



ADMINISTRATIVE REPORT

Report Date: December 4, 2017
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RTS No.: 11871
VanRIMS No.: 08-2000-20
Meeting Date: December 13, 2017

TO: Standing Committee on City Finance and Services
FROM: City Manager
SUBJECT: City of Reconciliation Update

RECOMMENDATION

That Council accept this report for information purposes.

REPORT SUMMARY

This report provides an update on the City of Reconciliation and the Truth and Reconciliation Commission Calls to Actions work progress for 2017.

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 (MST). 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, members from MST 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, and partnerships with the Urban Native Youth Association and with Lu'ma Native Housing.

In 2014, Council adopted the *Healthy City Strategy* and in 2015, the first four-year *Healthy City Strategy Action Plan* was adopted. 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. To date City staff have identified that 28 of the 94 *Calls to Action* are actionable. There are 59 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.

In 2016, the City of Vancouver appointed a new Manager of Aboriginal Relations position within the City Manager's office. Also in 2016, the Vancouver Park Board hired its first staff archeologist to foster better understanding and respect for First Nations archeological sites in Vancouver.

In April 2017, the City released the *Aboriginal Health, Healing, and Wellness in the Downtown Eastside (DTES) Study*, which identified the critical role that access to traditional and culturally appropriate health care practices play in supporting the well-being of Aboriginal people.

Vancouver's 2017 *Canada 150+* program included reconciliation as a key theme, and hosted three signature events: The Gathering of Canoes, the Drum is Calling Festival, and the Walk for Reconciliation. An additional Report to Council (RTS No. 12206) called *Vancouver Commemorates Canada 150+ Final Report* will detail the goals, actions, outcomes and indicators of the three Canada 150+ signature events and 20 other Canada 150+ project components that advanced progress towards reconciliation.

In March 2017, Council directed staff to create an action plan to re-affirm Indigenous place names and to recognize the great diversity of people who have made significant contributions

to Vancouver. Included in the action plan is the development of Indigenous design guidelines, and a registry of monuments. In October 2017, Council identified two public plazas: the Queen Elizabeth Theatre Plaza and the North Lawn at the Vancouver Art Gallery to be re-named in collaboration with MST.

In September 2017, an Indigenous Liaison was hired in the Engineering Department, and in November 2017 the Vancouver Park Board hired a Reconciliation Planner. Both positions are new and support Vancouver's City of Reconciliation efforts.

CITY MANAGER'S/GENERAL MANAGER'S COMMENTS

Since the Year of Reconciliation in 2013, Vancouver has developed into the world's first City of Reconciliation. We've strengthened our relationships with MST, recognized that the City is located on their unceded homelands, and work with the Nations on a government-to-government level. We have also strengthened our relations with the urban Indigenous community and are working with the Metro Vancouver Aboriginal Executive Council (MVAEC) and their member organizations on issues affecting the urban community.

This has facilitated new ways of conducting business that further enhance our actions as a City of Reconciliation. The work of City departments have provided us with an important foundation on how to move forward on our Reconciliation goals of strengthening relations, effective decision-making, and cultural competency.

In the future each City department will embed reconciliations goals in their core work and report back on their progress accordingly. This is a significant next step and reflects efforts to understand what best practices for the City should be as we continue to advance our work on reconciliation.

REPORT

Background/Context

This will be the third year of implementing the City of Reconciliation Framework with a focus on Indigenous peoples. Beginning in 2019, there will be an expanded focus to include other ethnicities and cultures in Vancouver.

Highlights of 2017 program actions under the City of Reconciliation goals include the following:

Strengthen Local First Nations and Urban Aboriginal Relations

- Completed Canada 150+ Statements of Cooperation with Vancouver's three Host Nations
- Established weekly Canada 150+ Working Committee with Liaisons from Vancouver's three Host Nations

- Completed Canada 150+ MOUs with Reconciliation Canada and the Pulling Together Canoe Society
- Worked with community partners to produce Canada 150+ signature events
- Hosted Nike N7 Youth Summit on National Indigenous Peoples Day (June 21) in partnership with MST featuring two-time Stanley Cup Champion, Jordan Nolan
- Nike N7 All Nations Basketball Series. 3x3 basketball clinics reached over 400 youth at local First Nations facilities including: June 3 at the Vancouver Aboriginal Friendship Centre, June 10 at Musqueam Community Centre, June 17 at Britannia Community Centre, and June 24 at Tsleil-Waututh Recreation Centre
- Development of UNYA Native Youth Centre and complementary housing project
- Renaming the Arbutus Corridor and identifying Ethnobotanical Plants along the Greenway projects
- 311 Partnership with ACCESS
- One-Day Trades Student Orientation. Engineering Services partnered up with ACCESS Trades program to provide a one day information session at Manitoba Works Yard for ACCESS Trades students
- Aboriginal Production Apprentice Program (APAP)
- 8 Aboriginal Healing and Wellness grants totalling \$148,000 with \$100,000 allocated from the City's Innovation Fund and \$48,000 from the City's Great Beginnings Fund
- \$150,000 in Social Innovation Project Grants directly related to Aboriginal people and cultures (\$100,000 to NICCSS for the "Restoring Right Relationships" toolkit implementation, and \$50,000 to the BC Aboriginal Child Care Society)
- \$264,670 in funding from the Contingency Budget for 6 projects to build capacity with Urban Aboriginal communities

