



## COUNCIL REPORT

Report Date: September 8, 2024  
Contact: Michelle Bryant-Gravelle  
Contact No.: 604.871.6956  
RTS No.: 16551  
VanRIMS No.: 08-2000-20  
Meeting Date: October 8, 2024  
[Submit comments to Council](#)

TO: Vancouver City Council  
FROM: Senior Director of Indigenous Relations  
SUBJECT: Reconciliation Report 10-Year; Colonial Audit Consolidation

### Recommendations

- A. THAT Council directs staff to integrate all future Reconciliation and UNDRIP reporting into a single annual UNDRIP report to improve efficiency of reporting to Council.
- B. THAT Council direct staff to cease scoping a Colonial Audit and integrate objectives of the audit into the UNDRIP implementation program.

### Purpose and Executive Summary

This is the City of Vancouver's sixth City of Reconciliation update. The purpose is to update Council on the work underway related to Reconciliation, and to highlight new key achievements related to reconciliation more specifically by department from 2021-2024. The report also provides a summary of work completed going back to 2014, to celebrate the 10-year anniversary of the City of Reconciliation (See Appendix A). This report recommends to Council that reporting on the City of Reconciliation and UNDRIP implementation work be streamlined into one annual report to Council, rather than two separate processes. It also recommends Council direct staff to stop work on the Colonial Audit, regarding the City of Reconciliation Update June 26, 2019 (Item 1 Recommendation C), and instead prioritize UNDRIP implementation to address the objectives of the Colonial Audit more efficiently as part of a broader, more holistic process of advancing Reconciliation.

## **Council Authority/Previous Decisions**

February 26, 2013 – Vancouver City Council passes a motion to proclaim June 21, 2013, to June 20, 2014, as the Year of Reconciliation. Vancouver City Council passes a motion to endorse UNDRIP.

June 20, 2013 – Vancouver City Council announces the Year of Reconciliation in an intercultural event with First Nations and multicultural leaders.

July 8, 2014 – Vancouver City Council reaffirms its commitment to designate Vancouver as a City of Reconciliation and directs staff to report on next steps for healing and moving forward together.

June 26, 2019 – Council directed staff to report back on scoping a “Colonial Audit” to identify opportunities to improve City policies regarding reconciliation.

Sept 10, 2019 – Council adopted the vision, principles, core commitments, and objectives of Vancouver’s 10-year culture plan Culture|Shift: Blanketing the City in Arts and Culture (previously named Creative City Strategy).

March 9, 2021 – Vancouver City Council passes a motion to create an UNDRIP Task Force comprised of members of Council, Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation.

June 7, 2022 – Vancouver City Council receives an update on the UNDRIP Strategy development and approves six Early Actions.

October 25, 2022 – Vancouver City Council endorses the UNDRIP Strategy and directs staff to continue the intergovernmental process to develop an Action Plan.

June 25, 2024 – Vancouver City Council endorses the UNDRIP 2024-2028 Action plan and directs staff to implement it.

## **City Manager’s Comments**

The City Manager concurs with the foregoing recommendations.

## **Context and Background**

The City’s Reconciliation efforts occur across City departments and are based on the City’s commitment to working towards reconciliation with xʷməθkʷəy̓əm (Musqueam Indian Band), Sḵw̓x̓wú7mesh (Squamish Nation), sə́lílwətaʔ (Tsleil-Waututh Nation), and the diverse Indigenous peoples that live and work in the City. For the purposes of this document, we will use the collective term “local Nations” to refer to the Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation. Individual First Nations are referenced directly when the matter relates only to their Nation.

The City’s reconciliation goals are to establish and maintain mutually respectful relationships between Indigenous and non-Indigenous peoples in the City of Vancouver and to uphold and advance the rights of local Nations and urban Indigenous people. To achieve its goals, the City uses the Reconciliation Framework, established on July 8, 2014, to guide its Reconciliation work.

The Reconciliation Framework is comprised of three main principles:

1. **Cultural Competency:** All City staff should have an opportunity to learn and work with local Nations and urban Indigenous communities. Staff should strive to create opportunities for Indigenous community members to engage in partnerships with the City, supporting learning opportunities for both.
2. **Strengthened Relations:** Strengthening our relationships starts with acknowledging the history of residential schools and the harmful impacts from the loss of land and culture. Continuing to build and strengthen relationships with local Nations, as well as with urban Indigenous communities, including the Metro Vancouver Aboriginal Executive Council 1(MVAEC), is critical.

(MVAEC was incorporated as a society in 2009 and includes 25 Aboriginal organizations representing a diverse range of programs, services, and mandates across Metro Vancouver.)

Above all, it is important to respectfully recognize the history, heritage, and protocols of the three local Nations, their presence, and achievements.

3. **Effective Decision-making:** Our work with local Nations requires a unique approach and understanding of the City's goals. Achieving mutual respect, strong relationships and economic empowerment requires flexibility.

### Overview of UNDRIP Strategy and Action Plan

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the UN General Assembly on September 13, 2007. Today, UNDRIP is the most comprehensive international instrument on the rights of Indigenous Peoples. It establishes a universal framework of minimum standards for the survival, dignity, and well-being of the Indigenous Peoples of the world and it elaborates on existing human rights standards and fundamental freedoms as they apply to the specific situation of Indigenous Peoples. The Truth and Reconciliation Commission (TRC) Calls to Action as well as the Inquiry into Missing and Murdered Indigenous Women (MMIWG) Calls to Justice specifically call upon all levels of government in Canada to implement UNDRIP as the framework for reconciliation. The government of Canada and the Province of British Columbia have now both passed legislation to implement UNDRIP and have developed national and provincial level UNDRIP action plans.

### UNDRIP Work between Musqueam Indian Band, Squamish Nation, Tsleil-Waututh Nation and the City of Vancouver

In March 2021, the Council of the City of Vancouver unanimously passed a motion to create a Task Force for the implementation of UNDRIP in the City of Vancouver (The UNDRIP Task Force also referenced as the Task Force throughout). The Task Force was convened in partnership with the Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation. The Task Force met regularly from July 2021 to October 2022 to develop recommendations to Mayor and Council on how the City of Vancouver can implement UNDRIP as an integral aspect of its work on Indigenous relations and reconciliation. In October of 2022 Musqueam, Squamish, Tsleil-Waututh and the City of Vancouver became the first intergovernmental partners to collectively approve an [UNDRIP strategy](#) to implement UNDRIP at the municipal level - in Canada and the world. The co-developed strategy includes 79 Calls to Action for

implementation over time. The strategy was passed from the local Nations to the City in accordance with their legal and governance protocols.

In February 2023 work began on a five-year Action Plan. This five-year Action Plan is the first action plan to implement the long-term Vancouver UNDRIP Strategy. This plan was entirely co-developed by the intergovernmental UNDRIP Task Force together with colleagues at the staff and Council level from Musqueam, Squamish, Tsleil-Waututh and the City of Vancouver. This plan has also been informed by initial engagements with diverse urban Indigenous community members.

This action plan has been passed by all four councils, and we look forward to implementing it together, collaboratively as we move forward on our new path as the MSTV “family”. We will continue to build on the engagement with diverse population of Indigenous peoples living in the City throughout the implementation of this plan to ensure their priorities are reflected through implementation, as well as continue to develop strong connections grounded in right relations with local rightsholders at Musqueam, Squamish, and Tsleil-Waututh.

The UNDRIP Strategy Calls to Action were sequenced by the UNDRIP Task Force for the initial action plan, and these have been grouped by subject and broader thematic area. These calls to Action were selected for this initial Action Plan through a collaborative process with Musqueam, Squamish, Tsleil-Waututh and City of Vancouver staff and elected representatives. Find more information about the development of the first Action Plan here: [UNDRIP Action Plan 2024](#)

## **Discussion**

### Recommendation A

The City of Vancouver, as a City of Reconciliation, is committed to ongoing efforts to address and rectify historic injustices faced by Indigenous peoples. The approval of eleven strategies by the Vancouver Park Board in January 2016, in response to the Truth and Reconciliation Commission's Calls to Action, was a significant step towards this commitment. One of these strategies was the adoption of UNDRIP as a framework for reconciliation initiatives.

The full integration of reconciliation reporting into the UNDRIP annual report acknowledges the overlapping objectives of both initiatives and has positive impact on Indigenous Relations.

Review of alternative, wherein we continue separate reporting, shows it will maintain an inefficient use of resources that we can avoid through approval of this recommendation.

### Recommendation B

Ongoing initiatives such as MMIWG efforts, Equity Framework, and UNDRIP Strategy and Action plan encompass the work of the Colonial Audit. By consolidating the pertinent Colonial Audit efforts into UNDRIP implementation, the City can focus on a unified strategy that addresses the historic injustices and current needs of Indigenous Peoples more efficiently and effectively.

## **Financial Implications**

There are no financial implications associated with this report's recommendations.

## **Legal Implications**

There are no legal implications associated with this report's recommendations.

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## Appendix A

# City of Vancouver 10-Years of Reconciliation Report

Oct 8, 2024

This report is an appendix to Council Report RTS# 16551 and is a summary of the reconciliation efforts undertaken by the City of Vancouver from July 2014 to July 2024, reflecting the City's commitment to building a respectful and meaningful relationship with the xʷməθkʷəy̅əm (Musqueam Indian Band), Skwxwú7mesh (Squamish Nation), sə́lilwətaʔt (Tsleil-Waututh Nation), and the diverse Indigenous peoples that live and work in the City.

These efforts span various initiatives aimed at addressing past injustices, fostering economic and social equity, and ensuring that Indigenous voices are integral to the City's future.

The report will begin with recent work done and/or underway since the previous report in 2021, followed by a retrospective back to July 2014, with updates.

While many of these initiatives are interdepartmental in nature, for clarity and ease of reference, they are organized by the lead department responsible for their implementation. This structured approach underscores the collaborative effort across different sectors of the City, while also highlighting the specific contributions of each department to the overall reconciliation process.

## 2021-2024

This appendix leads with actions undertaken since the last reconciliation report in 2021, and then turns to a retrospective for the previous seven years, in celebration of the ten-year anniversary of declaring Vancouver a City of Reconciliation.

## City Manager's Office (CMO)

### **Creation of the Indigenous Relations Department**

In alignment with the City's reconciliation goals, the City Manager's Office established a new Indigenous Relations department. The department started with the hiring of the Senior Director of Indigenous Relations, grew to three FTE (2023) and has grown to six FTE (2024) to meet the increasing involvement and incorporation of Indigenous Relations across all departments. This department is dedicated to fostering collaboration between the City and xʷməθkʷəy̅əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), sə́lilwətaʔt (Tsleil-Waututh Nation) and the diverse population of Indigenous peoples living in the City, ensuring that Indigenous voices are heard and respected in all City initiatives and projects.

### **Senior Director of Indigenous Relations**

The City of Vancouver appointed Michelle Bryant-Gravelle as the first Senior Director of Indigenous Relations in 2022. This landmark hiring at such a prominent level of agency underscores the City's commitment to strengthening relationships with Musqueam, Squamish, Tsleil-Waututh, and the diverse population of Indigenous peoples living in

the City. The Senior Director reports directly to a Deputy City Manager, ensuring Indigenous perspectives are integral to our policy and decision-making processes at the top level.

### **Formal Agreements**

On July 18, 2023, the City of Vancouver and Skwxwú7mesh Úxwumixw signed the **WA IY'ÍM TA SKWXWÚ7MESH** (Squamish Strong) Protocol Agreement as another step along the road to advancing reconciliation. Report put before council and passed: [Report - Relationship Protocol Agreement - Squamish Nation and City of Vancouver - Council - July 11, 2023](#)

Currently the City is collaborating with the xʷməθkʷəy̅əm (Musqueam Indian Band), and səłílwətaʔ (Tseil-Waututh Nation) on developing respective relationship agreements.

