



RR-1b

ADMINISTRATIVE REPORT

Report Date: January 14, 2016
Contact: Wendy Au/Ginger
Gosnell-Myers
Contact No.: 604.871.6639/
604.873.7209
RTS No. : 11275
Van RIMS No.: 08-2000-20
Meeting Date: January 19, 2016

TO: Vancouver City Council
FROM: Acting City Manager
SUBJECT: City of Reconciliation 2014 - 2016

RECOMMENDATION

- A. THAT Council receive for information an update on the City's 2014 - 2015 departmental *City of Reconciliation* work, as outlined in Appendix B.
- B. THAT Council approve the City of Reconciliation Work Plan for 2016 and direct staff to begin implementation of work and provide annual progress reports, with work including:
 - i. A cultural competency training workshop in early March for senior managers, at an estimated cost of \$3,000; the source of funding is the 2016 EEO training budget.
 - ii. Basic level cultural competency staff training, with a target of reaching 350+ staff, at an estimated cost of \$100,000; the source of funding is the existing 2016 Operating Budget.
 - iii. Development of reconciliation projects with City departments and Boards, in partnership with community groups, at an estimated cost of \$200,000 per year for the next three years; the source of funding is the Great Beginnings budget.

REPORT SUMMARY

This report provides an update on the City of Reconciliation framework as adopted by the City on July 8, 2014, and progress since that time.

COUNCIL AUTHORITY/PREVIOUS DECISIONS

At its meeting on February 26, 2013, Vancouver City Council passed a motion to proclaim June 21, 2013 to June 20, 2014, as the *Year of Reconciliation* in Vancouver, and endorsed the United Nations Declaration on the Rights of Indigenous Peoples. On June 20, 2013 Council officially announced the Proclamation in an intercultural celebration and dialogue event co-hosted with Reconciliation Canada, and attended by local and provincial First Nation and multicultural leaders.

On June 25, 2014 Council formally acknowledged that the City of Vancouver is situated on the unceded traditional territory of the Musqueam, Squamish, and Tsleil-Waututh First Nations. Council directed staff to invite representatives from these Nations to develop appropriate protocols for the City of Vancouver to use in conducting City business that respects the traditions of welcomings, blessings, and acknowledgement of the territory.

On July 8, 2014, after a successful year of encouraging Aboriginal communities and the general Vancouver population to participate in City services, events and programs during the Year of Reconciliation, Vancouver City Council passed the motion to reaffirm its commitment to designate Vancouver as a *City of Reconciliation*.

On December 16, 2014, the Musqueam, Squamish, and Tsleil-Waututh First Nations performed a brushing off ceremony for the Council members, preparing them for the new council term ahead. The ceremony, held in Council chambers, was a historic event for City Council.

In 2014, the Mayor's Task Force on Mental Health and Addictions began work to understand and identify innovative practices, with a key focus on Aboriginal Healing and Wellness centres and supports in the DTES and throughout Vancouver. Since that time two Aboriginal health, healing, and wellness centres have been built and supported through grants from the City, with the Urban Native Youth Association and with Lu'ma Native Housing. Research on Aboriginal cultural and traditional activities in the DTES is underway, which will be used to create opportunities for support and implementation of Aboriginal healing and wellness initiatives.

In 2014, Council adopted the Healthy City Strategy and in 2015, the first four year Healthy City Strategy Action Plan. City of Reconciliation objectives align with and reinforce Healthy City goals and targets, which promote safety, a sense of inclusion, and to build connections between communities and individuals.

Council can also access details on the City's review of the Truth and Reconciliation Calls to Action report which found that the City can initially respond to 27 out of the 94 TRC Calls to Action. There are 41 City actions that have been aligned under 3 themes: Healthy Communities and Wellness; Achieving Indigenous Human Rights and Recognition; and, Advancing Awareness, Knowledge, and Capacity.

CITY MANAGER'S/GENERAL MANAGER'S COMMENTS

Since 2013, thousands of Vancouver residents have been engaged in reconciliation efforts. This engagement has changed lives and perspectives. While considerable efforts have been made by the City of Vancouver, there is more work to be done. This report furthers the work to be undertaken to further reconciliation efforts in Vancouver.

