



COUNCIL REPORT

Report Date: May 21, 2025
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Meeting Date: June 3, 2025

[Submit comments to Council](#)

TO: Vancouver City Council
FROM: Armin Amrolia, Deputy City Manager
SUBJECT: City of Vancouver UNDRIP Task Force Annual Report

Recommendations

- A. THAT Council receive for information the UNDRIP Action Plan 2025 Annual Report.
- B. THAT Council approve the updated Terms of Reference for the MSTV Intergovernmental UNDRIP Task Force as outlined in this report.
- C. THAT Council receive for information the 2025 Annual Reconciliation Report.
- D. THAT Council receive for information an update on the progress of the MMIWG2S+ Response.

Purpose and Executive Summary

The purpose of this report is to provide Council with an update on work related to the UNDRIP Action Plan, City of Vancouver Reconciliation Framework, and the MMIWG2S+ Response Report.

It also seeks Council approval of the revised terms of reference for the MSTV Intergovernmental UNDRIP Task Force to reflect the new stage of joint work as we have moved into implementation. The revised terms of reference bring the UNDRIP Task Force in line with other Type D advisories, which typically stipulate that Council appoints committee chairs or co-chairs, and refresh the Council mandate for the continuation of the UNDRIP Task Force. The previous Terms of Reference were approved by Council with the [motion](#) establishing the UNDRIP Task Force in 2021.

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.

September 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).

September 10, 2019 – Council directed staff to [review recommendations](#) from both “Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls” and “Red Women Rising: Indigenous Women Survivors in Vancouver’s Downtown Eastside Report” and to identify alignment and gaps in City practices, policies, and corporate plans.

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](#) from the UNDRIP Task Force and approves six Early Actions.

June 13, 2022 – Vancouver City Council receives the [MMIWG2S+ Response Report](#) and endorses the Report’s recommendations. Council further directs staff to develop a cross-departmental implementation plan and a community-led evaluation plan to advance the directions in the MMIWG2S Response Report.

October 25, 2022 – Vancouver City Council endorses the Report of the UNDRIP Task Force dated October 25, 2022 (the [“City of Vancouver’s UNDRIP Strategy”](#)) and directs staff to continue the intergovernmental process to develop an UNDRIP Action Plan.

June 25, 2024 – Vancouver City Council endorses the [UNDRIP Action Plan 2024-2028](#) and directs staff to continue the intergovernmental process to implement the Action Plan.

October 8, 2024 – Vancouver City Council receives the [10 –Year Reconciliation Report](#) and directs staff to integrate all future Reconciliation and UNDRIP reporting into a single annual UNDRIP report to improve efficiency of reporting to Council as well as directs staff to cease scoping a Colonial Audit and integrate objectives of the audit into the UNDRIP implementation program.

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 Reconciliation Framework (see [here](#)) and related commitments to working towards reconciliation with xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), səliłwətał (Tsleil-Waututh Nation), and the diverse Indigenous peoples that live and work in the City. For the purposes of this document, we will also 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 United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), adopted by the United Nations in 2007, outlines collective and individual rights of Indigenous Peoples around the world and provides a framework for their protection, well-being, and dignity. Both Canada and British Columbia have enacted legislation and developed action plans to implement UNDRIP. In 2021, in collaboration with the local Nations, the City of Vancouver established the UNDRIP Task Force. This marked the first intergovernmental partnership to jointly develop a strategy for municipal-level UNDRIP implementation, both in Canada and globally. This represents a significant new phase in realizing Vancouver's commitment to reconciliation, crafted in partnership with Indigenous rightsholders. Included as an appendix in the Council motion establishing the UNDRIP Task Force were terms of reference establishing the "Task Force on Implementing UNDRIP in the City of Vancouver" (see [here](#)) which have been updated for the consideration of Council in **Appendix B** of this report.

