



# RR-2a

## ADMINISTRATIVE REPORT

Report Date: January 6, 2017  
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Meeting Date: January 24, 2017

TO: Vancouver City Council  
FROM: City Manager  
SUBJECT: City of Reconciliation

### *RECOMMENDATION*

THAT Council accept this report for information.

### *REPORT SUMMARY*

This report provides an update on the Truth and Reconciliation Commission Calls to Actions and the City of Reconciliation work progress for 2016.

### *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 Tseil-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 welcoming, 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 Vancouver City Council members, preparing them for the new council term ahead. The ceremony, held in the Council Chamber, was an 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 focus on supporting Aboriginal Healing and Wellness centres 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 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 building connections between communities and individuals.

On January 19, 2016, Council approved the City's review of the Truth and Reconciliation Calls to Action report which identified 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***

The City of Vancouver is now two years along our journey as a City of Reconciliation. Since 2013, thousands of Vancouver residents have been engaged in reconciliation efforts. Over 700 city staff have received cultural competency training. While significant steps are being made, there remains a long journey ahead in achieving the goal.

### ***REPORT***

#### ***Background/Context***

### **CITY OF RECONCILIATION FRAMEWORK**

In 2014, the City of Vancouver adopted a framework to become a City of Reconciliation and since that time city staff have been developing work-plans using guiding principles and long terms goals to ensure that First Nations and urban Aboriginal communities are better supported and reflected in City services.

The three components to this framework are:

1. **Cultural Competency:** All City staff should have access and opportunity to learn about the history of Aboriginal peoples, starting with acknowledging the history of residential schools and the impact of harm from the loss of land and culture. City staff should provide access and opportunities for Aboriginal Vancouverites to engage in City businesses and services.
2. **Strengthening Relations:** Continue building and strengthening relationships with Reconciliation Canada, Musqueam, Squamish and Tsleil-Waututh Nations, as well as with Vancouver's urban Aboriginal community with a focus on the Metro Vancouver Aboriginal Executive Council.
3. **Effective Decision-making:** Enhancing how the City of Vancouver works with First Nations and urban Aboriginal communities, conducting work differently and taking thoughtful risks, making exceptions to normal processes that still align within the City mandate, while having better alignment with First Nations and urban Aboriginal priorities.

In 2015, the following long term goals were adopted in order to better equip staff for the implementation of the City of Reconciliation framework within their departmental work plans:

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

## TRUTH AND RECONCILIATION CALLS TO ACTION

Throughout the summer of 2015, City staff from across departments discussed the 94 TRC Calls to Action and provided an overview on which ones were within the City's jurisdiction to act. This coordinated effort found that the City can 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.

Since the last report to Council in January 2016, significant progress has been made on the 41 actions identified. *(Details of the 41 actions can be found in Appendix A)*

It is important to note that while the TRC Calls to Action report provides an important overview of the work that needs to be done to achieve reconciliation between Canada and Indigenous peoples, it was not all encompassing of the work that could be done by the City of Vancouver. Issues around housing needs, community planning, and service provision are outside the scope of the TRC Calls to Action. As a City of Reconciliation, City of Vancouver efforts encompass both the direction provided by the Truth and Reconciliation Commission, and through the relationship that the City has with the Musqueam, Squamish, and Tsleil-Waututh Nations and with the local urban Aboriginal population.

## ***Strategic Analysis***

With the development of the City of Reconciliation framework and the discussions held by the interdepartmental Reconciliation Working Group and First Nations Coordination Group, progress on integrating a reconciliation lens into City initiatives and Council priorities has gained City-wide traction. Awareness gained from the Cultural Competency training and new partnership projects with the Musqueam, Squamish, and Tsleil-Waututh Nations, and with urban Aboriginal service agencies has led to steady growth in ensuring that reconciliation is embedded within other City Council priorities and is a new, normalized lens applied to emerging projects.

