work for an employer who provides over-time or holiday pay." – survey comment

Respondents said that women, retail and service sector employees, and low-income workers would experience particular hardship. They said that self-employed parents would need to take the day off without pay to care for children.

Public education and programs make it meaningful

Many respondents said that a new statutory day would allow for more participation in Truth and Reconciliation events. Public education, cultural events and programs are essential for Yukoners to understand reconciliation and take action. Every level of government should fund and support such programs.

“Handing out t-shirts and serving bannock is just not enough.”- survey comment

Many respondents said that a statutory day for Truth and Reconciliation will be meaningless unless the Yukon government and other governments dedicate adequate resources to public education and accessible programs, both on September 30 and year-round.

A new statutory day would have specific impacts on Indigenous people

“It is not just about a "day", for Indigenous people it is "daily". We are talking two different perspectives: the non-Indigenous need to learn, and the Indigenous need to heal.” survey comment

Respondents said it is not up to just Indigenous people and First Nation governments to educate the public and commemorate the National Day for Truth and Reconciliation.

Many want to see First Nations leading and deciding what is appropriate for the National Day for Truth and Reconciliation in each community. Respondents want the Yukon government to share the burden of organizing National Day for Truth and Reconciliation programs and education. They want the government to provide adequate funding to First Nations and Indigenous organizations.

Some respondents said a statutory day would create space for Indigenous individuals to process difficult emotions and memories with their loved ones in private or in public.

Others showed concern. They noted that public events and awareness campaigns for the National Day for Truth and Reconciliation would be a negative reminder of Indigenous people's traumas and make it harder to heal.

Many respondents commented on individual and systemic racism that continues to harm Indigenous Canadians. Some said that observing the National Day for Truth and Reconciliation may increase anti-Indigenous discrimination. Others said it would do the opposite. Some respondents expressed hostile or racist opinions. Rather than repeat them, we have decided to acknowledge them generally, but not detail them specifically.

Statutory days highlight imbalances between the public and private sectors

Many survey respondents said it was unfair for only the public sector to have a federal statutory day for the National Day for Truth and Reconciliation. They said it should be for everyone or no one. Some added that with so few Indigenous Yukoners in the public sector, most couldn't observe the day unless it becomes a Yukon statutory day.

Other respondents said that the federal and territorial governments don't understand the private sector's realities and challenges. They expressed frustration with the creation of the federal statutory day.

"Setting up employers to pay for the sins of the government is unfair." – survey comment

Some respondents said all government employees should volunteer for Indigenous organizations on the National Day for Truth and Reconciliation, or donate their wages for September 30 to reconciliation activities.

Many respondents said that education and training were more important for government employees than a new statutory day.

Call to Action 57

“We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.”

Truth and Reconciliation Commission of Canada, 2015

What we heard: Truth and Reconciliation in action

Yukoners provided thoughtful ideas for how to acknowledge the history and legacy of residential and mission schools. Although the survey focused on commemorating the National Day for Truth and Reconciliation, respondents also said that reconciliation is a daily, year-round process.

Listen to and respect First Nations

Survey respondents often said the Yukon government should talk with First Nations governments and people. They should talk with residential school and intergenerational Survivors to find out how best to commemorate the National Day for Truth and Reconciliation. The Yukon government should not try a “one size fits all” approach. Each community has different priorities and protocols.

Respondents said we should support First Nations leadership and not expect them to do all the work and host all activities. We should share resources to support First Nations-led activities, hold space for Indigenous people to lead and participate in planning, and host events and programs when appropriate. We should acknowledge that Indigenous and non-Indigenous people will experience the National Day for Truth and Reconciliation differently.

Make space for ceremony and remembrance

Many respondents said that it was not proper to advertise the National Day for Truth and Reconciliation as a “holiday”. If it does or does not become a Yukon statutory day, we should treat the National Day for Truth and Reconciliation in the same solemn tone as Remembrance Day.

Suggestions for ceremonial activities on September 30 included:

- ❖ A public ceremony hosted by the Yukon government
- ❖ A territory-wide moment of silence
- ❖ In-school ceremonies
- ❖ Prayer circles
- ❖ Sacred fires
- ❖ Vigils
- ❖ Group walks
- ❖ Apologies from federal, territorial and municipal government officials
- ❖ Speaking invitations to Survivors and their family members
- ❖ Reading the names of the lost children and/or Survivors who have since passed
- ❖ Flags lowered to half-mast
- ❖ Counselling services and cultural supports for Survivors and families

Support cultural practices, teachings and activities

Respondents said that the National Day for Truth and Reconciliation is not only for respectful learning. It is also about honouring living Indigenous cultures and practices. They said the Yukon government should note that some Indigenous people may spend the day in an unstructured way. For example, spending time at home with family, going out on the land, hunting, cutting meat, beading, sewing, visiting, or storytelling.