Promote Aboriginal Peoples Arts, Culture, Awareness and Understanding

- VPL Aboriginal Storyteller in Residence
- Arbutus Greenway - Wayfinding and Public Art
- Cultural Competency Workshops - 500 staff completed training in 2017
- Chance Find Management (CFM) training for Engineering Operations - 125 staff completed in 2017
- Archaeology Process, Policies and Tools training for Engineering - 59 staff completed to date
- An online, 3 module course for City staff focussed on Reconciliation and Aboriginal Peoples
- Convened a Community Services Reconciliation group to align needs and build overall cultural competency
- Indigenous arts, culture and reconciliation grants
- Funding allocated for *Haida Now* exhibit at Museum of Vancouver
- Indigenous Artist Studio Awards created
- Public Art Community Grants for Indigenous artists working with non-profits
- Canada 150+ Indigenous Mural Program
- Northeast False Creek Engagement and Art Plan

- Expanded eligibility criteria in all grant programs to include MST communities
- The call for nominations for the next Poet Laureate will seek MST published and performance poets
- Approved grants for: Aboriginal Healing and Wellness, Social Innovation and ways to improve the transition for Aboriginal children and families into the formal education system (K-12)
- The World Indigenous Basketball Challenge on August 9-12, 2017. A large and culturally-significant event that brought Indigenous people from around the world for a week of cultural sharing and friendly competition

Incorporate First Nations and Urban Aboriginal Perspectives for Effective City Services

- Locarno Area Midden Management Plan in development that includes an archaeological site inventory
- Urban Rainwater Management planning for engagement with MST
- Sea Level Rise Workshop held with MST
- Increasing Employment Opportunities for Aboriginal People within the City of Vancouver
- Monthly meetings with Social Policy and VCH's Aboriginal Health team to ensure Aboriginal healing and wellness initiatives
- Participation with VCH - Aboriginal Health's Indigenous Women's Wellness working group
- Co-creation of Indigenous design principles on specific planning projects
- Creative City Strategy in development with MST, which includes Reconciliation as a key principle
- VPL Reconciliation Working Group
- ATS tracking on voluntary data - enables COV to collect EEO data that includes gender identity, visible minorities, Aboriginal Ancestry, and persons with disabilities and enables the City to attract and engage top talent
- Supporting the Park Board in its exploration and collaboration with MST to focus on protocols and relationship building with the three First Nations

INTERGOVERNMENTAL RELATIONS

Musqueam, Squamish, Tsleil-Waututh Nations

The City engages with MST on both a political, Council to Council and a staff to staff level. Engagement and collaboration extends to all City projects, including those in close proximity and/or have impacts to sensitive archeological sites, require neighbourhood plans to be developed, and for arts and culture projects that can provide MST visibility.

An Intergovernmental Working Group comprised of City staff and staff from MST has been formed. The working group covers a variety of matters, including the North East False Creek Plan and Park development, Sea Level Rise plans, Fraser River Flood Management, the Places

for People Downtown plan, early development of a City Culture Plan, Britannia Community Centre Master Plan, Park Board Recreation Master Plan process, and a Non-Motorized Boating Strategy. This is a new way of engaging that ensures that all City projects, policies and programs can work with, and receive advice and direction from MST. IGR staff facilitates discussions for work underway in collaboration with MST staff.

As engagement increases, new tools will be developed to help facilitate communications, project tracking, and new policy and process discussions. This will help support capacity-building on all sides and creates important alignment between the City and First Nations governments. The role of the City's Intergovernmental staff will be as leads for the Working Group, and to convene resource groups of key staff to work on City priorities at interdepartmental and intergovernmental levels.

METRO VANCOUVER ABORIGINAL EXECUTIVE COUNCIL (MVAEC) MOU

The City's Social Policy department has signed a memorandum of understanding with MVAEC to better align City priorities with the work of the urban Indigenous community, including the Healthy City Strategy and efforts to respond to the current opioid crisis. MVAEC is an organization comprised of Executive Directors from diverse urban off-reserve Aboriginal organizations serving youth, children, and families in such areas as justice, health, housing, women and family violence.

In 2015, MVAEC produced a 10-year Housing and Wellness Strategy, which provided innovative housing options for the urban Indigenous population. The City of Vancouver responded by committing to build 700 of 1500 units by 2020 as outlined in MVAEC's report. Sites include 58 West Hastings (Lu'ma Native Housing), 1618 East Hastings (UNYA), 1607 East Hastings (Vancouver Aboriginal Friendship Centre), 950 Main (Lu'ma), and others with the Aboriginal Mother Centre, Vancouver Native Housing, and the Native Education Centre. With an estimated 70,000 urban Indigenous people in Metro Vancouver, MVAEC plays a very important role in keeping the urban Indigenous community together and well engaged.

ABORIGINAL HEALING AND WELLNESS

In April 2017, the City released the Aboriginal Health, Healing, and Wellness in the Downtown Eastside (DTES) Study, which identified the critical role that access to traditional and culturally-appropriate health care practices play in supporting the well-being of Aboriginal people. The study identified key gaps in the DTES:

- **Reconciliation and healing initiatives are required** to understand the history of colonization, the impacts of residential schools, and the impacts of the child welfare system on Aboriginal communities.
- **More spaces and places are needed** for Aboriginal health, healing and wellness supports and services.

- **Supports for Elders and traditional healers are needed** to provide traditional, cultural and spiritual health and healing services, especially for Aboriginal women, youth, and children.