*Highlights of 2016 program actions under the City of Reconciliation goals include the following:*

### **Strengthen Local First Nations and Urban Aboriginal Relations**

- Intergovernmental Relations - Council to Council: Vancouver Mayor and Council met separately with each of the Chiefs and Councils from Musqueam, Squamish, and Tsleil-Waututh Nation governments
- Affordable Housing Strategy - Metro Vancouver Aboriginal Executive Council Housing Call to Action - City efforts to create up to 700 units through 4 projects in partnership with BC Housing, Lu'ma, Urban Native Youth Association, and Vancouver Aboriginal Friendship Centre Society
- The City hosted a National Aboriginal Day celebration at West Coast Family Night
- Sports Hosting - First Nations acknowledgement and community benefits integrated into international sporting events including FIFA Women's World Cup and the World Rugby Seven's
- The City will partner with the Musqueam Indian Band in the implementation of a joint Sea Level Rise plan

### **Promote Aboriginal Peoples Arts, Culture, Awareness and Understanding**

- Installation of Council Chamber Art Panels to acknowledge the presence of the three First Nations in Vancouver
- Survivors Totem Pole installed in Pigeon Park
- Canada 150+ Celebration including the Gathering of Canoes event, the Drum is Calling Festival, and Reconciliation Canada's Walk for Reconciliation
- Mayor's Task Force on Mental Health & Addiction - Research and policy development on Aboriginal healing & wellness supports in the DTES
- Presenting to Metro Vancouver and sharing our City of Reconciliation process and TRC Calls to Action implementation with other municipalities
- Re: Address Housing Summit - hosting a workshop to explore Indigenous Design Principles for city building

### **Incorporate First Nations and Urban Aboriginal Perspectives for Effective City Services**

- Cultural Competency Training to over 700 City staff including the Corporate Management Team and elected officials
- VPL formed an inter-library Reconciliation team to better coordinate and enhance programming and activities throughout all Vancouver Public Libraries
- The Engineering department is in the process of hiring a First Nations Liaison

- The Communications department is in the process of hiring an Aboriginal Engagement Coordinator
- The Arts and Culture department hired a Musqueam History & Arts Consultant to further develop grants and project guidelines with the Host Nations
- The Park Board hired an Aboriginal Archeologist to assist with First Nations archeological issues
- The Social Policy department hired two Aboriginal Community Planners
- The consideration and inclusion of First Nations and urban Aboriginal interests included in Neighbourhood Planning (DTES, Grandview Woodlands, North East False Creek) Two City interdepartmental staff groups - the Reconciliation Working Group, and First Nations Coordination Group - discuss emerging projects, strategize on next steps, and ways to enhance existing policies

### Reconciliation Fund - 8 Projects Funded for 2016

In 2015, the City allocated funds from the Great Beginnings Program for the development and support of City projects aimed at promoting and strengthening reconciliation with First Nations and urban Aboriginal communities. The following eight projects were funded in 2016:

<p><b>1. The Art of Reconciliation</b></p>	<p>In celebration of her time as VPL's 2016 Aboriginal Storyteller in Residence, Renae Morriveau hosted an evening with a group of writers and artists to consider what reconciliation means to those living and writing/creating on the unceded territories of the Salish peoples. The audience experienced poetry and storytelling against the backdrop of traditional and contemporary music.</p>
<p><b>2. Council Chamber Art project - Short Documentary</b></p>	<p>The City of Vancouver partnered with artists from the three Host First Nations - Musqueam, Squamish and Tsleil-Waututh to design and produce a wall panel. The artworks are a representation of the Nations and their relationships with one another and with the City of Vancouver. A short video was produced to capture the artists' vision and project process.</p>
<p><b>3. Survivors Totem Pole</b></p>	<p>The Survivors Totem Pole in Pigeon Park was installed and involved community members from the DTES as well as members from diverse communities. The project lead artist is Haida and Coast Salish Nations master carver Skundaal (Bernie Williams), a long-time DTES resident and the only female apprentice of the late master Haida carver, Bill Reid.</p>
<p><b>4. Urban Native Youth Association - Native Youth Centre - Functional Program Development</b></p>	<p>The City of Vancouver and the Vancouver Affordable Housing Agency (VAHA) has partnered with the Urban Native Youth Association (UNYA) to build a Native Youth Centre (NYC) along with an affordable housing component that will provide a broad-based preventative and intervention services for Aboriginal youth and their families in Vancouver. A Functional Program will identify all the youth recreation, culture, health, education, and social support and development programs contained within the NYC and how the program space will be laid out. It will also determine the NYC space in relation to how it intersects with the social housing units above.</p>