### **Permanent Raising of Indigenous Nations' Flags**

The City has permanently raised the flags of the Musqueam, Squamish, and Tseil-Waututh Nations at City Hall. This act is a visual symbol of the commitment to our relationships with these Nations and is an important component of our daily work of reconciliation and the recognition of the unceded territories on which the City of Vancouver is built. It serves as a daily reminder of our responsibility to honour and respect the cultures, communities, and contributions of these Nations.

### **Arts, Culture & Community Services (ACCS)**

#### **Murdered and Missing Indigenous Women and Girls (MMIWG), Calls for Justice and Red Women Rising Report**

Social Policy and Projects formed dedicated role to identify and recommend opportunities to integrate key recommendations from the Missing and Murdered Indigenous Women and Girls National Inquiry final report, Reclaiming Power and Place, and the local report, Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside (the "Reports"). Central coordination of the project moved to Indigenous Relations with the creation of a Senior Manager role, with continued support of MMIWG2S work in ACCS Social Policy. The work continues to include comprehensive engagement and liaising with community subject matter experts, agencies, leaders, and government.

(2022 Report: <https://council.vancouver.ca/20220719/documents/r3.pdf>)

Early actions included:

- Conducted a cross-departmental review of 431 recommendations and determined 289 of them are relevant to COV.



- Established a Director's Table, which identified actions that respond to or align with the Calls For Justice and Red Women Rising reports.
- Ongoing meetings with the MMIWG2S Advisory Committee to guide the work.
- Initiated development of a City implementation and evaluation plan.
- Created snapshots of each department's aligned actions and conducted surveys for more detailed information on each action.
- Formed the MMIWG2S Technical Working Group and ran MMIWG2S drop-in sessions.
- Ongoing development of the Find Your Loved One App.

As part of recent ongoing efforts, we are currently developing a progress report on how city staff have actioned the recommendations within the 2022 MMIWG2S Response Report. The MMIWG2S Advisory has developed a work plan to implement the recommendation for a citywide response protocol for Missing Indigenous Women, Girls, and/or 2SLGBTQQIA+ Peoples. This protocol will create a framework for responding when an Indigenous woman, girl, or 2SLGBTQQIA+ person goes missing in Vancouver, which may include alerts to the public and residents. We are also in conversation with the provincial government to align their red dress alert pilot with our initiative, ensuring a coordinated response to these critical issues.

### **Women's Memorial March**

The Carnegie Centre Indigenous Cultural Programmer invited interdepartmental staff to attend The Women's Memorial March committee to foster shared understanding and collaboration on:

- organizing support such as construction pauses, washrooms with peer support, and sanitation.
- facilitating connected ceremonial cleansings for City-owned buildings where MMIWG2S people lived.
- connecting march organizers to opportunities to inform city policy on commemoration and others.

For 2025, City and Park staff are preparing earlier support to increase the types of support available.

### **Early Learning and Child Care**

- Funding from the BC Ministry of Children and Family Development (MCFD) enabled the City to provide \$292,500 in funding to Metro Vancouver Aboriginal Executive Council (MVAEC) to fund an Early Learning and Child Care (ELCC) Planning and Capacity Development position for the period of January 2019 - March 2021.
- MCFD re-invested funding to continue the position until March 31, 2023. The funded position supported meeting the early learning and childcare needs of urban Indigenous families in the Vancouver area by:
  - Providing strategic planning and coordination of Indigenous early learning and childcare services to ensure families can access culturally safe and supported ELCC services.
  - Supporting data collection to inform the BC Childcare Plan, developing linkages between Indigenous service providers and partners, the City, and MCFD.
  - Supporting capacity development of Indigenous ELCC service providers.

### **Indigenous Healing and Wellness**

Ongoing work in Indigenous Healing and Wellness in Social Policy continues. There are currently five opportunities being supported or undertaken by staff.

#### **1. 52-92 East Hastings**

Mixed-use project led by Aboriginal Land Trust in partnership with BC Housing, Lu'ma, Vancouver Native Health, and Raincity. Includes Single Room Occupancy (SRO) replacement, Indigenous family housing, and an Indigenous Healing & Wellness Centre.

The building will be comprised of 8-storeys of housing, and a 3-storey 37,000 sf Indigenous Healing and Wellness centre to be primarily operated by Vancouver Aboriginal Healthy Society with subleases to Indigenous-led non-profits, including the operator of the Saa'ust Centre.

The Healing and Wellness Centre will be co-located with a mix of 112 homes prioritized for Indigenous Peoples in the Downtown Eastside. There will be 59 affordable rental and 53 supportive housing units. Twenty-one homes will feature an accessible design for people living with physical disabilities. Planned amenities also include an outdoor healing garden, and a traditional longhouse space for Indigenous use in gathering, recreation and celebration.

The City of Vancouver has provided a grant of \$2M to ALT to secure a 10-year sub-lease for a 4,000-sf space within the Healing and Wellness Centre to be operated as the Saa-ust Centre. In response to the National Inquiry into Missing and Murdered Indigenous Women and Girls, the Saa'ust Centre is intended to provide MMIWG2S families and survivors with trauma informed Indigenous medicine and support services. The Centre is expected to open in 2025.

## 2. **41 East Hastings**

Early explorations to develop Indigenous Healing and Wellness Centre with focus on Indigenous women in partnership with Atira (Olivia Skye housing project) and Vancouver Coastal Health Aboriginal Health.

The 5,000 sf First Nations Metis Inuit Women-led Healing and Wellness Centre is co-led by Vancouver Coastal Health's Vice President of Indigenous Health in partnership with the First Nations Health Authority in response to the vision and leadership for a committee of local matriarchs and women leaders from local Indigenous service providers. Atira agreed to offer a nominal lease of the space for the healing and wellness centre and to coordinate the renovation of the tenant improvements.

The City of Vancouver approved a major capital grant of \$700,000 to support the renovation of this non-profit owned facility.

## 3. **1636 Clark**

A mixed-use development being delivered by the City of Vancouver, BC Housing, and VCH, featuring a 3,000 sf Indigenous employment-focused social enterprise facility that is co-located with a withdrawal management centre, transitional housing, and social housing.

This development is intended to provide wrap around services to people affected by mental health and addictions with a continuum of care. The Indigenous social enterprise facility will provide employment training and capacity development opportunities for the urban Indigenous community. To enable the operations of the social enterprise, Social Policy staff will engage with interested Indigenous non-profit organizations to support social enterprise business planning.

## 4. **159 E. Hastings - Balmoral redevelopment**

The Balmoral Hotel is a site of significance for former residents, their family, friends, and community, where many experienced harm and trauma.

The City expropriated the site in 2020 and established a partnership with BC Housing to redevelop the site. The Balmoral Elder's Working Group was formed prior to building demolition given connection to Indigenous people/MMIWG2S. A

Healing and Commemoration event and ceremony was held in August 2023 to honor lives lost at the Balmoral. As a site with connections with MMIWG2S, the community has a desire for interim and long-term uses to include commemoration, healing, and wellness.

**5. 1618-1680 E. Hastings: The Urban Indigenous Youth and Education Project (UIYEP)**

An Indigenous-led project with a partnership between the Urban Native Youth Association (UNYA), the Nicola Valley Institute of Technology (NVIT), and the City to assemble and co-develop a mixed-use development.

The project will be Indigenous-focused, and will include a new UNYA youth centre, an NVIT post-secondary campus, a childcare facility, and approximately 200 units of social housing for Indigenous youth and families.

The City engaged Indigenous housing and childcare providers to advise on the design of the housing and childcare components of the project. To ensure a continuity of service during the redevelopment period, City staff have also been working with UNYA to develop a temporary relocation plan.

**6. 1015 E Hastings**

Partnership between City (land), BC Housing (capital), M'akola Development Services and Vancouver Aboriginal Friendship Centre Society (non-profit operator) to create 170 social housing units (including 87 affordable and 25 with supports), an 80-bed shelter, gathering and ceremonial areas, and social enterprise space to support Indigenous healing and wellness (completion in 2025).

**7. Women's Legacy Project**

A community-based project that will deliver a mixed-use, women-led housing development. The City will contribute the land and the project is guided by Expert Panel of Indigenous community members using a decolonized approach to define the project, build partnerships, engage the community, and construct and operate the building.

## **Decolonizing Data**

Data on Indigenous populations also intersect with sovereignty, rights and title, and the city has a responsibility to develop datasets, methods, workflows, and governance structures that support a more decolonized and community-led approach to working with Indigenous data.

## **Urban Indigenous data and data governance**

City staff continue to engage Urban Indigenous communities, most directly through a partnership with MVAEC, to scope priority indicators and a potential data governance model. Staff continue to conduct further engagement on this work with MVAEC and within the Healthy City Strategy refresh, with the goal of developing recommendations for implementation as part of the refreshed Healthy City Strategy.

### **Equity and Decolonization of Data Community of Practice**

City staff from multiple departments continue to convene a community of practice to explore how data and research can support more equitable and decolonized policies, plans, and programs while minimizing harms to members of Indigenous and equity-deserving groups. The community of practice convenes drop-in learning and practice sessions and focused training to build capacity, knowledge, and practice across the organization.

### **Social Grants**

In April 2021, the Social Policy team initiated a “Solutions Lab” to bring together representatives from all grant programs administered by the City to build the City’s internal capacity to support public benefit organizations and develop stronger alignment and a unifying vision for granting at the City grounded in furthering the City of Reconciliation and Equity Framework goals. The Social Policy grants team continued to convene departments and individual staff responsible for various grants around the city throughout 2022. The group later transitioned from the Solutions Lab model to a community of practice which continues to tackle the topic of “decolonizing” granting practices across the city.

The Social Policy team has continued to work directly with organizations led by and supporting Urban Indigenous Peoples. Prioritization of NPOs providing services to this population has meant key organizations receive funding through multiyear commitments for operational funding.

Additionally, the Indigenous Healing and Wellness (IHW) grant has continued to evolve with the incorporation of community feedback and convening. In 2024, the IHW grant was adjudicated by a committee of community and City staff reviewers in furthering the City of Reconciliation and Equity Framework goals. Additional funds have been provided to support the capacity and wellbeing of Urban Indigenous Elders and Knowledge Keepers who are a part of this grant program. A community-led Elder's Camp will be hosted in the fall/winter of 2024 as part of this work.

Grants serving or led by Urban Indigenous Peoples remain a priority for the City’s Core Support, Multi Year, and Indigenous Healing and Wellness programs. In alignment with the UNDRIP Strategy, the 2025 call for IHW grants will bring community participation into the adjudication process by prioritizing the meaningful involvement of Urban Indigenous Peoples.

## **Sex Worker Safety**

Staff continue to undertake a wide range of initiatives to support sex workers and to support sex work-affected Indigenous communities. This includes people that are not directly involved in sex work, but who are impacted through personal, familial, or intergenerational connections to sex workers or people at risk of exploitation.

## **Granville Entertainment District Revitalization**

Engagement with Moccasin Mafia on priority recommendations included identified needs for increased funding for community-based outreach teams, need for a drop in space for survivors of violence, and a sobering centre. Work to identify feasible resources and/or support for these areas continues.

## **Hastings Corridor**

Installation of an emergency phone in the Hastings Corridor area anticipated in early 2025. Temporary water stations installed, currently scoping permanent installation. Ongoing engagement with sex work community in the area to increase rapid access to housing and services and consult regarding the impacts of development on sex work areas.

## **Kingsway Community Station**

Ongoing support for overnight drop-in services and crisis response.

## **Two Spirit and Trans Community Engagement**

Ongoing engagements through the TGD2S Roundtable to develop policy and data working groups to identify service gaps, including but not limited to culturally specific housing, access to employment, and support services. This work is led by a Two-Spirit facilitator and supported by an Elder.