From 2021 to 2022, the UNDRIP Task Force developed a ground-breaking strategy for the City of Vancouver's UNDRIP implementation, comprising 79 recommendations. (The City's UNDRIP Strategy can be found [here](#)). Following Vancouver City Council's endorsement of the UNDRIP strategy, each government agreed to continue the collaborative, government-to-government process to develop an Action Plan for implementation of the City's UNDRIP Strategy. The City of Vancouver's UNDRIP Action Plan 2024-2028 was endorsed by Council in June 2024 (see [here](#)). The Action Plan sequences a subset of 32 of the 79 UNDRIP Strategy Actions to begin in the first five year phase of implementation, broken down into 88 more focused deliverables. An update on the first 6 months of implementation of the Action Plan is included in **Appendix A** of this report.

In accordance with Council direction of October 8th, 2024 (see [here](#)), annual reporting on the implementation of the City's Reconciliation Framework and UNDRIP Strategy are being integrated into a single annual report to improve efficiency of reporting to Council. Activities falling under the Reconciliation Framework, outside of the current focus of the UNDRIP Task Force are summarized in **Appendix C**. As the City's long term reconciliation policies, procedures, projects, and programs are increasingly brought into alignment with the overarching UNDRIP Strategy, staff will find opportunities to more fully consolidate and streamline reporting. As directed by Council, the objectives of the colonial audit- specifically "to identify both short term and long-term opportunities and specific ways to improve City of Vancouver policies and practices with regard to Reconciliation and report back with their findings and recommendations

to acknowledge any injustices uncovered” have also been integrated into the work of the UNDRIP Task Force. Each Action Group is tasked with identifying and acting on these types of opportunities in close collaboration with the local Nations, with Action Groups 3, 6, 9, 10, 11, 12, 13, 14, and 15 focussing on many of the same areas of work and inquiry as the Vancouver Parks Boards colonial audit process - from addressing staff education to cultural representation and environmental stewardship.

In addition, staff have taken the opportunity to include within this report an update to the MMIWG2S+ Response Report implementation. This work originated from a Sept 2019 Council motion directing staff to review recommendations from both Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (“Final Report”) and Red Women Rising: Indigenous Women Survivors in Vancouver’s Downtown Eastside (“Red Women Rising”) report and to identify alignment and gaps in City practices, policies, and corporate plans (see [here](#)). This motion was in response to a similar motion directed to Mayor and Council in June 2019 by the Urban Indigenous Peoples Advisory Committee (UIPAC). Upon receiving the MMIWG2S Response Report (see [here](#)) in June of 2022, Council further directed staff to develop a cross-departmental implementation plan and a community-led evaluation plan to advance the directions in the MMIWG2S Response Report. This Report contains an update on this work in **Appendix D**.

Discussion

2025 UNDRIP Annual Report

Since the endorsement of the Action Plan by all four Councils in June of 2024, the UNDRIP Task Force has been working diligently on implementation. 18 separate Action Groups of technical and operational staff from xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, səliłwətał, and the City of Vancouver have convened to chart their shared work over the next 5 years in detailed Action Charters, further sequence their deliverables, identify how to cooperatively address anticipated opportunities and challenges, and lay out a plan to work together with respect for each partners’ time, capacity, priorities, values and shared accountability. We note that the 2025 UNDRIP Annual Report captures 6 months of progress—from Action Plan endorsement in June 2024 to December 31, 2024—while future reports will cover a full-year period.

While the Task Force has been deeply collaborative since its inception, the implementation process has greatly expanded the breadth and intensity of intergovernmental coordination. It is the first time that technical and operational staff from all four partners, including every City department, have met to collaborate at the level of shared goals and strategy, rather than in a project-focused and City-oriented setting. It is by far the most comprehensive and reciprocal state of relations we have yet achieved. This pays dividends and boosts partnership efficiencies across all our work in terms of institutional learning and mutual understanding.

As you will see in the full report attached in **Appendix A**, this new phase of relations is reflected in the themes that are emerging in progress updates from Year 1. Across all 18 Action Groups, relationship building and mutual understanding development are the most frequently cited categories of work with some Action Groups noting that they are underway with work related to internal alignment, policy co-development, and process piloting.