5. <b>Economic Development &amp; Reconciliation</b>	Bringing together leading thinkers and doers from local First Nations and the City of Vancouver alongside Community Economic Development Professionals and business leaders, this two-part event series opens up an emerging intellectual space for dialogue, challenging and inspiring us to create a better understanding of how the City of Vancouver's goals to be an economically thriving centre of innovation can align with and an contribute to its goal of being a city of reconciliation.
6. <b>Wild Salmon Caravan Parade</b>	The WSC was a festival style parade and celebration in Vancouver held on Thursday June 11th, 2016 that engaged the public to raise awareness of the ecological and social importance of wild salmon.
7. <b>Urban Aboriginal Female Youth Leadership Program</b>	The Urban Aboriginal Female Leadership Program at Britannia Community Centre is a hands-on, experiential involvement in a number of local programs and initiatives in which girls will experience planning and completion of community, athletic and service programs.
8. <b>Metro Vancouver Aboriginal Executive Council Business Case &amp; Overview</b>	This project will support the overall capacity of the Metro Vancouver Aboriginal Executive Council and in turn, their ability to support member agencies. This will contribute to the Metro Vancouver Aboriginal Executive Council's ability to bring urban Aboriginal voices into City policy, consultations and other matters as per the objectives of the Metro Vancouver Aboriginal Executive Council MOU with the City. Increasing the Metro Vancouver Aboriginal Executive Council's overall capacity will enable them to work alongside the City to achieve mutual benefits to the City and the urban Aboriginal community (e.g. more social housing, stronger non-profit sector, stronger community plan input and implementation).

### CITY LEARNINGS

There are many actions and decisions made by elected City officials, City staff, partner agencies, First Nations leaders, and through community engagement events that have contributed to the efforts underway in the ongoing development of a City of Reconciliation. The learnings from this work are complex and layered. The assessment of this journey requires an acknowledgement of what can be done differently or additionally to enhance existing City services to be inclusive of First Nations and Urban Aboriginal communities.

The following are actions that the City has taken since 2013, and are compiled into six key learnings from the experiences to date:

- **Experimentation:** embracing a concept and acknowledging that there is no existing blueprint or a clear road map to guide staff in undertaking this work and experience.
  - Committing to engage in ongoing conversations that deepen the understanding of reconciliation

- Working in partnership with Reconciliation Canada, First Nations and Urban Aboriginal peoples to further the City's efforts as a City of Reconciliation
  - Understanding that City work plans may require timeframe amendments or to incorporate different practices in order to respect First Nations protocol
  - Taking action to find ways to support reconciliation efforts, and recognizing that there is increasing public support for this work
  - Recognizing that reconciliation is a complex area and there are many options for interpretation and implementation that the City can move forward on
  - Demonstrating leadership by issuing a Call to Action by the Vancouver Mayor to all other municipalities to declare a Year of Reconciliation to advance and sustain the reconciliation movement
- **Acknowledgment:** of the history of residential schools and the impact of harm on Aboriginal communities from the loss of land, culture, as well as many years of oppression and determining what this means for the City moving forward.
    - Proclaiming a Year of Reconciliation, and identify how the City can take action through acknowledgment of past and present impacts of the residential schools
    - Providing funding for activities that strengthen reconciliation between Aboriginal peoples and Vancouverites
    - Through officially recognizing that Vancouver is located on unceded Musqueam, Squamish, and Tsleil-Waututh homelands
    - Exploration of the most appropriate and accepted ways to acknowledge First Nation and urban Aboriginal communities and working this into City business
  - **Relationship building:** with Reconciliation Canada, Musqueam, Squamish and Tsleil-Waututh First Nations, and with urban Aboriginal community (Metro Vancouver Aboriginal Executive Council).
  - **Recognition:** learning about how local First Nation and urban Aboriginal communities want to be recognized, and working to respect and represent those matters.
  - **Cultural Competency:** all City staff should have access and opportunity to learn about the history and contributions of local First Nation and urban Aboriginal communities.
  - **Creating access and opportunity to City services:** City staff to ensure that Aboriginal Vancouverites are included in the scope of services and opportunities offered to all.
    - Through officially designating Vancouver as the world's first City of Reconciliation and building this lens into City business
    - Recognizing that there is a need to hire and engage Indigenous staff and consultants who can provide the City with their cultural experience and guidance

The ongoing work towards the development of a City of Reconciliation was started by applying a reconciliation lens on Council priorities, program services that are in progress and new initiatives that could commence immediately. Since these initial steps were taken, there have been other positive results that have emerged and have enabled the City to further its efforts. As time goes on, these key learnings will continue to be captured and built upon for further analysis and documentation.