## **Cultural Liaisons**

The Indigenous Arts & Culture Planner works with the Nations' administrative staff to organize monthly or seasonal meetings with the Nations' Language and Cultural (sometimes Rights and Title) staff to review Arts & Culture work planned or underway, and inform the direction of departmental work on key priorities, as well as to explore the Nations' wider priorities to inform future work. This includes annual capacity funding provided to each Nation to support their participation.

## **Zac George House Post @ šxw'łənəq Xwtl'e7énk public art commission**

Zachary George, a Tsleil-Waututh artist, has been commissioned through a 2019 open call for artist-initiated projects to create a carved post for šxw'łənəq Xwtl'e7énk (the

plaza of Queen Elizabeth Theatre). The post will reflect the rich history of land use in the Robson Street Corridor by the local Nations for the hunting and harvesting of food, and will honour the legacy of the artist's grandfather, the late Chief Dan George.

### **Platforms - Nine Places for Seeing Indigenous Commissions**

*Platforms: Nine Places for Seeing (2023-2024)* was developed in collaboration with three advisors from the local Nations to commission 21 Indigenous artists to create new works. These artists' works continues to be exhibited on platforms around Vancouver for one year.

As part of Platforms: Nine Places for Seeing the City convened a day-long workshop with artists, curators, and cultural practitioners to share information and build relationships. Discussions included guest protocols, Coast Salish design principles, contracts, and copyright issues for Indigenous artists. Participants expressed gratitude for the rare opportunity to be in the presence of so many Coast Salish master artists.

### **Origins: xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səliłwətał (Tseil-Waututh) commissions**

The public art team and Indigenous Arts & Culture Planner have consulted with the local Nations on the principles and priorities of a partnership-based approach to commissioning an artist from each Nation to create large-scale projects for major downtown public spaces to contribute to their cultural visibility.

### **Pacific National Exhibition (PNE) Amphitheatre Renewal - Local Nations Public Art Commission**

The Indigenous Arts and Culture Planner and Public Art team supported scoping and development work with the PNE to commission artists from the Nations to design four potential artworks to reflect the local Nations' cultural visibility within the new amphitheatre. Staff also recommended and supported a groundbreaking ceremony in May, 2024.

### **River District - Public Art Plan Implementation**

The public art team developed a River District public art implementation plan focusing on the Fraser River and its significance to the local Nations and the Musqueam Nation. Referrals are underway in collaboration with Park Board to develop public art opportunities for new parks and a Community Centre within the district.

### **Oakridge Civic Centre - Cultural Practice Space & Public Art**

The new civic centre will include new public art works by Musqueam artists on the site and dedicated Indigenous cultural practice space within a complex that includes an accessible 8,000 sq ft, 199 seat Roundhouse-style theatre, outdoor performance spaces, and three artist studios (2,300 sf).

The City has also participated in work with the Vancouver Park Board, the Vancouver Public Library, the developer, and Musqueam Nation to explore the possibility of receiving a gifted hən̓q̓əmin̓əm name for the park, Civic Centre and Library branch.

### **Jericho Lands - Policy Statement & Public Benefits Strategy - Cultural Amenities**

The cultural and social spaces teams supported the development of the ʔəyalməxw/lyálməxw/Jericho Lands Policy Statement process, including establishing minimum square feet requirements for arts and cultural spaces as self-determined by the Nations. Key Public Benefit Strategy items include 15,000 sq ft of inclusive self-determined Nations' spaces, including cultural production, ceremonial, and presentation spaces.

### **Heather Lands - Policy Statement & Public Benefits Strategy - Cultural Amenities**

The cultural spaces team supported the development of the Policy Statement, including supporting a signature self-determined 22,500sf cultural centre and adjacent plaza that will be owned and operated by the local Nations as a place for gathering and sharing culture and traditions. The public art team supported the development of a public art master plan.

### **New Cultural Amenity Spaces - Nations' Consultation**

The cultural spaces team has integrated ongoing consultation with the local Nations on developer-delivered cultural amenity spaces. Nations now recommend staff, artists, and cultural practitioners to advise on technical and design requirements to ensure that spaces would be suitable for their use. Recent examples included artist production and presentation spaces at 522 Malkin and 889 Drake where Nation artists made recommendations to support a range of uses, including space for sacred cultural practice.

Additionally, staff have consulted with the Nations on their potential interest in and capacity to operate future amenity spaces.

### **Indigenous-led Cultural Spaces - Space Seed Funding**

Staff continue to support projects with the local Nations and urban Indigenous non-profit associations to plan for, or renew self-determined cultural spaces. Projects underway include upgrades to xʷməθkʷəy̓əm Nation's Long House and planning towards S̓kwx̓wú7mesh Nation Language Center.



Urban Ink completed a needs assessment study for an Urban Indigenous Performing Arts Centre (IPAC) outlining the need for a dedicated and culturally safe space for professional Indigenous performance artists to create, develop, produce, and perform their work on the West Coast.

Vancouver Aboriginal Friendship Centre completed planning for a new Cultural Centre, as they work towards a mixed-use development for their site at 1607 E Hastings that will include the Cultural Centre, Indigenous services, and multi-generational housing for Elders and community members.

### **Cultural Indigenous Grants**

The Cultural Indigenous Grants program provides funding to support Indigenous artists and cultural projects in self-determined ways through a) grants directly to the local Nations, and b) low-barrier grants for urban Indigenous-led organizations.

Annual grants to the Nations provide \$40,000 per Nation each year. Additionally, in 2023 each Nation received \$25,000 to support Indigenous Language sovereignty.

Five Urban Indigenous groups are currently supported with Indigenous Grants totaling \$160,000 annually. The program provides a pathway to access ongoing operational support with a relationship-oriented, low-barrier approach.

### **Cultural Grants - Decolonizing Processes**

The grants team and Indigenous Arts & Culture Planner evaluates broader cultural grant programs to increase opportunities to support Indigenous artists and cultural workers by including questions and criteria related to advancing Reconciliation, ensure Indigenous voices are welcome and part of the assessment process, and engaging with existing and new grantees to identify ways to support.

### **Vancouver Music Fund**

The Music Fund supports demo recordings, music video creation, and industry catalyst projects to improve access to creation and promotion opportunities with a focus on underrepresented musicians. In the 2023 funding, 13% of artists self-identified as Indigenous. Recorded languages included Nuuchahnulth, Nsyilxcən, Nlaka'pamux, Secwépemc, and Halq'eméylem.

One project, "Northwest Coast Story", produced in collaboration with local MC and hip-hop producer DJ A-SLAM and Lady Sinncere was released on National Indigenous Peoples Day, the video has since amassed over 174,000 views, and created performance opportunities for Lady Sinncere at the International Indigenous Hip Hop Awards, the Squamish Nation Amalgamation event and Orange Shirt Day at Trout Lake.

### **UNDRIP Implementation: Institutional Representation**

This UNDRIP Strategy action groups includes work exploring ways to improve the local Nations' representation in cultural institutions, particularly related to governance.

Initial work has been scoped to provide a baseline analysis of the major collecting institutions' funding received and dedicated towards Indigenous programming, services, care, repatriation activities, and staffing, and the level of Local Nation's involvement in governance and operations.

### **Cultural Grants - Reconciliation Evaluation Tool**

The grants team is working to develop an evaluation framework to measure UNDRIP implementation progress made by the major institutions.

### **Museum of Vancouver and UNDRIP**

Through ongoing operating support, the Museum is advancing UNDRIP with embedding Reconciliation in strategic directions and actions, engaging in repatriation, updating acquisition priorities to collect contemporary local Indigenous works in ethical ways, creating permanent Indigenous staff positions, and applying an Indigenous lens with all exhibition planning.

### **UNDRIP Implementation: Historical Atlas**

One of the UNDRIP Strategy action groups includes work exploring ways to support the Nations to author and develop of a historical atlas, atlases, and/or additional public education tools.

The Indigenous Cultural Planner, with support from the Emerging Priorities team, hosted a workshop with the authors of "A Sto:lo Coast Salish Historical Atlas" for staff from Musqueam Indian Band, Squamish Nation, Tsleil-Waututh Nation, City, Park Board, and Library to learn about their process developing this and other atlas, mapping, and cultural knowledge tools.

The City has met with the local Nations to consider ways to collaboratively scope work, identify Nations' priorities, and consider how to integrate The First Nations principles of ownership, control, access, and possession – more commonly known as OCAP®. The City is working with the Nations to determine how to offer capacity funding to support ongoing project Scoping.

### **Cultural Visibility in the Public Realm**

One of the UNDRIP Strategy action groups includes work to improve the local Nations' cultural visibility in the public realm. This includes work co-defining the public realm,

artist commissioning practices, City processes through which visibility is facilitated, and work related to naming and commemoration.

Preliminary work in this area has included both scoping work in each of the above areas, commemoration policy work, and supporting wider city-wide projects that shape the public realm including:

*Gastown Streets - arts and culture staff supported initial work to inform partnership development approaches with the Nations partnerships to ensure their cultural visibility is central in shaping the use and design of space, as well as to connect with urban Indigenous communities in the DTES.*

*Cultural Ribbon - the public art team supported work by Indigenous-led consultants to integrate recommendations made in the Broadway Plan process to facilitate private sector public art program support for the concept of a 'Cultural Ribbon' that highlights Coast Salish art, signage, public realm/landscape design and architecture to make Musqueam, Squamish and Tsleil-Waututh Nations' history, culture, and spiritual connections visible, and its development should reflect intergenerational learnings.*

*West End Campus - the Indigenous Arts & Culture planner supported the commissioning of artists from each Nation to create works that reflect the Nations self-determined values and priorities that should inform development planning.*

*St. Paul's - Public Art worked with the developer's art consultant on several major calls for artists resulting in commissions for artists from Musqueam, Squamish, and Tsleil-Waututh as well as from Indigenous artists of other Nations.*

## **Commemoration Framework**

City and Park staff began work on the development of a Commemoration Framework meant to guide City and Park processes related to commemoration in monuments, memorials, plaques, and place names and bring City and Park practices in line with commitments to prioritize the rights of Indigenous people, equity, cultural redress, anti-racism and accessibility.

Phase 1 preliminary consultation with the local Nations shaped the foundational including:

1. Make Space for Host Nations to Assert Self-Determined Memory Practices,
2. Reckon with Colonial History & Narratives Celebrating Conquest,
3. Centre Equity-Denied Communities' Stories + Memory Practices,
4. Foster Belonging, Multiplicity, & Connection Across Communities.

Phase 2 consultation with the local Nations focused on self-determined Nation priorities including: a proposed process to seek Nation review of potential commemorative projects, ways to integrate ceremony and cultural protocols, and exploratory work related to commemoration and cultural visibility.

Staff also consulted with the UIPAC, the Carnegie Indigenous Advisory Committee, and the Women's Memorial March committee to determine the ways in which Indigenous people who have been displaced from their lands wish to see their histories represented in ways that respect the cultural protocols of the local Nations.

Additionally, staff engaged stakeholders and the broader public in focus groups and a survey on topics including how to address colonial histories in accessible and trauma-informed ways.

### **Temporary Residential Schools Memorial Closure**

Arts & Culture staff participated in an interdepartmental working group to organize City efforts to conclude the temporary residential school memorial at Robson Square in a way that respected the site's role as a space to grieve and heal, as well as the cultural protocols of the local Nations. This included ongoing liaison work with the local Nations and memorial stewards to organize burning and brushing ceremonies in accordance with the local Nations' teachings with the hope to nourish lostchildren, help them find peace and support them to continue their journey to join their ancestors.

### [Development, Building and Licensing \(DBL\)](#)

#### The Locarno Archaeological Management Plan

Led by the x<sup>w</sup>məθk<sup>w</sup>əyəm, Skwxwú7mesh and səliwətał (Musqueam, Squamish, and Tsleil-Waututh) Nations, the Locarno Archaeological Management Plan (LAMP) is a site specific and proactive approach to mitigating impacts to cultural heritage while allowing for culturally sensitive development within and around the Locarno Beach area. The LAMP includes an overview of the context and history of the Locarno Beach area, the legislative framework for archaeological management in B.C., site protection techniques through development and building design avoidance, the cross-governmental archaeology review process, an overview of the various permits from each government and archaeological management standards. These measures align with each government's regulations and policies to enhance protection of the Locarno Beach area while increasing public awareness and celebration of this important place.