Noting our focus on relationship development in this early stage of implementation, the enormous diversity in the type of work underway, and the fact that many actions and

deliverables require a high degree of preparatory work, we have developed a 5-stage progress indicator to reflect the general stage of implementation for each Action Group. Considering a variety of factors reported by each Action Group, we have indicated where each is on their respective path with reference to 5 work stages. In total, seven of 18 Action Groups are recorded as being in Stage 1 “Stage 1: Laying the Groundwork”, five in Stage 2 “Planning in Partnership”, five in Stage 3 “Working Together” and one in Stage 4 “Delivering Results”. Overall, the report reflects the Task Force’s work as being in Stage 2: Planning in Partnership.

At the deliverable level, a total of 3 of the 88 deliverables outlined in the Action Plan have been completed in the first six months of implementation, while 31 are in progress, 24 are in scoping, 1 is in revision, 1 is paused and 28 have been sequenced for implementation in subsequent years of implementation.

Over the next year, we will continue to build on the progress of the first 6 months of implementation and the new and renewed relationships we have formed. All Action Groups will finalize their Action Charters, while continuing to strengthen partnerships and shared understanding. As of the date of this report, Action Groups will already be well underway on initiating work sequenced to begin in 2025.

Terms of Reference Update

Included in **Appendix B** are updated terms of reference expanding upon the Terms of Reference establishing the “Task Force on Implementing UNDRIP in the City of Vancouver” approved by Council in March of 2021. In addition to updating the procedure for Council to appoint the MSTV Intergovernmental Table co-chair, it expands and clarifies the previous terms of reference to reflect the processes and practices the UNDRIP Task Force has developed over time (including details on meeting cadence and coordination) as well as the current work stage of joint implementation.

2025 Reconciliation Report

As noted above, activities falling under the Reconciliation Framework that are outside the current scope of the UNDRIP Task Force are summarized in **Appendix C - Annual Reconciliation Report**. This includes ongoing work not aligned to an UNDRIP Action Group, UNDRIP Strategy action, or UNDRIP Action Plan 2024-2028 deliverable. Some of the reported activities have been streamed through the City’s regular referral process for engagement with the local Nations, while others have been conducted without direct local Nation engagement or have been conducted primarily through engagement with urban Indigenous community members.

MMIWG2S+ Response Update

The MMIWG2S+ Response Report includes 38 recommendations the City has committed to implementing based on The Final Report into the National Inquiry into MMIWG Calls for Justice (see [here](#)) and the Red Women Rising: Indigenous Women Survivors in Vancouver’s Downtown Eastside report (see [here](#)). The progress update in **Appendix D** includes a summary of key events that led to the creation of the MMIWG2S Response Report and an update on progress since the endorsement of the Response Report by Council in June 2022. It provides an overview of the new internal reporting template co-developed by the MMIWG2S Advisory Committee and Directors Table and highlights key actions the City has already started or completed. It also outlines the next steps in this work to advance safety and justice for Indigenous women, girls, and 2SLGBTQQIA+ Peoples.

Financial Implications

The implementation of the actions will have financial and other implications which will be clarified through the implementation process. These include budget and resource considerations as well as strategic benefits toward further streamlining and improving engagement processes and intergovernmental relationships. The Action Plan anticipates a new approach to capacity funding. Financial implications will be considered as part of the City's annual budget process.

Legal Implications

The implementation of the Action Plan will have legal implications for the City where the actions implemented result in changes to the *Vancouver Charter* or other legislation and regulatory instruments under which the City operates. The implementation of the Action Plan may have other legal implications and obligations for the City, depending on the actual development and implementation of the UNDRIP Action Plan deliverables over the five-year timeframe. This will be further analysed during the implementation process.