## Capacity Building

Cultural competency training was identified in the TRC Call's to Action as a foundational action that institutions can take by providing staff with opportunities to learn about the impacts of Residential Schools on generations of Aboriginal people in Canada, and the historical and contemporary realities faced by the Aboriginal population.

While it is recognized that these efforts are the beginning of important learnings, conversations, experiences, and can be incremental in nature, the early outcomes of these efforts are visibly impacting both staff and how the City conducts its business. Significant investment was made for training to be undertaken by staff through the City of Vancouver, the Vancouver Police, Vancouver Public Libraries, Vancouver Park Board, and affiliated community groups.

In early March 2016, the City Manager, General Managers, and member of Vancouver City Council kick started the first City-sponsored Culture Competency Training. Since that time, over 700 staff have participated in cultural competency training, far surpassing the initial target of reaching 350+ staff. Feedback from these sessions has been positive and has been identified as having an impact on the work being undertaken by staff. There have been many requests for additional, more in-depth follow up training.

Working directly with Aboriginal peoples has provided an opportunity to build capacity on both sides. City staff learned about First Nations governance and priority issues within the municipal context, at the same time staff who work for First Nations or urban Aboriginal agencies have learned about City processes, the undertaking of City business, and municipal planning. Ongoing engagement and improved understanding have made our collaboration efforts more effective.

## CHALLENGES, LEARNING OUTCOMES, OPPORTUNITIES

The City has just completed its second full year as a City of Reconciliation, which started on June 24, 2014. Staff have been active in applying one or more of the framework's key pillars of cultural competency learnings, understanding what decisions need to be in place to further the City's reconciliation agenda, and strengthening relationships. Some of this work has built on existing efforts and initiatives but much of it is new undertakings. Multiple attempts to draft new plans and take a thoughtful approach to integrating the reconciliation theme has been successful, while others have required more time than anticipated.

Over the past two years, there have been some emerging learnings on overall efforts to date. There have been significant changes to how City business responds to and incorporates a reconciliation lens. While there is still much work to be done, there are early reflections on the progress to date that can be considered as learning outcomes and opportunities.

### **Reconciliation Provides an Opportunity for Innovation**

Quite possibly the most positive change has been that reconciliation efforts have provided staff with opportunities for innovation.

- Staff are taking innovative approaches to addressing issues. Aboriginal inclusion is now of top consideration in project planning and implementation.



- Staff are encouraged to take risks. Engaging with Aboriginal partners and inclusion of new ideas is strengthening the overall inclusion of First Nations culture.
- The City of Reconciliation framework has strengthened existing and emergent Council priorities and City projects, and created more inclusive, supportive, and culturally reflective outcomes.

### Recognizing Constraints

The City has committed to embracing reconciliation for meaningful change including implementing the Truth and Reconciliation Commission's Calls to Actions, and engaging in government to government relationships with the Musqueam, Squamish, and Tsleil-Waututh First Nations.

It is important to recognize that the integration of a reconciliation lens is a new way of conducting City business. Constraints will emerge that will require additional efforts and supports. Staff support of this new framework is essential, specifically recognizing that:

- First Nations and urban Aboriginal agencies have significant demands on their limited resources. Patience and flexibility will be necessary during engagement and collaboration phases.
- There are differences between First Nations and urban Aboriginal communities, so the City must find new ways of approaching issues.
- There have been many interesting and thoughtful discussions on the ways the City could further embed reconciliation within a Council priority or City project. Early actions and resourcing needs were identified as part of the City of Reconciliation process and development. However, there are still many challenges in changing systems and setting precedents of a different approach.

There are many socio-economic conditions that need to be improved before true reconciliation is achieved. The work required to ensure that Aboriginal people's rights are recognized and that equitable supports are in place for healthy communities is a cross-governmental effort. Currently the Federal government has requested that all departments embed reconciliation with Indigenous peoples within their mandates, and the BC Provincial Government is working under a "New Relationship" framework. There is more collaborative work that needs to take place in order to further our understanding as governments on the urban Aboriginal landscape and how reconciliation can be supported in an urban context.

### *Implications/Related Issues/Risk (if applicable)*

#### *Financial*

There are no financial implications.