The LAMP's multi-jurisdictional team has collaborated since 2015 to develop the vision and goals for the area, a comprehensive inventory database, and overall management plan document. The Locarno Beach Area will have a stewardship committee made up of representatives from Musqueam, Squamish, and Tsleil-Waututh Nations, the Province and the City to ensure the area is protected and enjoyed by all for generations past, present, and future.

The LAMP stands as testament to the collaborative efforts among Musqueam, Squamish, and Tsleil-Waututh Nations, the Province and the City to coordinate a multitude of jurisdictional policies, plans and procedures to safeguard the tangible and intangible heritage within the Locarno Beach area. This archaeological management plan is the first of its kind to be implemented in Vancouver and serves as a showcase for future management plans in other areas.

## Engineering Services (ENG)

### **Gastown**

As part of the Gastown Public Spaces Plan, the Street Activities team has fostered a collaborative partnership with the x<sup>w</sup>məθk<sup>w</sup>əy<sup>ə</sup>m (Musqueam Indian Band), S<sup>k</sup>wx<sup>w</sup>ú7mesh (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) as an integral part of the planning process for this key historic area of Vancouver and to advance the City's reconciliation commitments under the CoV UNDRIP Strategy. In this effort towards, staff are focused on long-term partnership and relationship building and supporting the Nations' visibility on their lands.

Staff have:

- Built partnerships with the Nations by engaging them one year in advance to allow for early input and insights into the scope and support work at the speed of trust.
- Sought S<sup>k</sup>wx<sup>w</sup>ú7mesh and səliłwətał advice in drafting the Gastown interdisciplinary design consultant Request for Proposals (RFP) and worked to include them in the evaluation process to elevate their advice and voices.
- Supported short term implementation actions, including through the Water Street Summer Pilot, to advance visibility through programming, storytelling, and placemaking. The above also prioritize community engagement and mentorship opportunities.
- Supported urban Indigenous priorities through early engagement with the Urban Indigenous Peoples Advisory Committee, and volunteering in and attending the Women's March and other events.
- Offered Indigenous Cultural Safety training to 23 City staff and design consultants upholding our commitment to continuous learning to create safer, more sensitive meeting environments with local Nations' staff.

**West End Transportation and Public Space Projects:** As part of the City of Vancouver's commitment to implement the West End Community Plan, we have been developing plans for the *Davie Village: Space for People* and *Bute Greenway* projects. Through this work, we've had opportunities to connect with staff from the Sḵwxwú7mesh Úxwumixw and the səlilwətał Nation to understand some of their priorities for this area:

- **Davie Village-** The project focuses on widening sidewalks to give people more space to stroll, support local businesses and create a more welcoming and vibrant street. As the design process continues, we hope to collaborate on a Welcome Feature with language representation in hən'qəmin'əm' and Sḵwxwú7mesh sníchim. Additionally, as Davie Village is a significant place for the 2SLGBTQ+ community, we are exploring opportunities to share art and stories of Two Spirit and Indigiqueer people.
- **Bute Greenway-** With a long-term plan to prioritize Bute Street for walking, cycling, and rolling, with vibrant public spaces for people of all ages and abilities, the greenway could become a park-like corridor that manages water and provides a shore-to-shore connection from Burrard Inlet to False Creek. The project will be delivered in phases, and we've explored opportunities for collaboration around native species plantings and creating visibility on the land by featuring local Nation place names, stories and culture through wayfinding and art along the greenway.
- Engineering is furthering public learning opportunities through the online **xʷməθkʷəy̓əm (Musqueam) Heritage Awareness Campaign** to inform the public about the presence of xʷməθkʷəy̓əm heritage and archaeology within the City and the best practices to follow to protect those heritage resources.
  - Website developed in partnership with xʷməθkʷəy̓əm following a request for support from the City to proactively provide the public with information to prevent future *Heritage Conservation Act* infractions and destruction to archaeological sites during construction and development within Vancouver.
  - Provides information on xʷməθkʷəy̓əm heritage, protecting xʷməθkʷəy̓əm archaeological sites and heritage resources, and the Provincial legislation that governs archaeology sites and work within British Columbia, including Vancouver. (<https://vancouver.ca/people-programs/musqueam-heritage-and-archaeology.aspx>)
- There have been **unsanctioned gardens along the Arbutus Greenway** since CP Rail stopped utilizing the Arbutus corridor in 2001. In 2020, in advance of Arbutus Greenway construction and in working with xʷməθkʷəy̓əm (Musqueam), the City requisitioned an Archaeological Impact Assessment (AIA) for the area

along the section of the Arbutus Greenway near William Mackie Park. This area is in proximity to cəsnaʔəm, which is an ancient village and burial site of the xʷməθkʷəyəm people.

- The AIA was completed by Musqueam Archaeology Department under Provincial *Heritage Conservation Act* permit and applicable First Nation archaeology/heritage permits.
  - As a result of the AIA, an extension of the Provincially registered boundaries of cəsnaʔəm was identified and recorded with the Province. The City is currently working with xʷməθkʷəyəm to ensure the protection of the archaeological resources on City right of way and in William Mackie Park through efforts to address unsanctioned gardening activity and protect the site from future disturbance.
  - These efforts have included the **xʷməθkʷəyəm (Musqueam) Heritage Awareness Campaign**, the City installing signs on site to inform the public about the sensitivity of the area and holding a public information session in partnership with xʷməθkʷəyəm to address questions from the local community.
- Advancing reconciliation through the department's **Cultural Safety Training initiative**:
    - **In collaboration with Nahanee Creative**: Engineering Service's commitment to Reconciliation is exemplified by our partnership with Nahanee Creative—a remarkable women-owned and Indigenous-owned business. Under the visionary leadership of Ta7talíya Michelle Nahanee, a proud member of the Słkwxwú7mesh Úxwumixw (Squamish Nation), Nahanee Creative played a pivotal role in the Cultural Safety Training program.
    - By engaging with an Indigenous-led consultancy, Engineering Services not only demonstrated respect for Indigenous knowledge but also actively supports economic empowerment within Indigenous communities. The partnership with Nahanee Creative ensured that the training content was culturally relevant, accurate, and deeply rooted in Indigenous perspectives.
    - **Training Experience and Branch Champions**: Over 600 employees—including both in-office staff and operations teams—have participated in the Cultural Safety Training to date. During the sessions, staff had the privilege of experiencing powerful videos created by Ta7talíya Michelle

Nahanee and Ta7talíya Paisley Nahanee. These videos provided insights into cultural protocols, empathy, and safety. Following the video presentations, group discussions were facilitated by dedicated Branch Champions. The Branch Champions, drawn from Engineering Services own staff, led their branches through the training as knowledgeable guides and advocates. By empowering internal staff to champion Reconciliation within their departments, Engineering Services ensures that the training transcends mere awareness and transforms into actionable steps. This holistic approach exemplifies reconciliation in action, fostering understanding, empathy, and meaningful change throughout the City of Vancouver.

- The Sewage & Drainage teams of the City are working more frequently with the Nations on a wide range of different initiatives. Notable among these efforts is the **Healthy Waters Plan**, a long-range plan for sewage & rainwater management & watershed health.
  - Since 2021, the City has worked with Musqueam Indian Band and Tsleil-Waututh Nation, and from 2023 the Squamish Nation on incorporating their values & perspectives into each phase and aspect of the plan.
  - The Healthy Waters Plan team also worked on a collaborative project with the Tsleil-Waututh Nation to **develop a StoryMap that recounts the historical significance of səliłwət (Burrard Inlet) in both hən̓q̓əmin̓əm̓ and English, showcasing the nation's longstanding stewardship of the area** – [Restoring a Healthy Inlet](#).
- Additionally, partnerships with the Musqueam Indian Band have been instrumental in addressing erosion and flood concerns along Wallace St. Ditch, situated at the boundary between Vancouver and Musqueam I.R. No. 2 lands.
  - These joint endeavors seek to mitigate encroachment issues, facilitating the sustainable development of housing for the Musqueam community. Furthermore, the integration of traditional ecological knowledge into Green Infrastructure projects and programs underscores the City's commitment to honoring Indigenous perspectives and fostering collaborative environmental stewardship initiatives.

### Change Management (FRS)

- Division has mandated and completed that the whole team take all foundational JEDI learning courses in 2023. We are committed to continued learning and the



team will be facilitating Walking in Good Relations, Sinulklhay and Ladders decolonial learning game in 2024.

- The **communities of practice** were established for settlers to learn and grow together. These spaces are focused on practicing conversations, challenging each other, getting deep into thought, being allies to Indigenous colleagues and uplifting the great work occurring at the City. They have been established for ~3 years now.

## Human Resources (HR)

### Training

- Going back several years, HR is building a Reconciliation & Decolonization learning pathway for staff as part of the City's JEDI learning framework. This includes several courses:
  - Impacts of Residential Schools and Colonization
  - Cultural Competency: Indigenous and Urban Indigenous Peoples
  - Land Acknowledgement
  - Indigenous Cultural Protocols, Empathy and Safety
  - Indigenous Consultation and Engagement
- Have worked with Indigenous vendors to offer sessions for specific groups and /or as part of reconciliation learning opportunities aligned with days of recognition.
- An ongoing focus on learning and development is a key action under UNDRIP and continues to be priority for HR moving forward.

### Leadership

- In 2023, expanded the City's leadership competencies to include specific expectations around Reconciliation and the City's UNDRIP strategy.
- At the same time, embedded expectations around Reconciliation learning into annual staff performance development plans.
- Similarly, last year, added a Reconciliation learning module into the city's Leadership Essentials in Action Program (LEAP)

### Bargaining

- Spiritual and Ceremonial Leave added to CUPE 1004 (2020-2022) and CUPE 15 (2022-2024) collective agreements.

- CUPE 15 (2022-2024) - expansion of definition of 'family' to include 'Tribal Family members'.
- Negotiated a Letter of Understanding with CUPE 15 that allows for recruitment of Indigenous candidates for specific roles.

## Recruitment

- In 2022 created the City's first Indigenous Recruiter role, which focuses on leading the recruitment process for Indigenous related roles and supporting Indigenous candidates through the City's recruitment process.
  - This includes managing a standing posting that the City now has for Indigenous candidates and a more hands on approach to helping these candidates navigate the City's processes.
  - This role has also started to build relationships with the local Nations to better understand how we can work together to increase the representation from the local Nations across the organization.
- Recruitment team has been purposeful in reviewing the TRC 94 Calls to Action, MMIWG report and the UNDRIP Strategy to better understand those findings and how they apply to the work they do.

## Wellness

- Collaboration between Recovery & Wellness, Equity Office, and Homewood to enhance the Indigenous Support Services available through Homewood. Staff are invited to work with an Elder or Knowledge Keeper from their network instead of a provider from within Homewood's roster; Elder or Knowledge Keeper is issued an honorarium after each visit for up to six visits per calendar year.
  - Prior to this collaborative initiative, Elders and Knowledge Keepers were only offered a one-time honorarium per calendar year. Program enhancement occurred within 2022, program/services still available present day.
- Early-stage support of Indigenous Relations Team as they regain momentum within the Elder in-Residence Program; collaborative efforts to get messaging and information out to Indigenous staff about support available (including community-based resources) and how to access EIR program. In process.

- Assistance with arranging culturally appropriate support for Indigenous staff groups or teams upon request; collaboration with Homewood to identify Elders within their network that are available to offer team based, post-incident support. Ongoing efforts arranged as requested.
- More generally an ongoing focus on engagement, listening, collaboration and responding to the needs of Indigenous (and other underrepresented) staff.