The study indicated that the need is greatest among children and youth, women, and drug users. While the focus of the research was on the DTES, the study noted that Aboriginal people live across Vancouver, so access to Aboriginal healing and wellness supports is also needed in other Vancouver neighbourhoods.

MMIWG INQUIRY SUPPORT FOR FAMILIES

The Truth and Reconciliation Commission Calls to Action identified that a public Inquiry and investigation into the disproportionate victimization of murdered and missing Indigenous women and girls take place. The City of Vancouver supports these efforts and will continue to be involved where it is able.

On April 25th, 2017, the City of Vancouver held a working group meeting to support the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG Inquiry). Over 50 participants attended the full-day event in an effort to better understand how families involved with the MMIWG Inquiry can be more fully supported in Vancouver.

During facilitated group discussion, participants were asked in a visioning process to reflect upon what might families need throughout the MMIWG Inquiry in Vancouver. Participants identified 15 **Areas of Need** with the Top 5 emerging to involve matters related to:

1. Space
2. Inquiry Engagement
3. Systemic Issues
4. Healing and Wellness
5. Cultural and Tradition

A mapping exercise followed that allowed participants to delve deeper into the Areas of Need. Participants then identified and voted on each discussion group's most urgent priorities. The Top 5 **Priorities of Need** to emerge are, as follows:

1. Inquiry Engagement
2. Healing and Wellness
3. Space - funded 24/7 space
4. Space - trauma-informed staff
5. Culture and Tradition

In July 2017, the City of Vancouver was granted full standing in the Federal MMIWG Inquiry, allowing formal written and oral submissions to the public inquiry.

CULTURAL COMPETENCY TRAINING

In January 2016, Council approved the City of Reconciliation Work Plan for 2016. The plan included \$100,000 in funding from the 2016 Operating Budget for cultural competency training for senior managers and a minimum of 350 staff. Staff response to the training, funded by City Manager's Office and overseen by Human Resources, was tremendous and by year's end, nearly 700 employees had completed a half-day workshop.

In 2017, a total of \$80,000 was made available for the development and expansion of training opportunities. In addition to workshops, an online course consisting of three one-hour modules was developed and made available to staff starting in November. Feedback from workshop course evaluations strongly indicates that the training vastly increases staff awareness of the historical context and contemporary issues of Indigenous peoples and provides important skills-building for working with our First Nations and urban Indigenous community. By the end of 2017, at least another 500 staff will have benefited from training in cultural competency. To date, over 1200 City staff have had cultural competency training.

Human Resources will provide ongoing cultural competency training for City staff which includes Indigenous Peoples, as well as other diverse communities. In addition, Council has adopted the recommendation from the Historical Discrimination Against Chinese People initiative to "strengthen communication and cultural competency" working with the Chinese community. Expanded training in 2018 includes the development of an advanced skills-based workshop for staff actively working with First Nations and urban Indigenous communities. Content for this workshop is currently under development with the pilot anticipated early 2018. Plans are also underway through Parks & Recreation and the City to develop collaborative training with the three local First Nations around protocols and effective relationship building. Engineering is providing cultural awareness training opportunities in collaboration with MST.

TRUTH AND RECONCILIATION CALLS TO ACTION

Throughout the summer of 2015, City staff reviewed the 94 TRC Calls to Action and provided an overview on which ones were within the City's jurisdiction to act. To date, staff have found that the City can respond to 28 out of the 94 TRC Calls to Action, through the identification of 59 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 2017, progress has been made on the Calls to Action identified (from 41 to 59 initiatives), including the addition of Call to Action #41 - which calls for a public Inquiry and investigation into the disproportionate victimization of Indigenous women and girls. *(Details of the 59 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, the City’s efforts encompass both the direction provided by the Truth and Reconciliation Commission, and the relationships that the City has with MST and the local urban Indigenous population.

RECONCILIATION FUND

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 Indigenous communities. The following 8 projects were funded in 2017:

<p>1. Increasing Food Policy Council members’ capacity to redress colonialism and the legacy of the Indian Residential School system through food policy</p>	<p>To support Vancouver Food Policy Council (VFPC) members to develop awareness, empathies, and competencies related to the ongoing history of Indigenous peoples in Canada, including the impacts of colonization and the Indian Residential School system on our society. It will support the VFPC in:</p> <ul style="list-style-type: none"> • Providing input to staff and Council on food policy; • Working with other agencies whose activities affect constituent communities; • Disseminating information and encouraging participation from constituent communities, • Supporting the VFPC’s goal to identify and dismantle/mitigate barriers to public participation in policy development processes.
<p>2. Aboriginal Health, Healing and Wellness in the DTES Study</p>	<p>Through the City of Vancouver’s Mayor’s Task Force on Mental Health and Addictions, and its Aboriginal Healing and Wellness Centres Working Group (AHWC) this research study provided better understanding and documentation of Aboriginal traditional, spiritual, and cultural supports and services being offered in the DTES.</p> <p>Over the course of three months, Peer Research Associates conducted face-to-face survey interviews with both organizations and Elders that provide Aboriginal traditional, spiritual, and cultural supports and services in the DTES.</p> <p>Research findings can be used to:</p> <ul style="list-style-type: none"> • guide Aboriginal health and healing policy and project initiatives • highlight the landscape of Aboriginal traditional, cultural • spiritual activities in the DTES • support the development and engagement of an Aboriginal