REPORT

Background/Context

In 2013, after Council proclaimed the Year of Reconciliation, an interdepartmental staff team was established to begin learning, planning and developing initiatives that embrace the theme of 'Reconciliation' in the City's program services. (See Appendix A: Interdepartmental Reconciliation Staff Working Group)

The important work of the Truth and Reconciliation Commission, Reconciliation Canada and others continues to have long lasting impacts throughout Vancouver, which will be further sustained as Council designated Vancouver as a 'City of Reconciliation' in 2014. Since the inception of the City of Reconciliation, staff from all City departments have worked to incorporate a 'reconciliation' focus in their program services wherever possible.

The City of Reconciliation framework provides three foundational components under which to further strengthen City services and ongoing relationships with the Musqueam, Squamish, and Tsleil-Waututh First Nations, and Urban Aboriginal community: *Cultural Competency*, *Strengthening Relations* and *Effective Decision-Making*. These have been the main focus of staff efforts since 2014.

In 2015 staff furthered this with the development of an overarching vision statement with guiding principles and goals for a City of Reconciliation. This was developed to provide clarity, guidance and accountability on departmental work related to reconciliation efforts.

Incorporating the theme of Reconciliation in City programs and services is an ongoing work in progress. It is not a time defined project. It is learning about understanding, respect, acceptance, and inclusion. City Council, City Advisory Committees, and City staff will further build on the relationships and partnerships with local First Nations and the Urban Aboriginal community in the identification of new possibilities and aspirations as a City of Reconciliation.

2014 - 2015 Departmental Work

Through the early stages of implementing the City of Reconciliation framework of cultural competency, effective decision-making, and strengthening partnerships and relationships, staff from all departments in the City, including the Vancouver Public Library and Vancouver Police Department, have been working together to build upon the accomplishments set out in 2013's Year of Reconciliation. The primary focus has been:

- Exploring, learning, piloting/experiencing a City of Reconciliation foundation and how to build this into staff work;
- Providing a cultural competency training pilot program to selected staff to assess the most effective options for the future; and
- Supporting departmental work that is currently underway, and the development of initiatives or identification of capacity needed for further work to take place, through an Interdepartmental Reconciliation Working Group and First Nations Steering Committee.

In 2015, staff developed the City of Reconciliation overarching vision, guiding principles and goals.

City of Reconciliation Vision:

As a City of Reconciliation, the City of Vancouver will form a sustained relationship of mutual respect and understanding with local First Nations and the Urban Aboriginal community, including key agencies, to incorporate a First Nations and Urban Aboriginal perspective into the work undertaken and decisions made by the City of Vancouver and, ultimately, to provide services that benefit members of these communities.

Guiding Principles:

- Cultural Competency
- Strengthening Relations
- Effective Decision-Making

Long Term Goals:

- Strengthen local First Nations and Urban Aboriginal Relations
- Promote Aboriginal Peoples Arts, Culture, Awareness and Understanding
- Incorporate First Nations and Urban Aboriginal perspectives for effective City services

Staff have begun to collect, track, and collate all City initiatives and actions that focus on First Nations and the Urban Aboriginal community under these three long-term goals.

Highlights of 2014-2015 program actions under these goals include the following:

- Strengthening local First Nations and Urban Aboriginal Relations
 - Continue City and First Nations Council to Council meetings
 - Developed an MOU with the Metro Vancouver Aboriginal Executive Council to formally establish working relationships with the Urban Aboriginal agencies to be signed in January 2016
 - Partner with Musqueam, Squamish and Tsleil-Waututh First Nations to create permanent art pieces to be installed in Council Chamber that represents both the unceded Coast Salish traditional territory as well as the story of their Nation
- Promote Aboriginal Peoples Arts, Culture, Awareness and Understanding
 - Support opening of the Britannia Community Centre Carving Pavilion and its programs. Commissioned a carving of a K'aya'chtn (welcome) figure as a gift from the City of Vancouver to our sister city, Guangzhou to commemorate 30 years of friendship. This figure is a symbol of welcome and unity.
 - Perform a Coast Salish brushing off ceremony to welcome in a new term for Vancouver City Council
 - Implement Aboriginal *Storyteller in Residence* program at the Vancouver Public Library

- Incorporate First Nations and Urban Aboriginal perspectives for effective City services
 - Develop a Locarno Midden Management plan with the Musqueam, Squamish, and Tsleil-Waututh First Nations
 - City Departments and Boards in partnership with community groups will work on projects that support our goals as a City of Reconciliation

Strategic Analysis

2016 Staff Work Plan

The Interdepartmental Reconciliation Staff Working Group, First Nations Steering Committee, and Urban Aboriginal Peoples Advisory Committee have been providing direction to, and building upon, the City of Reconciliation framework.