## Planning, Urban Design, and Sustainability (PDS)

### **Reconciliation and Culture Change Team at PDS**

The Reconciliation and Culture Change (RCC) team has a role in supporting the Planning, Urban Design and Sustainability (PDS) Department to advance and deliver on the City's commitment towards reconciliation, redress, and equity. RCC aims to advance change through these main areas of work:

- Supporting and participating in City of Vancouver's corporate priorities including actioning the Equity Framework and the UNDRIP Strategy.
- Building respectful relationships with the local Nations, urban Indigenous peoples, and ethno-cultural groups.
- Decolonizing planning practices, policies, and regulations.
- Working with communities and neighborhoods to advance cultural redress and sustain cultural heritage.
- Modeling best practices and acting as a resource within the department.

### **Training Initiatives**

#### **Len Pierre's Training:**

Two courses run by Len to support PDS. One to help PDS staff use Indigenous and western perspectives to better support Indigenous peoples and programs, and another on Transformative Leadership.

#### **Cultivating Safe Spaces (CSS) – Elaine Alec, Facilitator at Nagsmist Storytellers Inc.**

In March 2024, Reconciliation and Culture Change team took the introductory CSS training course to integrate Indigenous knowledge and values into our work and conduct.

## **Orange Shirt Day Learning Event 2024**

RCC is organizing a full-day learning event for all PDS staff in honour of the National Day for Truth and Reconciliation and Orange Shirt Day. This follows similar learning initiatives RCC organized in 2022 and 2023. The objective for the day is to learn about the truth and impacts of Residential Schools and how staff can advance Reconciliation in planning work. This year's learning day will include speakers and facilitated discussions. This full-day event is also complemented with self-guided learning opportunities throughout the month of September.

## **Relationship Building**

### **Special Projects Office**

In late 2023 and 2024, the Special Projects Office had several notable accomplishments engaging with the local Nations.

- Vancouver City Council approved the Jericho Lands Policy Statement in 2024.
- Staff to staff meetings with Musqueam and Tsleil-Waututh on the Broadway Plan Public Realm and Streetscape work to better understand how the local Nations would like to integrate Musqueam, Squamish and Tsleil-Waututh history, culture and values into the public realm and streetscape in Kitsilano, Fairview and Mount Pleasant.

### **Granville Street**

The Granville Street team met with Squamish and Tsleil-Waututh staff in May of 2024. Granville Street staff were looking for City staff are looking for local Nation input into the planning process and to discuss opportunities for collaboration, including but not limited to cultural recognition and visibility, public art, public-space improvements, economic development, and safety. More engagement with the Nations is being planned for the Fall of 2024.

### **Rupert and Renfrew**

The project staff are working with the local Nation to identify cultural recognition to be incorporated in the design of viewing spaces along Still Creek Watershed Enhancement. Rupert and Renfrew staff are scheduling engagement meeting for September with Tsleil-Waututh, Musqueam Indian Band has requested spaces for cultural practices to be incorporated in the future design, and Squamish requested to participate in future rehabilitation/revegetation work, monitoring opportunities. In the Fall, the project team is seeking opportunities to collaborate and refine Draft policies.

### **Capacity Funding Agreements:**

- Musqueam Indian Band signed Capacity Funding Agreement in September 2023
- Tsleil-Waututh Nation signed Capacity Funding Agreement in February 2024
- Squamish Nation's Finance Department is still reviewing Capacity Funding Agreement.

## Real-estate, Environment and Facilities Management (REFM)

### **Hiring of Senior Indigenous Relations Manager**

In February 2024 REFM welcomed a Senior Manager of Indigenous Relations to the department. This new role reports to the Senior Director of Indigenous Relations with a dotted line reporting relationship with the General Manager, Real Estate, Environment and Facilities Management.

This Senior Manager supports the development and implementation of city-wide initiatives on Indigenous matters.

Acting as a strategic advisor to the REFM senior leadership team, the Senior manager manages the department's overall approach to Indigenous government relations with Musqueam, Squamish, Tsleil-Waututh, and urban Indigenous Peoples.

In addition, the Senior Manager leads the department's work through UNDRIP.

### ***Staff Training:***

In 2022 REFM Real Estate, Environment and Facilities Management staff participated in tours of the Museum of Vancouver's current display on *c̓əsnaʔəm* and workshops on the importance of Cedar Weaving led by a traditional knowledge keeper from Musqueam.

In 2022 REFM staff conducted a World Café workshop on "Ways of Working Together" – over 180 staff participated in all these activities. 95% of all office-based staff completed Impacts of Residential Schools & Colonization training.

March 14 and March 22, 2024, training: Expectations and protocols for holding meetings with Musqueam representatives.

Many REFM's staff project managers attended these sessions. Upcoming training (May and June 2024) offered by new Senior Manager Indigenous Relations to REFM staff to promote cultural competency among staff.

### ***Environmental Services highlights:***

#### **Natural Environment Inventory and Network Project**

This project consists of developing a natural environmental inventory of the City's existing terrestrial and foreshore ecosystems and habitat corridors, and a future ecological network that connects, protects, and restores natural areas across the city.

Opportunities for ecological restoration area expected to support Reconciliation and the City's UNDRIP action.

### **Human Health and Ecological Comparative Risk Evaluation Framework for Healthy Waters Plan**

In partnership with other City Departments, the City is embarking on the development of a Healthy Waters Plan to provide a long-range plan for the City's sewage and rainwater management.

The City is engaging Host Nations to identify areas of priority for Indigenous communities, so they are explicitly considered in the decision-making tool.

### **Trans Mountain Pipeline Expansion – BC Environmental Certificate Compliance Review**

In 2020, the Province undertook a reconsideration review of its original approval certificate to include consideration of Project-related spills which were not originally included in the environmental assessment review.

The Province invited Skwxwú7mesh Úxwumixw (Squamish) and səilwətał (Tseil-Waututh) Nations, and the City to participate in the process and form a provincial advisory group.

In 2022, the Province amended its approval certificate, adding additional approval conditions directed at reducing risks posed by a Project-related marine spill.

The City has continued to participate in the Provincial process, working with Host Nations and other agencies, providing input into the assessments and reports required to meet the added approval conditions.

### ***Cultural Visibility***

In addition to engaging with Skwxwú7mesh Úxwumixw (Squamish) and səilwətał (Tseil-Waututh) Nations through referrals processes and with Urban Indigenous groups, REFM actively seeks out opportunity cultural visibility in its projects. Some projects featuring cultural visibility include the following, with many more to come:

#### **Civic District**

#### **PNE Amphitheatre**

## šxwłəneq Xwtl'e7énk Square and šxwłəxən Xwtl'a7shn: Civic Plaza Naming and Language Project

### **Grandview Firehall 9**

Firehall 2: Temporary Annex

### ***Smudging Capacity in City Buildings***

The City's Facilities Standards Manual now includes a section on HVAC requirements for smudging.

### **Vancouver Public Library (VPL)**

VPL's commitment to being a place to learn about the history and cultures of Indigenous Peoples in Canada began over 15 years ago. From the introduction of the Indigenous Storyteller in Residence to expansion of programs and collections, and seeking out opportunities and addressing barriers, this work has become an integral part of what we do.

In 2015, the VPL Board unanimously supported the Truth & Reconciliation Commission's Calls to Action, and committed the Library to respond. Staff began actions to respond to the calls, including education on the history of Indigenous peoples and the legacy of residential schools for all staff, building public programming and collections to increase understanding for all ages, and implementing procedures for Indigenous peoples to reclaim names in library systems.

In 2019, VPL hired its first Indigenous Planner, a role designed to help increase organizational capacity and understanding of Indigenous relations at VPL, providing support and leadership to the development and implementation of a range of Library priorities.

VPL's 2020-2023 Strategic Plan prioritizes Truth and Reconciliation. During the strategic plan engagement, conversations with the public and key stakeholders highlighted the need to bring Indigenous history, languages and cultures into library spaces and to continue sharing Indigenous voices through our collections and programming. The Strategic Plan includes two goals specific to Reconciliation:

- Reflect and celebrate Indigenous cultures and history: The presence of Indigenous languages and cultures within VPL spaces, with a focus on Musqueam, Squamish and Tseil-Waututh Nations, is critical to creating an inclusive environment.
- Enhance understanding and appreciation of Indigenous ways of knowing, being and doing: Through partnership and programming, we will expand opportunities for everyone to learn more about Truth & Reconciliation and Indigenous cultures, and ways to take action.

VPL's Indigenous Rights & Reconciliation Strategy was subsequently developed in

2022. It is aligned with and supports the UNDRIP implementation strategies at the City of Vancouver and Province of British Columbia, while also addressing the Calls to Action of the Truth and Reconciliation Commission (TRC) of Canada and Calls to Justice of the Inquiry into Missing and Murdered Indigenous Women and Girls and Red Women Rising Reports.

In VPL's 2022 public survey, 76% of VPL patrons reported that the Library has helped to increase their understanding and respect for Indigenous peoples' histories, cultures and rights.

This update includes a selection of activities at VPL since 2020. It is not an exhaustive list, and further information can be found on the VPL website, and through quarterly reports to the VPL Board on VPL's Indigenous Rights and Reconciliation activities.

The **Indigenous Storyteller in Residence** program was created in 2008 to strengthen relationships between the Library and Indigenous Peoples living in Vancouver, recognizing the importance of storytelling as a way to learn about, and from, Indigenous Peoples. This popular program, which seeks to honour Indigenous cultures and promote intercultural understanding and communication, has become a cornerstone of the Library's public programming. Recent storytellers who participated in this three-month residency are Joseph Kakwinokansum, from James Smith Cree Nation (2024); Les George from səilwətał (Tsleil-Waututh) Nation (2023); Eden Fine Day from Sweetgrass Reserve in Saskatchewan (2022); and Kung Jaadee who belongs to Xaayda (Haida), xʷməθkʷəy̓əm (Musqueam) and Sk̓wx̓wú7mesh (Squamish) First Nations (2021).

**Indigenous Collections** have been available to the public at all VPL locations and online since 2018, and the collections have continued to grow, following guidelines created in consultation with Indigenous community groups in Vancouver. As of 2024, the Library offers more than 16,000 items by Indigenous authors and about Indigenous Peoples through these collections.

The **Connections to Kith and Kin Program** was initiated by community request in 2019, and is offered in partnership with Library and Archives Canada (LAC). VPL librarians and LAC archivists help Indigenous participants search online records for family documents, with cultural support from the Indian Residential School Survivors Society. After shifting to online delivery in 2020, it is now available both in person and online.

Beginning in 2019, VPL recognized the opportunity to showcase **Indigenous arts and culture** through our public art program. In 2023, as part of the Platforms: Nine Places for Seeing project, sʔi:ʔqəy̓ by Musqueam artist Kitty Guerin's work was displayed on banners in the atrium of the Central Library, and this will continue through 2025. In August 2024, a design by Musqueam multimedia artist Darryl Blyth was installed in the windows of the West Point Grey branch. Additional calls for artists from Musqueam, Squamish and Tsleil-Waututh Nations are planned for 2024 and 2025, including for the new branch at Oakridge and for Central Library.



In 2020, VPL updated over 27,000 records in the library catalogue for Indigenous-related materials to shift from historical, colonial subject headings and content to language used by Indigenous Peoples. As new materials have been added, these updated standards are applied.

Additionally in 2020, VPL Board and committee reports began to specifically address considerations or implications for Indigenous peoples in policy and decision-making.

In response to requests at VPL's English language learning programs for newcomers, in 2022, VPL began to regularly offer an '**Indigenous Considerations for Newcomers**' public program. The program covers land acknowledgements, common terminology, Indigenous art and architecture, and an UNDRIP overview, and ends with a Q&A.