	<ul style="list-style-type: none"> • peer-informed system • assist planning activities on how these traditional health and healing supports can be accessible and available to residents in a culturally supportive and relevant manner
<p>3. Urban Aboriginal Female Youth Leadership Program</p>	<p>This project provides leadership training to Aboriginal girls who attend schools in the DTES and the Britannia inner city family of schools including Britannia Secondary, Britannia Elementary, Strathcona Elementary, Seymour Elementary, MacDonald Elementary and Grandview Elementary. Project goals include:</p> <ul style="list-style-type: none"> • connecting Aboriginal girls to community resources and programs • using a train the trainer process whereby the older youth work with younger youth; • helping youth better understand the Reconciliation Process. <p>Outcomes include:</p> <ul style="list-style-type: none"> • increased leadership roles and participation within the community; • improvement on school attendance by students • fewer discipline referrals • positive working relationships with support staff • expanded network of female mentors in various professions • increased physical literacy participation
<p>4. Carnegie Centre: Reconciliation In Action</p>	<p>Project objectives include:</p> <ul style="list-style-type: none"> • engaging approx. 50 community centre staff and board members in reconciliation training and dialogue to help inform centre and board operations • building cultural knowledge and community resiliency among community leaders, including members of the Carnegie Community Centre Association board of directors • strengthening relations and shared goals between centre staff and board members • developing reconciliation-informed principles and recommendations to help inform Centre and board operations • utilizing recommendation to carry out a community mural projects

5. Downtown Eastside National Aboriginal Day	This project includes a series of Aboriginal arts and cultural workshops, culminating in a one-day National Aboriginal Day (NAD) celebration at Oppenheimer Park. Outputs include, but are not limited to: <ul style="list-style-type: none"> • 16 arts and cultural workshops leading up to National Aboriginal Day, in which community members produced 48 hand drums and learned songs to be performed at the festival • a one-day National Aboriginal Day cultural celebration, featuring music and traditional food
6. National Inquiry into Missing and Murdered Indigenous Women and Girls	To convene a meeting with stakeholders for the purpose of developing a strategy to support survivors, families, and current victims throughout the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG). The project provides MMIWG survivors, families, and current victims with the supports they need during their involvement in the national inquiry.
7. Shore to Shore Documentary	This project, which includes creation of a feature length film documenting the creation of the Shore to Shore sculpture that was unveiled at Stanley Park last year, honors the link between Portuguese and Coast Salish First Nations cultures, marks Vancouver's rich heritage, and symbolizes unity for the city's present-day diverse inhabitants. The film was screened as part of the City's 150+ celebrations.
8. Nəc̓amat - Indigenous Women's Village of Wellness	The Indigenous Women's Village of Wellness was planned and delivered by Indigenous women leaders from Vancouver Coastal Health, Provincial Health Services Authority, Providence Health Care, First Nations Health Authority, and the City of Vancouver, as well as Indigenous Elders, staff from service organizations focused on Indigenous women in the DTES, and Indigenous women who live on the DTES. The legacy of Nəc̓amat is healing, growth, and empowerment for Indigenous women living in the DTES. By empowering Indigenous women in the DTES, Nəc̓amat will create opportunities for these women to take of themselves, their families and their community into the future.

NAMING & RENAMING OVERVIEW & UPDATE

In March 2017, Council directed staff to create an action plan to re-affirm Indigenous place names and to recognize the great diversity of people who have made significant contributions to Vancouver. The direction includes the development of Indigenous design guidelines and a registry of monuments.

The first phase of work, which began in 2017, includes the development of an asset inventory in conjunction with related initiatives, including the Sponsorship, Naming Rights & Donations Strategy, and the Civic Asset Naming Committee. The asset inventory will identify places,

areas, buildings, interior spaces, rolling stock, events and programs and will include a prospective overview of un-named assets to inform discussions with MST. Further engagement strategies on this future phase of work will be explored in 2018.

In October 2017, Council identified two public plazas, the Queen Elizabeth Theatre plaza and the North Lawn at the Vancouver Art Gallery, to be named in collaboration with MST. The City will work with MST, the Province of BC, the Queen Elizabeth Theatre, and the Vancouver Art Gallery to name these two sites by summer 2018.

Using the Queen Elizabeth Theatre Plaza and Vancouver Art Gallery North Lawn as an opportunity to work with MST to name the two sites, staff will pilot an appropriate community engagement and decision-making process, which will be used to inform future City policy on Naming/Renaming. The community engagement process will also inform the development of Indigenous Design Guidelines.

Action	Outcome	Timeframe
Asset Inventory	<ul style="list-style-type: none"> Developed through the Sponsorship, Naming Rights & Donations Strategy Identify all unnamed assets throughout Vancouver 	Completion in Q2 2018
Queen Elizabeth Theatre Plaza & Vancouver Art Gallery North Lawn Naming	<ul style="list-style-type: none"> MST intergovernmental strategic engagement COV internal coordination 	Begin in Q1 2018
Indigenous Design Guidelines	<ul style="list-style-type: none"> MST intergovernmental strategic engagement Identify approaches for guideline development 	Begin in Q1 2018
Indigenous Naming Policy	<ul style="list-style-type: none"> Created through the process identified through the Queen Elizabeth Theatre Plaza & Vancouver Art Gallery North Lawn experience 	Completion in Q4 2018

Strategic Analysis

The focus throughout 2017 has been on strengthening relations with MST on both the Canada 150+ events and through an intergovernmental working group of staff from the City and MST on City-led initiatives. By building a structure for communication, project partnership, and strategic analysis we've been able to identify where further awareness and capacity is needed and how this can be best achieved. The outcomes are promising, and while further enhancement is needed, we are making progress as a City of Reconciliation and finding new and meaningful ways to achieve our goals of strengthening relations, making effective decisions, and increasing cultural competency.