Respondents want the Yukon government to support activities that connect Indigenous youth and Elders in National Day for Truth and Reconciliation events. The Yukon government should also provide opportunities for Indigenous people to share songs, stories, or meals with non-Indigenous people, if they choose.

Prioritize public awareness

Many respondents said improving public awareness of the National Day for Truth and Reconciliation should be a top priority for the Yukon government and other levels of government.

Ideas included:

- ❖ Radio, social media, and newspaper advertising
- ❖ Posters in all communities about local and Yukon-wide events
- ❖ Informational displays at busy public venues, e.g. Canada Games Centre
- ❖ Informational pamphlets and fact sheets
- ❖ Print and digital copies of the Truth and Reconciliation Commission (TRC) Calls to Action
- ❖ "Reconciliation Month" education and awareness campaign through September

Some respondents said businesses should be encouraged to close on September 30 out of respect for the day. They also said that volunteerism at National Day for Truth and Reconciliation events should be promoted.

Prioritize year-round education

We heard that year-round, ongoing public education and reconciliation efforts are even more important than public awareness of the National Day for Truth and Reconciliation.

Survey respondents want to see:

- ❖ Yukon First Nations 101 (or similar) courses freely available to the public
- ❖ Better online access to the TRC Calls to Action
- ❖ Orange Shirt Day stories and teachings
- ❖ Survivors' voices amplified in public education materials
- ❖ Social media campaigns to engage Yukoners in learning
- ❖ Opportunities for self-directed learning, like online resources or recommended reading lists
- ❖ Recorded multimedia stories from residential school and intergenerational Survivors for screening or display in future years

- ❖ A new Yukon flag that includes First Nations history and imagery
- ❖ Mandatory, ongoing training for Yukon government employees on topics like Yukon First Nations 101, anti-oppressive frameworks, mental health, and trauma-informed practice
- ❖ Permanent physical structures dedicated to Truth and Reconciliation, such as a learning centre, memorial park, exhibits, statues, or plaques

Call to Action 82

“We call upon provincial and territorial governments, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools Monument in each capital city to honour Survivors and all the children who were lost to their families and communities.”

Truth and Reconciliation Commission of Canada, 2015

Support children’s learning

Most respondents know that Yukon school curricula cover the history and legacy of Canada’s residential and mission schools. Many said there should be more focus on this topic and on Yukon First Nations history and culture. Some suggested scheduling these teachings with the weeks surrounding September 30.

Investigate former residential school sites

Many respondents want the Yukon government to continue supporting the investigation of former residential school and day school sites for potential unmarked graves. The Yukon First Nations Governments’ Burial Sites Investigation Committee is leading the search. Some want to increase public awareness about the locations of former schools.

Be accountable

Survey respondents said both government and church are accountable for the intergenerational harms committed in Canada's residential schools. They said the Yukon government should publish its ongoing reconciliation commitments and progress reports. Some respondents said we should ask the Catholic Church and other religious institutions what reconciliation action they are taking in the Yukon.

Call to Action 75

"We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children."

Truth and Reconciliation Commission of Canada, 2015

Invest in reconciliation

Respondents said the Yukon government should provide financial support for reconciliation activities in several ways, including:

- ❖ Providing direct funding to First Nations to commemorate the National Day for Truth and Reconciliation
- ❖ Funding exhibits in cultural centres, museums, and visitor centres
- ❖ Funding enhanced education in K-12 and early childhood
- ❖ Encouraging donations to Indigenous organizations or causes
- ❖ Promoting fundraising for Indigenous organizations or causes
- ❖ Commissioning Indigenous art, music, plays, and documentaries

Make systemic changes

Many respondents noted that reconciliation between Indigenous and non-Indigenous peoples is deeply personal and broadly systemic. Canada and the Yukon need to make enduring changes for a more equitable society. To do this, they need to decolonize systems that harm and marginalize Indigenous people. These systems include education, justice and health.

Call to Action 18

“We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.”

Truth and Reconciliation Commission of Canada, 2015

We heard frequent comments on improving Yukoners’ health outcomes by investing in year-round mental health care, healing centres for residential school Survivors and after-care for Yukoners returning home from addictions treatment.

Think “outside the box”

Both employers and non-employers said that to avoid or minimize economic impacts for businesses, the Yukon government should explore alternative ways to observe the statutory day.

Some suggested holding National Day for Truth and Reconciliation events on a weekend near September 30 instead of creating a statutory day.