To address broad interest from Vancouver residents in our newcomer program, a second program was developed '**Towards Reconciliation: Start your Learning Journey**'. This popular program for everyone enables participants to learn about Truth and Reconciliation, UNDRIP, local histories and the local Nations "from the beginning."

Throughout the year, VPL offers **public programming featuring Indigenous authors, Elders and public figures**. Some of the individuals featured in 2024 programs are Michelle Cyca, Alicia Elliott, Diane Morrisseau, and Katherine Vermette. In addition, VPL partners with the Indian Residential School Survivors Society (IRSS) to deliver programs that further understanding of the effects of colonialism and the challenges faced by survivors and their descendants.

VPL is well positioned to implement actions that can make Truth & Reconciliation meaningful to everyone in Vancouver and is actively participating in a number of Action Groups related to the City's UNDRIP Action Plan. We believe the Library can make valuable contributions in areas of social, cultural and economic well-being, and in building understanding that will support ending Indigenous-specific racism and discrimination. VPL's approach recognizes the unique and distinct rights of the Musqueam, Squamish, and Tseil-Waututh Nations on whose land our 21 libraries are located. We are committed to working with the local Nations to also identify opportunities to better serve urban Indigenous Peoples in Vancouver.

### Vancouver Park Board (VPB)

This reconciliation update covers activities in the Park Board that have occurred since 2022. It is not an exhaustive list. It is important to mention that the Park Board has been implementing the 11 Strategies to Reconciliation since 2016. An update to the Park Board commissioners was presented in April of 2024, highlighting much of the work that has been done to advance the 11 Reconciliation Strategies, since the last update in 2018.

### Colonial Audit

- Reconciliation staff are working to complete the colonial audit by the end of 2024. The Colonial Audit will document the ways in which colonialism is woven into the Park Board: from strategic levels through to day-to-day operations.
- By analysing the final audit, the organization can begin work on the decolonization strategy. Reconciliation staff delivered an [update to the Park Board in 2022](#), on the Colonial Audit.

## Training

- **City Learn Training (Ongoing) – from 2020 to 2024**, 194 Park Board employees took Reconciliation and Decolonization related training from City Learn.
- **Chance Find Management (CFM) Training (Ongoing)** – Archaeologists provide training every spring with new hires and refreshers for operational staff, Urban Forestry, Real Estate and Facilities Management, and others. This training provides attendees with the protocols for reporting archaeological materials and/or sediments they may find in the course of their work, upon potential archaeological materials being observed.
- **Tours of Stanley Park (Periodic and ongoing)** – Provided to leadership and staff on an as needed basis.
  - Archeological Tour – Park Board Archaeologist, Geordie Howe, reflects on the archaeology of Stanley Park and the effects of colonization on these important sites.
  - Indigenous Plant Tour – T’uy’t’ananat Cease Wyss, ethnobotanist, media artist, educator, and activist of Skwxwú7mesh/Stó:lo/Hawaiian/Swiss ancestry shares her extensive plant and forest knowledge, and talk about medicines, traditional teachings and the interconnectedness of nature and the forest.
- **Truth and Reconciliation Book Club (2023 - Ongoing)** – Sports Services staff conduct a "Truth and Reconciliation Book Club" every season.
- **Reconciliation in Recreation Committee (2022 - Ongoing)** –The group is scoping opportunities to move forward both reconciliation goals and the UNDRIP Task Force Final Report recommendations. The Committee is

investigating a reporting mechanism, tools and resource needs to support reconciliation and decolonization efforts in Recreation. The Committee is considering system-wide training, mentorship, and other activities to support the TRC Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples.

- **Cultivating Safe Spaces Training (2023)** – the DAC Arts, Culture & Engagement team attended a workshop on Cultivating Safe Spaces.
- **Recreation Staff Survey (2023)** - Survey was completed Summer 2023 as part of the broader Citywide Recreation Programs and Services Audit.
  - 74 Recreation staff from all levels responded and results showed 61% of those surveyed had completed the *Impacts of Residential Schools with Brad Marsden* training. Of those the majority were supervisors, and the minority were programmers/Aquatic Leaders.
  - 47% had completed the *Cultural Competency: Reconciliation and Indigenous Peoples* training.
  - Only 22% of staff surveyed felt adequately prepared/resourced/equipped to deliver programs targeting Indigenous persons, and only 24% of surveyed staff said they are *fully aware* of Park Board's 11 Reconciliation Strategies.
- **Host Consulting workshop (September 2023)** – For Park Board staff, artists, and arts partners with Salia Joseph and Faith Sparrow-Crawford members of local Nations.
- **Annual Indigenous Cultural Safety training begins for Urban Park Activation Staff (June 2023)** – Indigenous Cultural Safety staff training for Urban Park Activation playground leaders and project staff teams with certified trainer with Cultivating Culturally Safe Spaces.
- ***At the Centre of Community: An Exhibition of Indigenous Cultural Practices at the Roundhouse Community Centre (Sept 2022)*** – A nine-day exhibition highlighting the work of the local Nations, Coast Salish and Urban Indigenous artists working in community.
- **Public Conversation at the Roundhouse Performance Centre (Sept 2022)** – Artists Chrystal Sparrow (x<sup>w</sup>məθk<sup>w</sup>əyəm) and T'uy't'tanat-Cease Wyssm

- (S̓k̓w̓x̓w̓ú7mesh) with Cha'an Tdut Rena Soutar, Manager of Decolonization, Arts & Culture at the Park Board. Open to Staff, CCAs and public.
- **Trauma Informed Practice for Park Rangers (June 2022)** – Staff attended 2 half day training sessions on Trauma Informed Practice. Attendees were staff from Park Operations (included Rangers and other staff from Park Ops – both front line and supervisory) and Recreation's Urban Park Activation. 30-40 participants attended each session.
  - **Citywide Programmers Workshop at Dunbar (May 2022)** – Indigenous Community Developer Jolene Andrew, with S̓k̓w̓x̓w̓ú7mesh ethno-botanists T'uy't'tanat-Cease Wyss and Senaqwila Wyss.
    - 3-hour session deconstructing territorial acknowledgments by learning more about their historical and contemporary context and an intro to Indigenous Customary Law and centering Coast Salish protocols with respect.
  - **Crab Park - Indigenous Healing Centre**

In May of 2019, the Park Board requested that the VFPA identify and support five different initiatives laid out by the Board. These initiatives included exploring the feasibility of a new healing centre and/or cultural centre in the Central Waterfront area. Further to this, the Park Board requested that staff explore the initiation of a working group to partner with the City of Vancouver and community stakeholders with a goal to transition the development and construction of an Indigenous-focused healing, wellness and/or cultural centre out of the theoretical and into action and reality. The renewed requests from the Park Board were echoed by City Council with further amendments in July 2019.

## Programming

- **Land and Food Systems Work:**
  - Local Food System Action Plan (LFSAP): In 2021, Park Board approved the updated LFSAP. The vision of this 5-year [plan](#) is to move toward a sustainable, just, and decolonized local food system by making space for Indigenous food sovereignty, increasing equitable access to food assets and services, and by working towards food system resiliency as part of climate action.
    - The plan was co-managed and co-authored by the Environment & Sustainability team and the Decolonization Arts & culture team and

**is the first plan to come out of the Decolonization Arts & Culture department.**

- Guided by the LFSAP, Park Board Land and Food Systems planning staff have initiated community mapping of land and food related health, wellness and cultural programming and partner organizations in 3 priority equity zones – Chinatown/Downtown Eastside, South Vancouver, and Grandview/Woodland. Staff are learning about existing children, youth, and seniors programming in these priority neighbourhoods to understand the community services that are being provided, such as hot meal programs, food distribution hubs, and food growing and knowledge sharing projects. The next steps are to identify gaps and systemic barriers within these programs and neighbourhoods.
- **Indigenous History Month** – Community centres celebrated by showing videos that centered Indigenous knowledge.
- **National Day for Truth and Reconciliation 2023**
  - Staff created posters of the 11 Reconciliation Strategies and the Reconciliation, Mission, Vision & Values, for display at Parks and Recreation facilities.
  - The Park Board raised ‘Every Child Matters’ and Survivors’ flags in Morton Park
  - Many community centres and aquatics centres actively celebrated and put on their own activities.
- **Supporting Emergent Indigenous-led events** – In 2022, Commissioner agreed to devote funds from the Corporate Sponsorship Fund to support for Indigenous-led cultural events and ceremonies in parks. Park Board support for this work is co-led by the Park Activation Team and involves nearly every Park Board department in planning and event support. Events include:
  - Powwow Tuesdays and West Coast Wednesdays in Strathcona Park and Woodland Park: weekly evenings supporting Indigenous healing, connection, culture, and ceremony (June through September) in support of the WCFN and PWP committees, Aboriginal Friendship Centre

- Circles Hip Hop Festival: A free, family friendly music festival amplifying Indigenous voices and the empowerment of Indigenous youth music-makers.
- Skwxwú7mesh family ceremony at xwáyxway/xwayxwəy' (known as Lumberman's Arch, Stanley Park)
- Downtown Eastside Powwow in Oppenheimer Park in support of VINES Festival
- Park Naming Ceremony at sθəqəlxenəm ts'exwts'áxwi7 (Rainbow) Park in support of the local Nations.
- Mother's Day Powwow at Trout Lake Community Centre in support of Mother's Day Powwow Committee
- A series of engagements and activations at Oppenheimer Park, in support of ACCS, the Carnegie Community Centre Association, WATARI, Atira, Vancouver Moving Theatre, Skundaal Bernie Williams and more
- Missing and Murdered Men and Boys Canoe Landing
- Skwxwú7mesh Nation 100<sup>th</sup> Amalgamation Anniversary – Return to Sen'ákw
- Circles Hip Hop Festival (Dakota Bear and Land Back Records)
- Ancestral Food Ways Festival – October, 250 attendees
- MST Community Days at sθəqəlxenəm ts'exwts'áxwi7
- **Supporting other Indigenous led or co-led groups, events, and projects –**  
For example:
  - Staff from different Park Board service areas participated in the Annual Women's Memorial March and staff representatives attended committee meetings.
  - Ancestral Food Ways Festival
  - Talking Stick Festival
  - Indigenous Women Artist Collective
  - Butterflies in Spirit Dance
  - Missing and Murdered Men and Boys Canoe Landing

- Singing with the Ancestors event with Chief Janice George in Stanley Park
- Britannia drum group and drop-in pop-up weaving projects at Grandview Park
- Art in the Park at Andy Livingstone - artists Sylvain Hamburger and Jenie Gao, Elder Les Nelson, Elder Marr Dorvault Cease Wyss youth Indigenous Plant knowledge project at sθəqəlxenəm ts'exwts'áxwi7 (Rainbow) park.
- **Indigenous Employment Opportunities**
  - The Britannia Society and Park Board staff worked together to have changed an existing Community Youth Worker (CYW) position to a position for an Indigenous Community Youth Worker. The position will be filled by June 2024. This was a 3-year process.
  - Aquatics staff attended a job fair at Aboriginal Friendship centre to showcase job opportunities in recreation for youth.
  - Reduced cost barriers for training to become a lifeguard/instructor through updated fees & charges with next step more active engagement with Indigenous youth on the job opportunities that they may not have considered in the past.
  - Initiated discussions with Aboriginal Career (ACCESS) to explore establishment of an Indigenous Lifeguard program.
- **Fieldhouse Activations** – Provides artists, community groups, and organizations with space in a fieldhouse, staff support and access to parks for community-engaged cultural work for up to 6 years.
  - Partnerships have developed over time with Indigenous led/co-led organizations and groups including: Working Group on Indigenous Food Sovereignty, Vancouver Urban Food Forest, New Page Foundation, and Vines Arts Festival.
- **Neighbourhood Matching Fund (NMF)** – NMF provides funding and staff support for community-led arts, local food, and environmental stewardship projects with a lasting legacy in parks and community centres.
  - Awarded funds to several local Nations and Urban Indigenous led projects aimed at increasing Indigenous visibility on the land by showcasing the people and the work in various forms: from murals, to gardens, through parks to schools and community organizations.