2018 WORK PLAN

The 2018 staff work plan will include the following actions:

- An agreement with MST and provincial and federal funding contributions to develop a First Nations Municipal Coordinator program. Using the City of Vancouver's Canada 150+ program as a model, the program will support First Nations capacity to engage with the City on priority initiatives.
- The Queen Elizabeth Theatre plaza and the North Lawn at the Vancouver Art Gallery will be named in collaboration with MST, the Province of BC, the Queen Elizabeth Theatre, and the Vancouver Art Gallery by summer 2018.
- Initiate the development of an Indigenous Naming policy and Indigenous Design Guidelines policy.
- Work towards finalizing a Locarno Area Midden Management Plan in collaboration with MST and the Province of BC.
- Creation of new Indigenous planner positions in the Planning Department and Cultural Services.
- Creation of a permanent Indigenous Engagement Coordinator to lead Indigenous community engagement and work on priority corporate projects and processes, programs and internal capacity-building initiatives.
- As identified in the Corporate Roles table, further define an operationalized, embedded, and sustainable reconciliation work plan that prioritizes the City of Reconciliation long-term goals in each City department, including in the forthcoming Creative City Strategy and the 2019 planned budget.
- Continue to build upon the Canada 150+ legacy and the spirit of reconciliation by operationalizing the support of annual events (such as the Canada 150+ celebrations) and other projects appropriate to advancing reconciliation.

CITY LEARNINGS

One of the key areas that required specific focus within the City of Reconciliation framework in 2017 was a strengthened government to government relationship with MST at the staff level. The learnings have been significant, and have provided important directions on current City projects across all departments.

Indigenous Engagement

It is clear that Indigenous knowledge and lived experience are enhancing City of Vancouver projects, programs, policies and community relationships. The emerging government to government relationship with MST is leading this direction. By learning how other cities nationally and internationally have realized significant projects on Indigenous place naming, design, and planning, it has been determined that the culturally-appropriate engagement of Indigenous experts in those fields is invaluable. In order for the City of Vancouver to build on this, capacity in Indigenous community engagement is required to meaningfully inform, engage, and incorporate Indigenous knowledge, and also to accommodate Indigenous ways of being.

Moving forward, a new focus on Indigenous community engagement will provide the City of Vancouver a better understanding of what strategies, structures and methodologies will best strengthen relationships and facilitate sustainable partnerships with MST and urban Indigenous peoples. This will build upon and ultimately enhance the City's current relations with organizations such as Reconciliation Canada, the Metro Vancouver Aboriginal Executive Council, the Vancouver Aboriginal Friendship Centre Society, and the Urban Native Youth Association, among others. Engagement also helps to support the ability to receive advice and direction from the City's Urban Aboriginal People's Advisory Committee. Building capacity for Indigenous community engagement supports projects, programs, and policies across the organization.

Key initiatives to enhance Indigenous Engagement include:

- A permanent Indigenous Engagement Coordinator to lead Indigenous community engagement and work on priority corporate projects and processes, programs and internal capacity-building initiatives.
- An agreement with MST and provincial and federal funding contributions to develop a First Nations Municipal Coordinator program, using the City of Vancouver's Canada 150+ program as a model that supports First Nations capacity to engage with the City on priority initiatives.

Corporate Roles

Through the work of defining what a City of Reconciliation means throughout the City of Vancouver, on both a corporate and departmental level, the following roles and focus have emerged. Ultimately, each department will continue to expand and build upon this understanding. As new challenges and opportunities arise, each will continue to be assessed with the longer term goal of developing appropriate processes and policies thereby creating implementation strategies for the City's over-arching reconciliation framework.

The following table identifies a structure of departmental focus and roles, to strengthen Indigenous relations and partnerships moving forward in 2018 and beyond.

Departments	Focus	Roles (Actions)	Relationship Focus
City Manager's Office Includes: Protocol, Communications & Engagement	<ul style="list-style-type: none"> • Government to Government relations • Corporate Policy • Protocol • Indigenous Engagement Coordinator • Aboriginal Relations Manager 	<ul style="list-style-type: none"> • Corporate Alignment • Government Relations • Corporate Strategic Direction • Connecting Indigenous Planners • Corporate Indigenous Engagement Strategies 	MST, and Urban Indigenous community, Reconciliation Canada
Human Resources/ Equal Employment Opportunity Program	<ul style="list-style-type: none"> • Cultural Competency Training 	<ul style="list-style-type: none"> • Corporate staff training • Recruitment 	MST, and Urban Indigenous community
Engineering	<ul style="list-style-type: none"> • Archeological sites • Contracting Archaeologists • Land impacts • Indigenous Liaison 	<ul style="list-style-type: none"> • Operations Crew Training in Archaeological Chance Find Management • Archaeology Systems, Process, Policy and Tools development; updates and training • First Nations Relations 	MST
Planning	<ul style="list-style-type: none"> • Policy plans and rezoning for MST sites: Heather, Jericho, Liquor Distribution Branch • Neighbourhood Plans • New Indigenous Planners in 2018 	<ul style="list-style-type: none"> • Affordable Housing • Indigenous Design • Indigenous Place Naming/Renaming • Heritage policy • Economic policy 	MST
Development Buildings & Licensing	<ul style="list-style-type: none"> • Archeological sites 	<ul style="list-style-type: none"> • Permitting - Process Systems, Policy and Tools development; updates and training 	MST
Real Estate and Facilities Management	<ul style="list-style-type: none"> • Buildings 	<ul style="list-style-type: none"> • Britannia Master Plan • Indigenous Design • Indigenous Place Naming / Renaming 	MST and Urban Indigenous community
Cultural Services	<ul style="list-style-type: none"> • Public Art • Creative City Strategy 	<ul style="list-style-type: none"> • Artist Grants • Indigenous Arts + Culture 	MST and Urban Indigenous community