Many respondents recommended replacing a current general holiday. The most frequent suggestions were statutory days with colonialist or religious origins, like Easter Monday, Victoria Day, Canada Day or Discovery Day. Others proposed replacing National Indigenous Peoples Day with the new statutory day.

What we would improve about our survey methods

Every public engagement has room for improvement. If we could turn back the clock and run this survey again, we would:

- ❖ Ask employers to self-identify their number of employees, to help us understand the different perspectives of large, medium, and small businesses. We would also create a separate checkbox for self-employed workers with no employees.
- ❖ Collect more disaggregated data on respondents' income level, ability, and immigration status, to help us analyze survey responses through a more intersectional lens.
- ❖ Split question 4 into two questions to avoid confusion around the advantages and disadvantages of a new statutory day.
- ❖ Provide better access to paper surveys for Yukoners who prefer to engage offline. We heard from some people who said they didn't have access to computers, so they had difficulty participating. Some of these people may have been residential school survivors affected by trauma.

What's next?

The Yukon government will weigh the options and decide whether to proceed with creating a new statutory day. If yes, Community Services and the Legislative Counsel Office would begin drafting amendments to the *Employment Standards Act*.

September 30, 2023 is the earliest that the National Day for Truth and Reconciliation could become a statutory day under Yukon law.

Until then, only some Yukon workers will observe September 30 as a statutory day:

- ❖ Federal government employees
- ❖ Federally regulated employees
- ❖ Yukon government employees (and teachers)
- ❖ Unionized workers whose collective agreements provide for the new statutory day
- ❖ Private sector employees whose employers have voluntarily opted in

We are deeply grateful to Yukoners who shared their ideas for the National Day for Truth and Reconciliation.

Appendix A: Survey Questions

National Day for Truth and Reconciliation Public Survey

The Truth and Reconciliation Commission's Call to Action #80 calls on the federal government, in collaboration with Indigenous Peoples, to establish a statutory holiday as a National Day for Truth and Reconciliation to honour Survivors, their families, and communities and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.

On September 30, 2021, the federal government introduced this new statutory holiday for federally regulated employees.

The Government of Yukon is seeking your feedback on whether the National Day for Truth and Reconciliation (September 30) should become a general (paid) holiday for all employees in the Yukon.

Please provide your feedback by completing the survey.

Questions marked with * are mandatory.

***1. Are you a Yukon resident?**

- Yes
- No

***2. Are you (check all that apply)**

- an employer or business owner?
- an employee?
- a Citizen or member of a Yukon First Nation?
- an Indigenous person, other than a Yukon First Nation?
- none of the above

Please skip questions 2.1 and 2.2, unless you are an employer or business owner.

***2.1. How would a general (paid) holiday for the National Day for Truth and Reconciliation affect your organization's human resources and staffing?**

- Little to no impact
- Moderate impact
- High impact

2.2 Please explain your response:

3. On a scale of 1 to 10, with 1 being strongly disagree and 10 being strongly agree, how much do you agree with the following statements?

***3.1 A paid general holiday would show respect for the lost children and Survivors of residential schools, their families and communities.**

***3.2 A paid general holiday would provide opportunities for Yukon residents to learn**

***3.3 A paid general holiday would provide opportunities to celebrate, explore and respect the cultures of Indigenous Peoples in Canada.**

***3.4 A paid general holiday would have mental health benefits for employees.**

***3.5 A paid general holiday would create additional labour costs for organizations in the Yukon.**

***3.6 A paid general holiday would create interruptions to important services that people access in the Yukon.**

***4. In your opinion, are there any other advantages or disadvantages to having a new general (paid) holiday in the Yukon to recognize the National Day for Truth and Reconciliation?**

- Yes
- No

4.1 Please explain your response:

***5. To what degree do you support a general (paid) holiday in the Yukon for the National Day for Truth and Reconciliation?**

- Strongly against
- Somewhat against
- Neither against nor support
- Somewhat support
- Strongly support
- Not sure

6. Please share your thoughts on how best to commemorate this day to acknowledge the history and legacy of residential and mission schools.

*** 7. Which community do you live in?**

- Beaver Creek
- Burwash Landing
- Carcross
- Carmacks
- Dawson City
- Destruction Bay
- Faro
- Haines Junction
- Ibx Valley



- Marsh Lake
- Mayo
- Mount Lorne
- Old Crow
- Pelly Crossing
- Ross River
- Tagish
- Teslin
- Watson Lake
- Whitehorse
- Other

*** 8. How old are you?**

- Under 18 years old
- 18-29 years old
- 30-39 years old
- 40-49 years old
- 50-59 years old
- 60-64 years old
- 65 years old or older
- Prefer not to say

*** 9. What gender do you identify with?**

- Male
- Female
- Non-binary
- Prefer not to say

Thank you for taking the survey.