- **Sport Services and Aquatics Programming**
  - Sports Services started the **All Bodies Community Fitness (ABC)** DTES Pilot Project. DTES community encompasses a wide range of equity deserving groups including Urban Indigenous community. Many folks do not feel represented nor welcome in our facilities and are reluctant to participate in programs. In collaboration with Vancouver Coastal Health this ABC pilot aims to develop relationships with residents of the DTES by providing recreation onsite at familiar community health centres, within established programs.
  - In February 2024, ABC and Access partnered to provide Leisure Access Program (LAP) and ABC Flexi passes to 33 DTES residents at the Downtown Community Health Centre. There is a second session planned for April. In Spring 2024 ABC will begin supported navigation of select community centres for the new LAP/ABC flexi pass holders.
  - ABC Truth and Reconciliation Book Club – Initiated in Fall 2022 and in partnership with the Vancouver Public Library the ABC Truth and Reconciliation Book Club uses Bob Joseph’s *21 Things You May Not Know About the Indian Act* as a base for discussion for community members who wish to become more aware of this complex subject.
  - Aquatics staff attended an initial meeting with ISPARC in spring/summer of 2023 to start to look at joint programming opportunities in aquatics.
  - Aquatics supported an Indigenous cultural event at New Brighton Park with a designated swim at New Brighton Pool in the summer of 2022.
  - Templeton Pool has been engaging with xpey’ Elementary School and providing swimming lessons for the past 2 years.
- **New Oakridge Community Centre** – Planning for Facilities 2024-25. Dedicated Indigenous cultural practice space with funding support. Proposed to add full-time arts programmer whose portfolio is focused on Indigenous cultural practice (June 2024)

### **Intergovernmental Relations:**

- **Stanley Park Comprehensive Plan:** The Stanley Park Intergovernmental Committee and Working Group continues to progress the Stanley Park Comprehensive Plan. Staff will report to the Board in Q3 with an update and first report on the Inventory & Analysis “Understanding Stanley Park”. The report will be a foundational tool for the next phase of work, which is the visioning phase to establish the 100-year vision and guiding principles working with the local Nations and public.



- **Local Nations Flag Raising:** At an historic event on May 16, 2023, at spapəyəq Pápiyək, commonly known as Brockton Point in Stanley Park, flags were raised representing the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam Indian Band), Sḷkwxwú7mesh (Squamish Nation), sə́lílwətaʔt (Tsleil-Waututh Nation). This is the first time the local Nations' flags have been permanently raised in a park in the city of Vancouver. The decision to raise the flags follows discussion by the Stanley Park Intergovernmental Working Group, comprised of staff from the Nations and the Vancouver Board of Parks and Recreation.
- **Indigenous Co-management:** The Board passed a motion to explore opportunities for co-management with the local Nations.
  - Preliminary discussions have begun to scope out precedent research for other co-managed park sites, particularly urban parks.
  - The Stanley Park Comprehensive Plan is modeling a planning process that effectively enables collaboration with the local Nations, as well as setting the stage for future collaboration on implementation, and even lending itself well to possibilities around shifting the governance structure.
  - In 2022 City Council approved the rezoning of the Heather Lands, which is jointly owned by the local Nations and Canada Lands Corporation. The rezoning conditions set the stage for a model for co-management of a new park site that will remain under long-term ownership by the local Nations. It's anticipated that this model may be used at Jericho Lands in the future. Park Board staff are working with legal staff on draft legal agreements to frame the approach for designing, operating, and governing this new park.
  - Proposed models for co-management options will align with broader governance considerations currently underway.

### **Public Art, Monuments and Memorials:**

- DAC staff are co-leading the development of a City-wide Commemoration Framework, with Arts, Culture & Tourism staff, to create a new suite of policies, programs, and guidelines for the donation of monuments, memorials and public art, commemorative naming and the management of the existing Park Board and Civic collections. Consideration into how these new policies and programs can be aligned to ensure the integration of the TRC's *Calls to Actions* and alignment with UNDRIP are foundational to this Framework. This collaborative project was initiated in 2021. The guiding principles, vision and emerging priorities were approved by the Park Board in June of 2022 and comprehensive public engagement was completed in 2023.

- DAC staff attended at the Indigenous History and Heritage Gathering in Ottawa in June 2023.
- Established a comprehensive inventory and database of all monuments, memorials, public art, and plaques located in Stanley Park.
- Staff created a Collections Management Plan to inventory all public art, monuments, memorials and plaques in Vancouver parks and recreation centres. The inventory is 65% complete and staff anticipate the entire inventory to be done by Q3 2024.
- As part of this Collections Management Plan, a series of assessments and reports have been developed to address the gap in stewardship and maintenance of the Indigenous public art and memorials collection, including those at Oppenheimer and Pigeon Park.

## **Archaeology**

- Park Board hired a second archaeologist in summer 2023 due to the increase in collaboration, engagement, and commensurate workload.
- Led by the Park Board Archaeologists, the Park Board continues to follow archaeological protocols and work closely with the local Nations on anything pertaining to archaeology. The local Nations' own archeologists on staff who have been coordinating with Park Board and City archaeologists.
- The Vancouver Park Board archaeologist and the work processes are serving as a model for other municipalities. Staff archaeologists have advised the municipalities of Metro Vancouver, Burnaby, Port Moody, North Vancouver, and Calgary, and others.
- Other archaeologists working with local Indigenous Nations have adopted the model the process developed by City of Vancouver and Vancouver Park Board pertaining to this work.
- A location specific archaeological management framework, the Locarno Archaeological Management Plan (LAMP) has been under development, with estimated completion by summer 2024. (See Update in DBL section)
- Staff training on archaeological protocols regarding chance finds.

## **Language Sovereignty**

- **Naming of sθəqəlxenəm ts'exwts'áxwi7 (Rainbow) Park:**

- A new un-named park at the corner of Smithe and Richards streets presented an opportunity to pilot an Indigenous naming process where the park would become the first in the City of Vancouver to be gifted a name in the hən̓q̓əmin̓əm̓ and Skwxwú7mesh languages. In accordance with Indigenous protocol, and as communicated to Park Board staff through the local Nations' naming process, the park was officially gifted its name, sθəqəlxenəm ts'exwts'áxwi7 Park, through a naming ceremony held in June 2022. Staff produced [a summary report](#) to share the key learnings from this process which was adopted by the Park Board on June 1, 2022.
- In a commitment to ongoing reciprocity, a new local Indigenous public art program was created at sθəqəlxenəm ts'exwts'áxwi7 Park. The first banner art installation featured designs by Kitty Guerin from x̣ẉməθḳẉəỵəm, Ray Natraoro from Skwxwú7mesh, and Chandace Thomas from səliłwətał.
- **Language and Culture Working Group:**
  - As an outcome of the sθəqəlxenəm ts'exwts'áxwi7 Park naming process, an intergovernmental Language and Culture Working Group was convened with members from the local Nations' governments. This group has been meeting monthly since 2022 to address language and cultural opportunities in Vancouver parks.
- **Siwash Rock name restoration:**
  - The word "Siwash" is a derogatory term which erases the local Nations' deep connections to the place. The Vancouver Board of Parks and Recreation and MST (through the Language and Culture Working Group) have begun a collaborative process to petition the provincial and federal governments to restore the original place name and have the signage and maps updated accordingly.

### **Partners and Contractors:**

- Updating community land use agreements such as community gardens, fieldhouse residencies, etc.
  - DAC staff have been working across departments to review the agreement documents and process for community organizations working in Vancouver parks. Through this review process, staff have documented the many colonial and systemic harms that current agreement processes perpetuate. In response to these identified barriers, staff have piloted a relational agreement process which recognizes the community organization as an equal partner in the agreement process and documents. Staff have also

submitted a grant application to support the community organization's involvement informing this transition.

- Language included in community partner agreements to ensure alignment on territorial acknowledgements and commitments to reconciliation.
- The Park Board is aligning with the City of Vancouver's procurement team in the development of a [Social Procurement Framework](#).
- The Stanley Park Comprehensive Plan is developing guidelines to notify the local Nations' affiliated contractors of invitations to bid for work in Stanley Park.

### **Supporting Indigenous Artists:**

- **Arts & Health** – Indigenous and non-Indigenous Artists work with seniors and Elders on collaborative cultural projects.
  - Britannia Community Centre: Todd DeVries cedar weaving (2016-2023)
  - səliłwətał Nation – Indigenous and non-Indigenous artists collaborate with Elders to create cultural projects 2015-23. Artists Include: Tracy Williams, Una-Ann Moyer, Roxanne Charles, Marcy Baker, Sharon Baylee, Michelle Olsen,
  - Indigenous focused project to begin at Mount Pleasant CC in Sept 2024– with Salisha Old Bull
- **A Frame Cultural Residency in Stanley Park**
  - Established in 2018, this cultural residency supports a community member from the local Nations to work in a creative, activated and community-engaged space in a part of their unceded territory now commonly called Stanley Park.
  - Chrystal Sparrow from x<sup>w</sup>məθk<sup>w</sup>əy'əm was the first Cultural Resident in the A Frame (2019-2022) and Cease Wyss from Sk<sup>w</sup>xwú7mesh the current Cultural Resident. The next Cultural Resident will be from səliłwətał and will occupy the A Frame from June 2025-2028.

- **Vines Arts Festival in Pandora Park** – Vines is a community/professional arts organization and festival that is responsive to and nurturing of artists that are working toward land, water, and relational justice.
- **Supporting Unique Projects:**
  - Community Carving and documentary video project (2022)
  - Jamie Smallboy and Sweetgrass Sisters – Ribbon Skirt Project and video CC (2021-23)
  - Charlene George – Weaving and Language artist's residency at Roundhouse (2023-24)
  - Adele Arseneau – beading residency at the Roundhouse (2020-2024)
  - Travis Angus – 2 Spirit Drag Annual Celebration and project at Moberly Arts Centre (2022-24)
  - Bracken Hanuse Corlette, Ocean Hyland, Atheana Picha and Kelsey Sparrow – public mural and teachers guide at Strathcona School (2022-23)
  - Nadine Spence and Sacred Rock Ventures: *Honouring Our Grandmothers Healing Journey Project in Harbour Green Park and Oppenheimer Park (2023- ongoing)*

## Event Permitting

- Special Events and Permitting instituted a list of requirements for large-scale events held in Stanley Park designed to ensure opportunities for the local Nations communities to participate meaningfully and assert their territory.
  - The UNDRIP Task Force included this list of requirements as a suggestion for other major events wishing to operate in unceded territory.
- Indigenous events are supported through cross-departmental collaboration to ensure cultural sensitivity.
- DAC Staff have been assisting with event permitting for Indigenous groups wanting to access parks space.

\* \* \* \* \*

## Vancouver City of Reconciliation - Ten Year retrospective

This section of our report serves as a retrospective, tracing our journey in reconciliation efforts from the inception of our reconciliation reports in 2014 to the present day. Updates have been included on past actions throughout the work as found in successive years.

*Please note that reports released at various points through the year, may push some items into the next report, despite occurring in the same year as a previous report.*

Over the past decade, we have committed to documenting and reflecting on our progress, challenges, and achievements in fostering reconciliation. This retrospective not only highlights the milestones we have reached but also provides a comprehensive overview of how our strategies and initiatives have evolved over the years.

By looking back at our previous reconciliation reports, we aim to offer insights into our continuous efforts to build meaningful relationships and create lasting impacts within the communities we serve.

### 2013

#### **Year of Reconciliation and Formal Agreements with Local Nations**

Prior to 2013, when City Council formally began Reconciliation efforts and declared a year of Reconciliation, the City established formal working relationships through Memoranda of Understanding with Musqueam Indian Band and Squamish Nation.