		<ul style="list-style-type: none"> • Canada 150+ Legacy Events • Indigenous Place Naming / Renaming 	
Community Services/Social Policy	<ul style="list-style-type: none"> • Urban Aboriginal Community • Two Aboriginal Community Planners 	<ul style="list-style-type: none"> • MVAEC MOU • Grants • Healing and Wellness • MMIWG • Multi-cultural Reconciliation • Social Innovation and Social Infrastructure Projects 	Urban Indigenous community

Implications/Related Issues/Risk (if applicable)

Financial

There are no financial implications.

Legal

There are no legal implications.

CONCLUSION

This past year Vancouver celebrated Canada 150+ (see Report Reference RTS No. 12206), adding the “+” in recognition of the contributions of Indigenous peoples in the creation of this country. Vancouver was the only City in the country with such a dedicated focus. It runs parallel to where the city is heading as a City of Reconciliation. It takes learning, multiple efforts, even mistakes to get us there.

Much of our energies are directed towards understanding how to conduct our work differently, that acknowledges and respects Vancouver as Musqueam, Squamish, and Tsleil-Waututh Nations homelands. The outcomes look different in each City department and Board, and through collaboration and thoughtful discussion we now have some clarity on roles and work focus. This is enabling new practices and capacity to be embedded as core and regular work.

The next year will see a further refinement of City and Board roles, process development, and confirmation of our City of Reconciliation framework’s concentration on Indigenous community inclusion. It will have been four years working under the direction of the framework. A major shift in thinking about how this scope can expand to include other ethnic communities will begin, taking into consideration how to start anew in one direction and continue the good work that began in 2014.

APPENDIX A

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"> Provides annual grants to Aboriginal organizations and organizations that focus on Aboriginal communities. Is implementing the commitment with the Joint Child Care Council to discuss the availability of Aboriginal child care. 	<ul style="list-style-type: none"> Ongoing Ongoing

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"> Have included Aboriginal indicators within the HCS for measurement over time. 	<ul style="list-style-type: none"> Ongoing
#9: We call upon the federal government to	Social Policy	Healthy City Strategy	<ul style="list-style-type: none"> Have included Aboriginal indicators 	<ul style="list-style-type: none"> This is counted as the same effort

<p>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>within the HCS for measurement over time.</p>	<p>carried out in #7. Will not count as a new 'outcome'.</p>
<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"> • Exploring collaborative models for Aboriginal focused and culturally appropriate child care. • Providing annual grants to Aboriginal organizations and organizations that focus on Aboriginal communities. 	<ul style="list-style-type: none"> • Ongoing • Ongoing

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</p>	<p>VPL</p>	<p>VPL Cards</p>	<ul style="list-style-type: none"> • VPL will change names and reissue cards with new names for no charge. 	<ul style="list-style-type: none"> • Completed

<p>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>				
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Health

TRC Recommendation	Department	Initiative	Actions	
<p>#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.</p>	<p>Social Policy</p>	<p>Social Amenity Plan Mayor's Task Force On Mental Health And Addictions</p>	<ul style="list-style-type: none"> • One time funding for building two Aboriginal Healing and Wellness Centre's (UNYA and Lu'ma). • Research completed on Aboriginal cultural and traditional activities in the DTES - "Aboriginal Health, Healing, and Wellness in the DTES Study". 	<ul style="list-style-type: none"> • Completed • Completed
<p>#22: We call upon those who can effect change within the Canadian health-care system to</p>	<p>Social Policy</p>	<p>A Healthy Vancouver for All: A Healthy City Partnership MOU between the City of</p>	<ul style="list-style-type: none"> • One time funding for building two Aboriginal Healing and Wellness Centre's 	<ul style="list-style-type: none"> • This is counted as the same effort carried out in #21. Will not count as a

<p>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.</p>		<p>Vancouver and Vancouver Coastal Health</p> <p>Mayor’s Task Force On Mental Health And Addictions</p>	<p>(UNYA and Lu’ma).</p> <ul style="list-style-type: none"> • Research completed on Aboriginal cultural and traditional activities in the DTES - “Aboriginal Health, Healing, and Wellness in the DTES Study”. 	<p>new ‘outcome’.</p> <ul style="list-style-type: none"> • This is counted as the same effort carried out in #21. Will not count as a new ‘outcome’.
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Youth

TRC Recommendation	Department	Initiative	Actions	
<p>#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.</p>	<p>Social Policy</p> <p>CMO</p>	<p>Healthy City Strategy</p> <p>City of Reconciliation</p>	<ul style="list-style-type: none"> • A short term fund is in-development for Reconciliation activities. 	<ul style="list-style-type: none"> • Completed