### **CONCLUSION**

The City has been building upon the City of Reconciliation Framework to ensure that the TRC Calls to Action identified in the January 19, 2016 report to Council continue to be implemented. A City of Reconciliation benefits all. The City has engaged in a number of

activities to increase awareness about the impacts of the residential school system and at the same time explore and experience the possibilities of being a City that embraces Indigenous cultures and peoples. These efforts have meaningfully and positively changed the City as an institution and as a community of staff.

This next year will see Canada celebrate its 150<sup>th</sup> year since confederation. The City of Vancouver's Canada 150+ celebrations will centre on a vibrant and visible presence of First Nations and Aboriginal arts and culture as reflected in the inclusion of the "+" in Canada 150+. As a City of Reconciliation, Vancouver acknowledges that there is a history in the lands that span a millennia, and must be recognized as a key elements in the creation of Canada. These celebrations will be inclusive and welcoming for all people, as recognized in its theme: "Moving Forward Together".

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## Progress update on implementation of the TRC Calls to Action

### Healthy Communities and Wellness

#### Child Welfare

TRC Recommendation	Department	Initiative	Actions	Update/Outcome
#5: We call upon the federal, provincial, territorial and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.	Social Policy	Early Childhood advocacy; Joint Childcare Council  Social Grants  DTES Community Plan	<ul style="list-style-type: none"> <li>Provides annual grants to Aboriginal organizations and organizations that focus on Aboriginal communities.</li> <li>Is implementing the commitment with the Joint Child Care Council to discuss the availability of Aboriginal child care.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ongoing</li> </ul>

#### Education

TRC Recommendation	Department	Initiative	Actions	Update/Outcome
#7: We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.	Social Policy	Healthy City Strategy	<ul style="list-style-type: none"> <li>Have included Aboriginal indicators within the HCS for measurement over time.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

<p>#9: We call upon the federal government to prepare and publish annual reports comparing funding for the education of First Nations children on and off reserve, as well as educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.</p>	<p>Social Policy</p>	<p>Healthy City Strategy</p>	<ul style="list-style-type: none"> <li>• Have included Aboriginal indicators within the HCS for measurement over time.</li> </ul>	<ul style="list-style-type: none"> <li>• This is counted as the same effort carried out in #7. Will not count as a new 'outcome'.</li> </ul>
<p>#12: We call upon the federal, provincial, territorial and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.</p>	<p>Social Policy</p>	<p>Childcare policy; Good Start Pilot project</p> <p>Social Grants</p>	<ul style="list-style-type: none"> <li>• Exploring collaborative models for Aboriginal focused and culturally appropriate child care.</li> <li>• Providing annual grants to Aboriginal organizations and organizations that focus on Aboriginal communities.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• Ongoing</li> </ul>

Language and Culture

TRC Recommendation	Department	Initiative	Actions	
<p>#17: We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver’s licenses, health cards, status cards, and social insurance numbers.</p>	<p>VPL</p>	<p>VPL Cards</p>	<ul style="list-style-type: none"> <li>• VPL will change names and reissue cards with new names for no charge.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed</li> </ul>

Health

TRC Recommendation	Department	Initiative	Actions	
#21: We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.	Social Policy	Social Amenity Plan  Mayor's Task Force On Mental Health And Addictions	<ul style="list-style-type: none"> <li>• One time funding for building two Aboriginal Healing and Wellness Centres (UNYA and Lu'ma).</li> <li>• Research underway on Aboriginal cultural and traditional activities in the DTES.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed</li> <li>• Underway</li> </ul>
#22: We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.	Social Policy	A Healthy Vancouver for All: A Healthy City Partnership MOU between the City of Vancouver and Vancouver Coastal Health  Mayor's Task Force On Mental Health And Addictions	<ul style="list-style-type: none"> <li>• One time funding for building two Aboriginal Healing and Wellness Centres (UNYA and Lu'ma).</li> <li>• Research underway on Aboriginal cultural and traditional activities in the DTES.</li> </ul>	<ul style="list-style-type: none"> <li>• This is counted as the same effort carried out in #21. Will not count as a new 'outcome'.</li> <li>• This is counted as the same effort carried out in #21. Will not count as a new 'outcome'.</li> </ul>

Youth

TRC Recommendation	Department	Initiative	Actions	
#66: We call upon the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices.	Social Policy  CMO	Healthy City Strategy  City of Reconciliation	<ul style="list-style-type: none"> <li>• A short term fund is in-development for Reconciliation activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed</li> </ul>