The 2016 staff work plan will include four strategic actions as follows:

1. Staff from across City departments have found that the City can initially respond to 27 out of the 94 TRC Calls to Action, through the identification of 41 City actions that have been aligned under 3 themes: Healthy Communities and Wellness; Achieving Indigenous Human Rights and Recognition; and, Advancing Awareness, Knowledge, and Capacity. The TRC Calls to Action report with details of the 41 actions will be presented to Council on January 19, RTS no. 11036.
2. The City's Corporate Management team will support ongoing City of Reconciliation work. The immediate actions include:
 - A cultural competency training workshop in early March for General Managers
 - Basic Cultural competency staff training is being developed, with a target of reaching 350+ staff
 - City departments will work with community groups to develop Reconciliation Projects that will raise awareness, strengthen relationships and improve services to the Aboriginal community groups
 - Creation of a new Manager of Aboriginal Relations position in the City Manager's Office, and
 - Creation of a new planner position in Social Policy focusing on work with the Aboriginal community
3. Integration of 'Reconciliation' theme in the planning and development of *Canada 150* celebration program. Explore the feasibility of having First Nations presence in the form of a public art piece on City Hall grounds.
4. In collaboration with Reconciliation Canada, staff will undertake the development of indicators to measure progress and evaluate work related to reconciliation.

Details on work either completed or underway by City departments in 2014-2015 are described in Appendix B.

Financial

The City of Reconciliation Work Plan for 2016 includes:

- A cultural competency training workshop in early March for senior managers, at an estimated cost of \$3,000; the source of funding is the 2016 EEO training budget
- Basic level Cultural competency staff training, with a target of reaching 350+ staff, at an estimated cost of \$100,000; the source of funding is the existing 2016 Operating Budget
- \$200,000 per year for the next three years have been allocated from the Great Beginnings budget to support a variety of Reconciliation Projects , developed by City departments and Boards in partnership with community groups

CONCLUSION

Based on Mayor and Council's commitment to the efforts of Reconciliation Canada, the Truth and Reconciliation Commission, and the City of Vancouver's Year of Reconciliation and its goal of becoming the world's first City of Reconciliation, the work undertaken since 2014 to provide a foundation based on understanding, acknowledgement, and respect has reached all aspects of decision-making and programming.

Our relationship with the Musqueam, Squamish, and Tsleil-Waututh First Nations is a cornerstone to our plans in becoming a City of Reconciliation. The partnerships we have with the Urban Aboriginal community are shifting the City's policy lens on how we respond to pressing issues. As a City situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh First Nations, and as a City of Reconciliation, our work will forever reflect our commitment to strong relations with First Nations and the Urban Aboriginal community.

This is making Vancouver a stronger city and a place where all residents, especially First Nations and Aboriginal peoples, feel welcome, supported, and included. In the future, the possibilities for a vibrant and visible presence of First Nations and Aboriginal arts and culture as reflected in the plans we implement is an exciting challenge that city staff is currently working on. Our knowledge of how we can best undertake this work will be strengthened through the many learning opportunities being developed for staff and will be reported on over the coming year.

A report on the City's analysis of the Truth and Reconciliation Commissions Calls to Action contains further detailed information on the efforts that have been made across all departments that are in support of a larger reconciliation agenda. As well, the Park Board released its report containing an analysis of the TRC Calls to Action on January 11, 2016 which should be referenced when looking at the total range of support for the City's reconciliation efforts and in our longer-term planning.

Over the past few years the City has seen significant changes in how we understand the issues and relationships with First Nations and Urban Aboriginal peoples. The possibilities of what we do next will be the result of further growth and important reflection on our actions and accomplishments as a *City of Reconciliation* and in our goal to be a healthy city for all people.

CITY OF VANCOUVER INTERDEPARTMENTAL RECONCILIATION WORKING GROUP

City Manager's Office - Wendy Au, Assistant City Manager; Ginger Gosnell-Myers, Aboriginal Planner; Lesley Matthews, Chief, External Relations and Protocol

HR - EEO - Anne Nickerson, Director

Cultural Services - Karen Henry, Cultural Planner

Social Policy - Mary Clare Zak, Managing Director

Engineering - Cheryl Nelms, Director of Project & Quality Management

Planning & Development - Jane Pickering, Acting General Manager

Communications - Holly Munn, Manager Communications

Vancouver Public Library - Megan Langely, Manager of Neighbourhood Services

Vancouver Park Board - Jil Weaving, Co-ordinator for Arts, Culture & Engagement

Vancouver Police Department - Marcie Flamand, A/Superintendent, Diversity and Aboriginal Policing Section