Justice

TRC Recommendation	Department	Initiative	Actions	
<p>#38: We call upon the federal, provincial, territorial, and Aboriginal governments to commit to eliminating the</p>	<p>Social Policy</p>	<p>Social Grants; Social Amenity Plan</p>	<ul style="list-style-type: none"> • Provides grants on prevention and early intervention Aboriginal youth programs. • Social and Childcare 	<ul style="list-style-type: none"> • Ongoing

<p>overrepresentation of Aboriginal youth in custody over the next decade.</p>			<p>Grants provide extra supports to early learning centres that serve young Aboriginal children in care.</p>	
<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"> • Provides grants for peer support programs around violence against Aboriginal women. • Victim Services Unit support services are offered to all referred victims, in partnership with Aboriginal agencies. • An Aboriginal Liaison Officer works closely with Aboriginal organizations on prevention and safety programming. 	<ul style="list-style-type: none"> • Ongoing • Ongoing • Ongoing
<p>#41: We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal</p>	<p>Social Policy</p>	<p>Support for families Granted full standing</p>	<ul style="list-style-type: none"> • Host a 1 day gathering for service providers to plan for family supports during the Vancouver Inquiry. • Applied for, and granted full standing in the Federal MMIWG Inquiry. 	<ul style="list-style-type: none"> • Completed • Completed

<p>women and girls. The inquiry's mandate would include:</p> <p>i. Investigation into missing and murdered Aboriginal women and girls.</p>			<ul style="list-style-type: none"> • Support for a space for family supports during the Vancouver Inquiry. 	<ul style="list-style-type: none"> • Underway
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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 funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples.</p>	<p>CMO - Sports Hosting</p>	<p>Grants & Partnerships</p>	<ul style="list-style-type: none"> • Community Sports Hosting Grants will be available to host traditional Indigenous sporting activities in Vancouver. • The City supported a 2017 Provincial Championship - 2017 World Indigenous Basketball Challenge; Nike N7 Youth Summit; Nike N7 All Nations Basketball Series. 	<ul style="list-style-type: none"> • Ongoing • Completed

<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>				
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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"> On February 26, 2013 Council adopted support for the United Nations Declaration on the Rights on Indigenous Peoples. 	<ul style="list-style-type: none"> Ongoing
<p>#44: We call upon the Government of Canada to develop a national action plan, strategies, and other concrete measures</p>	<p>Council</p>	<p>City of Reconciliation</p>	<ul style="list-style-type: none"> On July 8, 2014 Council designated Vancouver as a City of Reconciliation - Focusing on Cultural 	<ul style="list-style-type: none"> Ongoing

to achieve the goals of the United Nations Declaration on the Rights of Indigenous Peoples.			Competency, Effective Decision-Making, and Strengthening Partnerships.	
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Royal Proclamation and Covenant of Reconciliation

TRC Recommendation	Department	Initiative	Actions	
#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.	CMO Council Social Policy	City of Reconciliation Healthy City Strategy	<ul style="list-style-type: none"> On June 25, 2014 Council adopted a motion that acknowledges Vancouver as unceded MST traditional territory. 	<ul style="list-style-type: none"> Ongoing

Museums and Archives

TRC Recommendation	Department	Initiative	Actions	
#67: We call upon the federal government to provide funding to the Canadian Museums Association (CMA) to	Cultural Services	Support to civic institutions on repatriation of objects in their collections	<ul style="list-style-type: none"> Consult with CMA and Vancouver civic collecting institutions re: participation in the national review of 	<ul style="list-style-type: none"> Underway

<p>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>museum policies and best practices.</p> <ul style="list-style-type: none"> • 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. • 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. • 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. 	<ul style="list-style-type: none"> • Underway • Underway • Underway
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Sports and Reconciliation

TRC Recommendation	Department	Initiative	Actions	
#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"> • Integrate into all major sporting events hosted in Vancouver: <ul style="list-style-type: none"> ○ Indigenous people's territorial protocols for the official ceremonies; ○ Engagement, participation, and legacy planning of the identified major events (i.e. 2016 Rugby 7s World Series). 	<ul style="list-style-type: none"> • Completed

Advancing Awareness, Knowledge, and Capacity

Professional Development and Training for Public Servants

TRC Recommendation	Department	Initiative	Actions	
#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	Social Policy HR-EEO VPL CMO VPD	Healthy City Strategy Action Plan City of Reconciliation	<ul style="list-style-type: none"> • Development of cultural competency training programming for City staff. • Cultural competency training has been provided to over 1,200 City staff. • An online course of 3 	<ul style="list-style-type: none"> • Completed • Ongoing • Completed

<p>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>VPD Aboriginal Awareness</p>	<p>modules has been developed and is available for staff on Reconciliation and Indigenous Peoples.</p> <ul style="list-style-type: none"> • Advanced skills based training for senior staff is under development. • Parks & Recreation is developing collaborative training with MST around protocols and effective relationship building. • Mandatory cultural competency VPD training to all staff. 	<ul style="list-style-type: none"> • Underway • Underway • Completed
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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</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"> • Update the Collection Profile to reflect the impact of residential schools and the theme of reconciliation. • Create a resource guide for information on residential schools and the theme of reconciliation. 	<ul style="list-style-type: none"> • Completed • Completed

<p>residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students.</p>			<ul style="list-style-type: none"> • Continue the Aboriginal Storyteller in Residence Program. 	<ul style="list-style-type: none"> • Completed
<p>#63: We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:</p> <ol style="list-style-type: none"> i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools. ii. Sharing information and best practices on teaching curriculum 	<p>Social Policy</p>	<p>Social Grants</p>	<ul style="list-style-type: none"> • Supported the creation of Aboriginal cultural competency training for Vancouver's early childcare educators. 	<ul style="list-style-type: none"> • Ongoing