Justice

TRC Recommendation	Department	Initiative	Actions	
#38: We call upon the federal, provincial, territorial, and Aboriginal governments to commit to eliminating the overrepresentation of Aboriginal youth in custody over the next decade.	Social Policy	Social Grants; Social Amenity Plan	<ul style="list-style-type: none"> <li>• Provides grants on prevention and early intervention Aboriginal youth programs.</li> <li>• Social and Childcare Grants provide extra supports to early learning centres that serve young Aboriginal children in care.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

<p>#40: We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.</p>	<p>Social Policy  VPD</p>	<p>Social Grants  Victim Services Unit</p>	<ul style="list-style-type: none"> <li>• Provides grants for peer support programs around violence against Aboriginal women.</li> <li>• Victim Services Unit support services are offered to all referred victims, in partnership with Aboriginal agencies.</li> <li>• An Aboriginal Liaison Officer works closely with Aboriginal organizations on prevention and safety programming.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• Ongoing</li> <li>• Ongoing</li> </ul>
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**Sports and Reconciliation**

TRC Recommendation	Department	Initiative	Actions	
<p>#90: We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing:</p> <p>i. In collaboration with provincial and territorial governments, stable</p>	<p>CMO – Sports Hosting</p>	<p>Grants &amp; Partnerships</p>	<ul style="list-style-type: none"> <li>• Community Sports Hosting Grants will be available to host traditional Indigenous sporting activities in Vancouver.</li> <li>• The City identify a 2017 Provincial Championship to bid on and host in partnership with the</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• Underway</li> </ul>



<p>funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples.</p> <p>ii. An elite athlete development program for Aboriginal athletes.</p> <p>iii. Programs for coaches, trainers, and sports officials that are culturally relevant for Aboriginal peoples.</p> <p>iv. Anti-racism awareness and training programs.</p>			<p>Aboriginal Sport, Recreation &amp; Physical Activity Partners Council.</p>	
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## Achieving Indigenous and Human Rights and Recognition

### United Nations Declaration on the Rights of Indigenous Peoples

TRC Recommendation	Department	Initiative	Actions	
<p>#43: We call upon the federal, provincial, territorial and municipal governments to fully adopt and implement the United Nations Declaration on the Rights on Indigenous Peoples as the framework for reconciliation.</p>	<p>Council</p>	<p>City of Reconciliation</p>	<ul style="list-style-type: none"> <li>On February 26, 2013 <a href="#">Council adopted support for the</a> United Nations Declaration on the Rights on Indigenous Peoples.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

<p>#44: We call upon the Government of Canada to develop a national action plan, strategies, and other concrete measures to achieve the goals of the United Nations Declaration on the Rights of Indigenous Peoples.</p>	<p>Council</p>	<p>City of Reconciliation</p>	<ul style="list-style-type: none"> <li>On July 8, 2014 Council designated Vancouver as a City of Reconciliation – Focusing on Cultural Competency, Effective Decision-Making, and Strengthening Partnerships.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
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**Royal Proclamation and Covenant of Reconciliation**

<p><b>TRC Recommendation</b></p>	<p><b>Department</b></p>	<p><b>Initiative</b></p>	<p><b>Actions</b></p>	
<p>#47: We call upon the federal, provincial, territorial and municipal governments to repudiate the concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.</p>	<p>CMO Council Social Policy</p>	<p>City of Reconciliation  Healthy City Strategy</p>	<ul style="list-style-type: none"> <li>On June 25, 2014 Council adopted a motion that acknowledges Vancouver as unceded Musqueam, Squamish, and Tsleil-Waututh traditional territory.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

**Museums and Archives**

TRC Recommendation	Department	Initiative	Actions	
<p>#67: We call upon the federal government to provide funding to the Canadian Museums Association (CMA) to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and to make recommendations.</p>	<p>Cultural Services</p>	<p>Support to civic institutions on repatriation of objects in their collections</p>	<ul style="list-style-type: none"> <li>• Consult with CMA and Vancouver civic collecting institutions re: participation in the national review of museum policies and best practices.</li> <li>• Work with civic collecting institutions to update their collection policies to comply with both the CMA national policy and the United Nations Declaration on the Rights of Indigenous Peoples.</li> <li>• Review and revise current Repatriation Agreement with Legal Dept. and institutions to comply with the CMA review and United Nations Declaration on the Rights of Indigenous Peoples.</li> </ul>	<ul style="list-style-type: none"> <li>• Underway</li> <li>• Underway</li> <li>• Underway</li> </ul>