### 2014 Report Highlights

Foundational to this work, the City of Vancouver developed and adopted, on July 8, 2014, the Reconciliation Framework.

<https://council.vancouver.ca/20141028/documents/rr1.pdf>

### 2015-2016 Report Highlights

As the first report was issued in 2016, this report covered the following activities in 2015 and 2016 since the adoption of the Reconciliation Framework in 2014.

#### **Cultural Competency Training Program:**

- "Basic level Cultural competency staff training, with a target of reaching 350+ staff, at an estimated cost of \$100,000; the source of funding is the existing 2016 Operating Budget."

#### **Creation of Permanent Art Installations:**

- Partnered with x̣ẉṃə̣θ̣ḳẉə̣ỵə̣m (Musqueam), Sḳẉx̣ẉụ́7̣mesh (Squamish), and sə̣ḷị́ḷẉə̣ṭạʔ̣ (Tseil-Waututh) to create permanent art pieces to be installed in Council Chamber that represents both the unceded Coast Salish traditional territory as well as the story of their Nation."

**Aboriginal Storyteller in Residence Program:**

- "Implement Aboriginal Storyteller in Residence program at the Vancouver Public Library."

**Development of Aboriginal Health and Wellness Centers:**

- "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."

**TRC Calls to Action Response:**

- "Staff from across City departments have found that the City can initially respond to 27 out of the 94 TRC Calls to Action, through the identification of 41 City actions that have been aligned under 3 themes: Healthy Communities and Wellness; Achieving Indigenous Human Rights and Recognition; and Advancing Awareness, Knowledge, and Capacity."

**Integration into Major City Strategies:**

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

**Engagement and Collaborative Events:**

- "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."

**Recognition of Traditional Territory:**

- "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."

**Cultural Representation in Public Spaces:**

- "Naming of the new VPL branch the nẹ́c̣ạʔ̣mat ct Strathcona Branch, which encompasses the idea of 'we are one' in the həṇ'q̣ə̣ṃiṇ'əṃ (Musqueam) language."

### Reconciliation in City Operations:

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

## 2017 Report Highlights

### 1. Development of Indigenous Design Guidelines and a Registry of Monuments:

- "Included in the action plan is the development of Indigenous design guidelines, and a registry of monuments."

### 2. Renaming Public Plazas in Collaboration with the local Nations:

- "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 [the local Nations]."

#### Update:

On June 18, 2018, the City of Vancouver, x<sup>w</sup>məθk<sup>w</sup>əy<sup>ə</sup>m (Musqueam), S<sup>k</sup>wx<sup>w</sup>ú7mesh (Squamish), and səɪl<sup>w</sup>ətaʔt (Tseil-Waututh) announced two new names for prominent public spaces downtown Vancouver:

- [šx<sup>w</sup>łexən Xwtl'a7shn](#) (formerly known as the Queen Elizabeth Theatre Plaza)
- [šx<sup>w</sup>łənəq Xwtl'e7énk Square](#) (formerly the Vancouver Art Gallery north plaza)

Acknowledging the colonial legacy of naming in Vancouver, the plaza naming process sought to return decision-making to the original inhabitants of this land and bring more visibility to the local Indigenous languages and cultures.

### 3. Hiring of Key Positions to Support Reconciliation Efforts:

- "In September 2017, an Indigenous Liaison was hired in the Engineering Department, and in November 2017 the Vancouver Park Board hired a Reconciliation Planner."

### 4. Cultural Competency Training Expansion:

- "In 2017, a total of \$80,000 was made available for the development and expansion of training opportunities... By the end of 2017, at least another 500 staff will have benefited from training in cultural competency."



**5. TRC Calls to Action Response:**

- "To date, 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."

**6. Canada 150+ Program:**

- "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."

**7. Strategic Employment Initiatives:**

- "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."

**8. Engagement with the local Nations on City Projects:**

- "The City engages with [the local Nations] on both a political, Council to Council and a staff-to-staff level. Engagement and collaboration extend to all City projects."

**9. Support for Aboriginal Health, 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."

**10. Recognition and Support for MMIWG Inquiry:**

- "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)."

## 2018-2019 Report Highlights

Akin to the first Reconciliation report, this report covered two years of reconciliation activities since the previous report in 2017.

**Further Development of Cultural Competency Training:**

In 2016, the Reconciliation Work 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 was significant as over 700 employees completed half-day workshops.

- **Updates:** "Nearly 1,000 staff were trained in Indigenous Awareness and working effectively with Indigenous communities during 2017 and 2018."
- In 2020, more than 400 staff participated in cultural competency training sessions, expanding the reach and depth of this initiative.

### **Increased Employment Opportunities for Aboriginal People:**

In partnership with the Aboriginal Community Career Employment Services Society (ACCESS), including a 20-month internship program with the City's 3-1-1 Call Centre and student information session for Trades students.

- **Update:** "In 2017, the Aboriginal Production Apprentice Program (APAP) was developed as a key part of 'Strengthening Our Relations: Canada 150+ Project', in collaboration with ACCESS."

### **Broadway Plan Development:**

"As part of the Broadway planning program, an Integrated Socio-Cultural and Heritage Asset Mapping and Impact Assessment will be prepared to identify community values and assets, and to recommend priorities for the plan in the areas of social policy, culture and heritage."

### **Heather Lands Policy Statement:**

Unanimously approved by Council in May 2018, the Heather Lands Policy Statement establishes a vision for the future redevelopment of a 21-acre site which is part of a joint venture between MSTDC and Canada Lands Company (CLC).

- **Update:** "The plan calls for a new mixed-use community with approximately 2,300 housing units. 20% of the units will be allocated toward social housing."

### **Jericho Lands Planning Program:**

In July 2018, Council approved a 2-year planning program to establish a Policy Statement for the Jericho Lands, a 90-acre site located in West Point Grey.

### **Development of Indigenous Planning Staff:**

Since 2016, this position has worked closely with the urban Indigenous communities and leads the City's efforts in this area.

- **Update:** "In 2018, together with input from [local Nations] representatives, ACCS established and filled an Indigenous Arts and Culture Planner position."

**Creation of the Healthy City Strategy:**

The HCS was created with the engagement of over 10,000 residents and has been readily accepted by Indigenous communities because of its upstream focus on individual and community wellbeing.

**Support for Indigenous 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 Indigenous people."

**Community Economic Development Initiatives:** "The City's Social Policy department is participating in an ongoing roundtable on employment and education hosted by the MVAEC. The City is working with MVAEC and other partners on the development of an Indigenous Social Enterprise Hub with a focus on cultural healing and wellness."

**Major Investments in Social and Cultural Grants:**

In 2018/2019 \$425,000 for Cultural grants to support Canada 150+ legacy and reconciliation, and grants for Vancouver Aboriginal Community Policing Centre Society and Sa'ust Centre were funded through the Innovation Fund.

**Public Art and Cultural Visibility:**

Responding to a Council motion passed on June 19, 2018, public art staff were developing an opportunity for a Signature Public Artworks lead by the local Nations.

**Support for Indigenous Healing and Wellness:**

The Saa'ust Centre was established to support families and community members for the duration of the 2018 MMIWG National Inquiry's stop in Vancouver by providing trauma-informed counselling services, ceremony space and access to Elders and knowledge keepers.

## 2020 Report Highlights

**Integration of Reconciliation in City's Emergency Operations during COVID-19:**

City's Emergency Operations Centre (EOC) advocating alongside MVAEC for resources to respond to the unique needs of urban Indigenous communities in Vancouver.

### **Indigenous Engagement Specialist Role:**

Civic Engagement and Communications (CEC) filled a vacant Indigenous Engagement Specialist role in February 2020. The Indigenous Engagement Specialist provides strategic advisory support on urban Indigenous engagement across City projects and departments.

- Update: "The Indigenous Engagement Specialist and Indigenous Relations Manager developed and implemented a new city-wide Indigenous Engagement Strategy, launched in Summer 2021."

### **Development of Indigenous Languages Action Plan:**

Through 2020-2022 ACCS will be developing an Indigenous Languages Action Plan. This work will explore appropriate ways for the City within its jurisdiction to support hən'qəminəm and Sḵwxwú7mesh to be incorporated across the City with the necessary educational support.

### **Sex Worker Safety & Prevention and Awareness Of Exploitation Initiatives:**

Staff undertook a wide range of initiatives to raise awareness about and prevent the exploitation of Indigenous peoples, support sex worker safety, and to support sex work-affected Indigenous communities.

### **Housing and Homelessness Initiatives for Indigenous Communities:**

As a City of Reconciliation, the City of Vancouver is committed to working with Indigenous leaders including MVAEC, its members, and other organizations to prioritize the creation of a new Indigenous-lead, culturally appropriate housing supply.

### **Indigenous Food Systems Projects:**

The City was able to receive and direct donations of prepared meals, hamper items, shelf-stable items, bottled water, take out containers, and other supplies to Indigenous-led organizations.

### **Year of Indigenous Languages Proclamation:**

November 25, 2019, Mayor Kennedy Stewart issued a proclamation recognizing 2019 as the International Year of Indigenous Languages.

**Development of the Equity Office:**

Since September 2020, the Equity Office has provided services to Indigenous staff working for the City.

## 2021 Highlights

**UNDRIP Implementation:**

On March 10th, 2021, Mayor and Council unanimously passed a motion to implement UNDRIP within the City.

- Update: See UNDRIP Strategy and Action plan Above.

**Progress on Colonial Audit:**

In 2019, Council directed staff to report back on the initial scoping of a colonial audit... The Colonial Audit Scoping report will be presented to Council in late 2021.

**Indigenous Cultural Mapping:**

This is a multi-year project which supports local Nations self-determined processes to incorporate Indigenous methodologies.

**Indigenous Language Revitalization:**

Further to the November Council Motion recognizing 2019 as the International Year of Indigenous Languages, Cultural Services staff began developing an action plan to increase the visibility of hən'qəmin'əm' and Skwxwú7mesh.

**Cultural Infrastructure Grants:**

A grant allocation to each to Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation to support cultural space planning and research.

**Anti-Racism and Cultural Redress Efforts:**

The City's anti-racism and cultural redress efforts respond to direction from Mayor and Council and community recommendations.

**Urban Health - Indigenous Focus:**

The City's health work prioritizes working with Indigenous health leaders, Indigenous non-profit organizations, and Indigenous peoples with lived experience.

**Support for Indigenous Youth through Arts and Culture:**

In collaboration with the Museum of Vancouver, the City delivered the Reconciled Futures Indigenous Youth Art Camp. This program involved nine Indigenous youth and six Indigenous artist mentors, providing an opportunity for the youth to express

themselves through public art while learning about careers in art, museum curation, and green rainwater infrastructure.

## Closing statement – A path ahead

As we reflect on the past ten years of reconciliation activities undertaken by the City of Vancouver, our journey has been one of learning, growth, and meaningful engagement. While there is much more to learn, and improve, each initiative, project, and partnership detailed in this report represents a step forward in our commitment to reconciliation. Through our ongoing efforts, we seek to honour the cultures, rights, and histories of the xʷməθkʷəy̍əm (Musqueam Indian Band), Skwxwú7mesh (Squamish Nation), sə́ilwətaʔt̚ (Tseil-Waututh Nation), and move forward to improve our relations with the diverse Indigenous peoples that live and work in the City.

Our work is far from complete. The relationships we have nurtured and the trust we have built are the foundation upon which we will continue to advance reconciliation. These connections are vital as we strive to create a city that acknowledges and respects Indigenous sovereignty and fosters opportunities for shared prosperity.

As we look ahead, we remain dedicated to walking this path of reconciliation with humility, respect, and a steadfast commitment to making meaningful progress. Together, with the invaluable collaboration and guidance of Indigenous communities, we will continue to build a future rooted in mutual understanding, good relations, and prosperity.