<p>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

TRC Recommendation	Department	Initiative	Actions	
<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 dedicated national funding program for commemoration projects on the theme of reconciliation.</p>	<p>CMO</p>	<p>COV Canada 150+</p>	<ul style="list-style-type: none"> Integration of 'Reconciliation' theme in the planning and development of Canada 150+ program. 	<ul style="list-style-type: none"> Completed
<p>#69: We call upon Library and Archives Canada to:</p>	<p>VPL</p>	<p>Diverse and accessible collections and</p>	<ul style="list-style-type: none"> Update Collection Development to reflect 	<ul style="list-style-type: none"> This is counted as the same effort

<p>ii. Ensure that its record holdings related to residential schools are accessible to the public.</p> <p>iii. Commit more resources to its public education materials and programming on residential schools.</p>		<p>programs</p>	<p>the impact of residential schools and the theme of reconciliation.</p> <ul style="list-style-type: none"> • Continue the Aboriginal Storyteller in Residence Program. • 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. 	<p>carried out in #62. Will not count as a new ‘outcome’.</p> <ul style="list-style-type: none"> • This is counted as the same effort carried out in #62. Will not count as a new ‘outcome’. • Completed
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National Centre for Truth and Reconciliation

TRC Recommendation	Department	Initiative	Actions	
<p>#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</p>	<p>VPL</p>	<p>Inspiration Lab and Digital Creation Lab</p>	<ul style="list-style-type: none"> • Explore opportunities to record stories through the Inspiration Lab at the Central Branch and the Digital Creation Lab at the forthcoming néca?mat ct Strathcona branch. 	<ul style="list-style-type: none"> • Completed

residential school experience and their involvement in truth, healing, and reconciliation.				
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Commemoration

TRC Recommendation	Department	Initiative	Actions	
#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 commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.	Council CMO	Orange Shirt Day	<ul style="list-style-type: none"> • Council recognition and proclamation for September 30 as 'Orange Shirt Day' in support for Residential School Survivors. 	<ul style="list-style-type: none"> • Completed
#83: We call upon the Canada Council for the Arts to establish, as a funding priority, a strategy for Indigenous and non-Indigenous artists	Cultural Services	Mungo Martin pole restoration	<ul style="list-style-type: none"> • Consultation in 2016 with Mungo Martin's descendants, local First Nations, and general public on treatment options: 	<ul style="list-style-type: none"> • Underway

<p>to undertake collaborative projects and produce works that contribute to the reconciliation process.</p>		<p>Canada 150+ program</p>	<p>conservation or removal and replacement.</p> <ul style="list-style-type: none"> • Integration of 'Reconciliation' theme in the planning and development of Canada 150 celebration program. • Explore the feasibility of installing First Nations presence on City Hall public ground. Program funding partnerships sought. 	<ul style="list-style-type: none"> • This is counted as the same effort carried out in #68. Will not count as a new 'outcome'. • Underway
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Sports and Reconciliation

TRC Recommendation	Department	Initiative	Actions	
<p>#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.</p>	<p>CMO - Sports Hosting</p>	<p>Grants & Partnerships</p>	<ul style="list-style-type: none"> • Working with the BC Sports Hall of Fame to enhance/update the Aboriginal Sport Gallery by June 21, 2016, National Aboriginal Day. • Update lesson plans focusing on Aboriginal athletes in history for the on-line 'Hero in You' education resources. 	<ul style="list-style-type: none"> • Completed • Completed

Business in Reconciliation

TRC Recommendation	Department	Initiative	Actions	
<p>#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 to, the following:</p> <p>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</p>	<p>HR-EEO</p>	<p>Aboriginal Awareness</p>	<ul style="list-style-type: none"> • Continued partnership with the Aboriginal Community Career Employment Services Society (ACCESS) and the City’s 3-1-1 Call Centre to implement the 2nd internship program (20 months) to develop skills and on-the-job experience for Citizen Service Representative (CSR i) positions. • Providing informal learning opportunities such as ‘Lunch and Learns’. • In March 2016, Engineering partnered with ACCESS Trades program to provide a one-day information session for students at Manitoba Work Yard. • Ongoing participation by Human Resources (EEO and Recruitment) 	<ul style="list-style-type: none"> • Ongoing • Underway • Ongoing • Completed

<p>economic development projects.</p> <p>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.</p>			<p>at MST Career Fairs.</p> <ul style="list-style-type: none"> • Facilitating work experience placements for Native Education College students. • Hiring Aboriginal staff to support City staff to liaise and work effectively with Aboriginal communities. Examples include social and cultural planners, a Corporate Communication Analyst, an Aboriginal Liaison for Engineering and an Archeologist in Parks & Recreation specializing in work relating to MST. • The Aboriginal Production Apprentice Program (APAP) was developed as a key part of Council's direction towards "Strengthening Our Relations: Canada 150+ Project, in collaboration with 	<ul style="list-style-type: none"> • Ongoing • Ongoing • Completed
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			ACCESS. Apprentices received training and paid work placements during Canada 150+, with a focus on skills required in the presentation of theatre, concert, film and special events.	
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Newcomers to Canada

TRC Recommendation	Department	Initiative	Actions	
#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"> In March 2014, the City released the First Peoples Guide for Newcomers. 	<ul style="list-style-type: none"> Completed