			<ul style="list-style-type: none"> <li>• Identify any other agreements that need to be developed to comply with the CMA review and United Nations Declaration on the Rights of Indigenous Peoples.</li> </ul>	<ul style="list-style-type: none"> <li>• Underway</li> </ul>
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**Sports and Reconciliation**

<b>TRC Recommendation</b>	<b>Department</b>	<b>Initiative</b>	<b>Actions</b>	
#91: We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am, and Commonwealth games to ensure that Indigenous peoples’ territorial protocols are respected, and local Indigenous communities are engaged in all aspects of planning and participating in such events.	CMO – Sports Hosting	Using the Four Host First Nations Model for the Vancouver 2010 Olympics	<ul style="list-style-type: none"> <li>• Integrate into all major sporting events hosted in Vancouver:                             <ul style="list-style-type: none"> <li>○ Indigenous people’s territorial protocols for the official ceremonies;</li> <li>○ Engagement, participation, and legacy planning of the identified major events (ie. 2016 Rugby 7s World Series).</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

## Advancing Awareness, Knowledge, and Capacity

### Professional Development and Training for Public Servants

TRC Recommendation	Department	Initiative	Actions	
<p>#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.</p>	<p>Social Policy HR-EEO VPL CMO</p> <p>VPD</p>	<p>Healthy City Strategy Action Plan</p> <p>City of Reconciliation</p> <p>VPD Aboriginal Awareness</p>	<ul style="list-style-type: none"> <li>• Development of cultural competency training programming for City staff.                             <ul style="list-style-type: none"> <li>○ A cultural competency training workshop is scheduled in March 2016 for senior managers.</li> </ul> </li> <li>• Mandatory cultural competency VPD training to all staff in 2015. 22 sessions were conducted with over 500 police members participating along with civilian staff and CPC volunteers from the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed</li> <li>• Completed</li> </ul>

**Education for Reconciliation**

TRC Recommendation	Department	Initiative	Actions	
<p>#62: We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:</p> <p>i. 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.</p>	<p>VPL</p>	<p>Diverse and accessible collections and programs i.e. Complimentary collections for K to Grade 12 in all branches and Central.</p>	<ul style="list-style-type: none"> <li>• Update the Collection Profile to reflect the impact of residential schools and the theme of reconciliation.</li> <li>• Create a resource guide for information on residential schools and the theme of reconciliation.</li> <li>• Continue the Aboriginal Storyteller in Residence Program. The call for applications for the 2016 residency is underway.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed</li> <li>• Completed</li> <li>• Completed</li> </ul>
<p>#63: We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:</p> <p>i. Developing and implementing Kindergarten to Grade</p>	<p>Social Policy</p>	<p>Social Grants</p>	<ul style="list-style-type: none"> <li>• Supported the creation of Aboriginal cultural competency training for Vancouver's early childcare educators.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

<p>Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.</p> <p>ii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.</p> <p>iii. Building student capacity for intercultural understanding, empathy, and mutual respect.</p> <p>iv. Identifying teacher-training needs relating to the above.</p>				
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**Museums and Archives**

<b>TRC Recommendation</b>	<b>Department</b>	<b>Initiative</b>	<b>Actions</b>	
<p>#68: We call upon the federal government, in collaboration with Aboriginal peoples, and the Canadian Museums Association to mark the 150th anniversary of Canadian Confederation in 2017 by establishing a</p>	<p>CMO</p>	<p>COV Canada 150</p>	<ul style="list-style-type: none"> <li>Integration of 'Reconciliation' theme in the planning and development of Canada 150 celebration program.</li> </ul>	<ul style="list-style-type: none"> <li>Completed</li> </ul>

<p>dedicated national funding program for commemoration projects on the theme of reconciliation.</p>				
<p>#69: We call upon Library and Archives Canada to:</p> <ul style="list-style-type: none"> <li>ii. Ensure that its record holdings related to residential schools are accessible to the public.</li> <li>iii. Commit more resources to its public education materials and programming on residential schools.</li> </ul>	<p>VPL</p>	<p>Diverse and accessible collections and programs</p>	<ul style="list-style-type: none"> <li>• Update Collection Development to reflect the impact of residential schools and the theme of reconciliation.</li> <li>• Continue the Aboriginal Storyteller in Residence Program. The call for applications for the 2016 residency is underway.</li> <li>• Provide a link from the VPL's website directing patrons to both the TRC report and the National Centre for Truth and Reconciliation which holds the Archives of the TRC.</li> </ul>	<ul style="list-style-type: none"> <li>• This is counted as the same effort carried out in #62. Will not count as a new 'outcome'.</li> <li>• This is counted as the same effort carried out in #62. Will not count as a new 'outcome'.</li> <li>• Completed</li> </ul>