DETAILS OF CITY OF VANCOUVER RECONCILIATION WORK 2014-2015

City Manager's Office

Since 2014 the City Manager's focus on work has been on development of sustained and respectful relationships with:

- Musqueam, Squamish, Tsleil-Waututh First Nations
 - Relationship-building, collaboration, recognition, development of effective protocols
 - Council to Council relationship building
- Urban Aboriginal Community
 - Urban Aboriginal Peoples Advisory Committee
 - Policy direction for the City of Vancouver's Aboriginal focus
 - Metro Vancouver Aboriginal Executive Council (MVAEC)
 - Discussions on providing inclusive services, engagement on issues, partnerships
 - The City plans to sign an MOU with MVAEC to formalize the partnership
- First Nations presence at City Hall
 - Working with Musqueam, Squamish, and Tsleil-Waututh to create a permanent art fixture in Council chambers that represents the story of each First Nation, and the commitment to a new relationship and reconciliation.
 - Canada 150 celebrations
- Collection and categorization of all City projects and initiatives that focus on work with local First Nations or the Urban Aboriginal community, and to align these projects with the 3 long term goals of:
 - Strengthening First Nations and Urban Aboriginal Relations
 - Promote Aboriginal Peoples Arts, Culture, Awareness and Understanding
 - Incorporate First Nations and Urban Aboriginal perspectives for effective City services
- Throughout the summer of 2015, an interdepartmental group of City staff discussed the *94 TRC Calls to Action* and provided an overview of which Calls to Action fall within City jurisdiction. This report includes a thorough summary of a wide range of City initiatives that align with and meet the goals of the TRC Calls to Action.
- The TRC Call's to Action report was released on June 2, 2015, and the City in collaboration with Reconciliation Canada, the Laurier Institute, and Simon Fraser University hosted an event to watch livestream from Ottawa. Over 300 attendees watched the livestream from Ottawa and heard from a panel of speakers made up of notable community leaders, including Honorary Witness Mayor Gregor Robertson; Honorable Jody Wilson-Raybould, Minister of Justice and Attorney General of Canada; Honorary Witness Robbie Waisman; Honorary Witness David Wong; Reverend Mary Fontaine, Hummingbird Ministries and Doug White, Director, Centre for Pre-Confederation Treaties and Reconciliation, Vancouver Island University.

Human Resources

The Equal Employee Opportunity office (EEO) has been working on the development and delivery of Cultural competency training that will increase staff awareness of the historical context and contemporary issues of Aboriginal Peoples and provide important skills-building for working with these communities. The training will increase awareness of current and

recent City of Vancouver work and initiatives being undertaken with the Musqueam, Squamish, and Tsleil-Waututh First Nations and the Urban Aboriginal community. The training will build and enhance staff cultural competency skills to form respectful relationships with Aboriginal Peoples, and in the delivery of services to Aboriginal communities.

EEO has been developing plans for increased organizational capacity and providing widespread cultural capacity training, including:

- November 2015 workshop delivered by Aboriginal consultant, Brad Marsden, on residential schools
- Online cultural competency training
- In-person training
- Customized training on specific areas of cultural competency
- Aboriginal mentorship exploration
- Informal learning opportunities, such as lunch and learns

Community Services

Social Policy has been strategically aligning their programming to reflect the City of Reconciliation framework, and has been partnering with other City departments to ensure that reconciliation is an important foundation in all their work plans. Some of the highlights include:

- The Healthy City Strategy and Housing and Homelessness Strategy integrating the City of Reconciliation framework into their housing targets, culture, wellness and human service needs, and capacity-building initiatives.
- Social Policy is working to facilitate broader partnership support with Metro Vancouver, the Vancouver Coastal Health Authority, and BC Housing, as well as other senior governments and private foundations.
- The City of Vancouver, through the Mayor's Task Force on Mental Health and its Aboriginal Healing and Wellness Centres Working Group (AHWC), is looking to understand and identify existing activities and opportunities for Aboriginal traditional methods of healing and wellness in the DTES. The knowledge gathered will be used to create opportunities for support and implementation of Aboriginal healing and wellness activities.
- Exploration on the partnerships and opportunities for health, healing, and wellness centres will continue in 2016. In 2014/15, the creation of two health and wellness centres operated through Urban Native Youth Association and Lu'ma Native Housing Society were supported by City granting programs. In October 2015, Urban Native Youth Association opened their health and wellness centre which is aimed at Aboriginal youth, and in the spring of 2016 Lu'ma Native Housing Society will open their health and wellness centre at their Children's Village location.
- Supporting the framework of the City of Reconciliation and the Truth and Reconciliation Recommendations by funding programs for Aboriginal peoples, including childcare programs, that provide opportunities to build relationships, and investing in learning that helps our understanding of historical and contemporary Aboriginal issues
- In 2015/16 five grants were awarded to support non-profit organizations working with Urban Aboriginal communities focused on opportunities for cultural competency training and improvement of service delivery.
- As part of the Healthy City Strategy Good Start initiative, the City is supporting the work of the BC Aboriginal Child Care Society and Collingwood Neighbourhood House to develop and disseminate cultural competency materials, to provide Aboriginal historical and cultural context of for workers in the childcare and early learning field.

Housing

The Housing Policy and Projects Team have actively worked on creating effective plans in 2014/15, recognizing that Urban Aboriginal housing and wellness are identified as critical components of the DTES Plan, Mayor's Task Force on Mental Health and Addictions, the Healthy City Strategy, Homeless Strategy, and the City of Reconciliation. This work is under development in close partnership with the Vancouver Affordable Housing Agency and Social Policy to meet multiple objectives for the Aboriginal community and to reflect the holistic nature of the projects. New opportunities for developments that will meet the housing needs of this growing populations are underway with the focus on providing a holistic foundation and creating a sense of Urban Aboriginal community.

In 2016, a proposed Vancouver Aboriginal Housing and Wellness approach will become the basis for how housing projects in the city are developed and delivered. It is designed to bridge and enhance existing priorities to support Aboriginal residents. New housing projects will expand to include a complementary focus on both housing and wellness needs of the Urban Aboriginal population, and integrating new possibilities for cultural activities, health and wellness centres, recreation space, and childcare, as determined in partnership with local Aboriginal agencies and the Metro Vancouver Aboriginal Executive Council.

Vancouver Public Library

Vancouver Public Library has continued to show innovation in their adoption and application of reconciliation principles to their work. In 2014/15a number of public initiatives were hosted in numerous locations, including:

- Naming of the new VPL branch the **nə́c̓aʔmat ct Strathcona Branch**, which encompasses the idea of 'we are one' in the hən̓q̓əmin̓əm̓ (Musqueam) language. The nə́c̓aʔmat ct Strathcona branch will be the first major civic building in Vancouver to have an official Indigenous name. This new VPL branch, located at 730 East Hastings Street, is a joint project with the YWCA Metro Vancouver and the City of Vancouver. It will not only be a library branch, but will also offer affordable housing for single mothers and their children.
- Continuation of the award winning Aboriginal Storyteller in Residence program, and bringing on the highly regarded artist and leader Sharon Shorty for 2015. A member of the Tlingit (Raven Clan), Northern Tutchone and Norwegian People, Shorty has deep roots in the storytelling tradition of the southern Yukon. For more than 25 years, she has fused this tradition with her acclaimed performance on stages around the world. Shorty's creative approach is a blend of contemporary genres and traditional storytelling passed down from her grandmothers. She has been recognized with the Aurora Award for storytelling and for her play Trickster in the Old Folks Home, and she received the Queen Elizabeth II Diamond Jubilee Medal for significant public service to the Yukon and Canada. The Call for Applications for the 2016 Aboriginal Storyteller is currently underway.

Planning and Engineering

Both the Planning department and Engineering Department, along with the Park Board have been regularly engaging with the Musqueam, Squamish, and Tsleil-Waututh First Nations on City initiatives that have impact on lands identified as important to these First Nations. Together, Engineering and Planning senior staff have taken the lead on developing a Locarno Midden Management Plan, comprised of other senior city staff, the City Manager, Chiefs and

staff from each of the First Nations to support efforts in protecting ancestral remains as well as to understand and protect sacred sites.

Other activities are underway to understand how to best move forward on developments that impacts land, including:

- Planning Department projects, including the Heritage Action Plan. Multiple neighbourhood plans are actively consulting with the Musqueam, Squamish, and Tsleil-Waututh for inclusion and representation.
- Engineering projects are regularly engaging with the Musqueam, Squamish, and Tsleil-Waututh where impact to lands occurs.

* * * * *