National Centre for Truth and Reconciliation

<b>TRC Recommendation</b>	<b>Department</b>	<b>Initiative</b>	<b>Actions</b>	
#78: We call upon the Government of Canada to commit to making a funding contribution of \$10 million over seven years to the National Centre for Truth and Reconciliation, plus an additional amount to assist communities to research and to produce histories of their own residential school experience and their involvement in truth, healing, and reconciliation.	VPL	Inspiration Lab and Digital Creation Lab	<ul style="list-style-type: none"> <li>• Explore opportunities to record stories through the Inspiration Lab at the Central Branch and the Digital Creation Lab at the forthcoming náća?mat ct Strathcona branch.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

Commemoration

<b>TRC Recommendation</b>	<b>Department</b>	<b>Initiative</b>	<b>Actions</b>	
#80: We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public	Council CMO	Orange Shirt Day	<ul style="list-style-type: none"> <li>• Council recognition and proclamation for September 30 as 'Orange Shirt Day' in support for Residential School Survivors.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

<p>commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.</p>				
<p>#83: We call upon the Canada Council for the Arts to establish, as a funding priority, a strategy for Indigenous and non-Indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process.</p>	<p>Cultural Services</p>	<p>Mungo Martin pole restoration</p> <p>Canada 150 program</p>	<ul style="list-style-type: none"> <li>• Consultation in 2016 with Mungo Martin’s descendants, local First Nations, and general public on treatment options: conservation or removal and replacement.</li> <li>• Integration of ‘Reconciliation’ theme in the planning and development of Canada 150 celebration program.</li> <li>• Explore the feasibility of installing First Nations presence on City Hall public ground. Program funding partnerships sought.</li> </ul>	<ul style="list-style-type: none"> <li>• Underway</li>   <li>• This is counted as the same effort carried out in #68. Will not count as a new ‘outcome’.</li>   <li>• Underway</li> </ul>

**Sports and Reconciliation**

<b>TRC Recommendation</b>	<b>Department</b>	<b>Initiative</b>	<b>Actions</b>	
#87: We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.	CMO – Sports Hosting	Grants & Partnerships	<ul style="list-style-type: none"> <li>Working with the BC Sports Hall of Fame to enhance/update the Aboriginal Sport Gallery by June 21, 2016, National Aboriginal Day.</li> <li>Update lesson plans focusing on Aboriginal athletes in history for the on-line ‘Hero in You’ education resources.</li> </ul>	<ul style="list-style-type: none"> <li>Completed</li> <li>Underway</li> </ul>

**Business in Reconciliation**

<b>TRC Recommendation</b>	<b>Department</b>	<b>Initiative</b>	<b>Actions</b>	
#92: We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited	HR-EEO	Aboriginal Awareness	<ul style="list-style-type: none"> <li>Continued partnership with the Aboriginal Community Career Employment Services Society (ACCESS).</li> <li>Exploration of a new Aboriginal Mentorship program.</li> <li>Providing informal learning opportunities such as ‘Lunch and Learns’.</li> <li>Developing plans for</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Underway</li> <li>Ongoing</li> <li>This is counted as the</li> </ul>

<p>to, the following:</p> <ul style="list-style-type: none"> <li>i. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.</li> <li>ii. Provide education for management and staff 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.</li> </ul>			<p>widespread cultural competency training programming.</p>	<p>same effort carried out in #57. Will not count as a new ‘outcome’.</p>
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Newcomers to Canada

<b>TRC Recommendation</b>	<b>Department</b>	<b>Initiative</b>	<b>Actions</b>	
#93: We call upon the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including information about the Treaties and the history of residential schools.	Social Policy	Welcoming Communities	<ul style="list-style-type: none"><li>• In March 2014, the City released the First Peoples Guide for Newcomers.</li></ul>	<ul style="list-style-type: none"><li>• Completed</li></ul>