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Appendix A — City of Vancouver

UNDRIP Action Plan Implementation 2024-2025 Annual Report

Submitted by UNDRIP Task Force to Vancouver City Council

June 3, 2025



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Introduction

The United Nations Declaration on the Rights of Indigenous Peoples ([UNDRIP](#)) is an international human rights instrument that recognizes the rights of Indigenous Peoples and lays out the minimum standards for the survival, dignity, wellbeing, and rights of Indigenous Peoples. The City of Vancouver is on the unceded territories of the xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał (Musqueam, Squamish and Tsleil-Waututh). Their long, unbroken, and distinct rights and connections in these territories are the foundation for the work of the UNDRIP Task Force.

This document contains the first annual report of the City of Vancouver [UNDRIP 2024-2028 Action Plan](#) covering the progress of the first 6 months of implementation, from Action Plan endorsement in June 2024 to the beginning of 2025. This is the first report of the UNDRIP Task Force on our progress toward implementing the overarching City of Vancouver [UNDRIP Strategy](#). We are pleased to deliver this report as the City marks 11 years as a City of Reconciliation - another significant milestone marking the City's commitment to meaningful reconciliation and recognition of Indigenous rights. We are deeply grateful for the thoughtful and dedicated work of our colleagues on the Task Force—staff and leaders from the Governments of the xʷməθkʷəy̓əm, Skwxwú7mesh, səliłwətał, and the City of Vancouver who have brought this work together. We are proud to demonstrate our leadership as the first municipal government and First Nations partnership to collaboratively implement UNDRIP at the city level in Canada and the world.

Background of the UNDRIP Task Force

The UNDRIP Task Force was first convened in 2021 through a [motion](#) of Vancouver City Council. It is an intergovernmental Task Force of xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, səliłwətał, and the City of Vancouver tasked with working together to advance the implementation of UNDRIP in the city of Vancouver. While the Task Force has evolved over time, it remains structured to ensure coordination at all levels of each partner's organization. Specifically, the Task Force includes:

- **An Intergovernmental Table** consisting of elected representatives from each partner: 2 each from xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał and 4 from the City of Vancouver. This table is tasked with overseeing the work of the Task force on behalf of their respective governments;
- **A Steering Committee** consisting of senior staff from each partner, tasked with leading the implementation of the work, providing direction to their respective staff teams, and communicating with elected leadership at the Intergovernmental Table, and;
- **Action Groups** consisting of technical and operational staff from each partner, tasked with planning and delivering the work and reporting back to the Steering Committee on progress, challenges, and support requirements.

The Task Force met regularly through October of 2022 to develop the City of Vancouver [UNDRIP Strategy](#), outlining 79 recommended actions to implement UNDRIP in Vancouver. The strategy was endorsed by all four Councils.

In February of 2023, the Task Force reconvened to determine initial steps toward full implementation of the Strategy over the first five years. Staff and leaders at xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, səlilwətał, and the City of Vancouver worked collaboratively to sequence a subset of 32 actions for the initial action plan and further refine them into 88 specific deliverables distributed among 18 Action Groups. The [2024-2028 UNDRIP Action Plan](#) was endorsed by all four Councils in spring of 2024.

Implementation Progress Overview

Since the endorsement of the Action Plan by all four Councils in June of 2024, the UNDRIP Task Force has been working diligently on implementation. 18 separate Action Groups of technical and operational staff from xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, səlilwətał, and the City of Vancouver have convened to chart their shared work over the next 5 years, further sequence their deliverables, identify how to cooperatively address anticipated opportunities and challenges, and lay out how we plan to work together with respect for each partners' time, capacity, priorities, values and shared accountability. We note that this report captures 6 months of progress—from Action Plan endorsement in June 2024 to December 31, 2024—while future reports will cover a full-year period.

While the Task Force has been deeply collaborative since its inception, the implementation process has greatly expanded the breadth and intensity of intergovernmental coordination. It is the first time that staff from all four partners, including every City department, have met to collaborate at the level of shared goals and strategy, rather than in a project-focused and City-oriented setting. It is by far the most comprehensive and reciprocal state of relations we have yet achieved. This pays dividends and boosts partnership efficiencies across all our work in terms of institutional learning and mutual understanding.

As you will see in the report below, this new phase of relations is reflected in the themes that are emerging in progress updates from Year 1. Across all 18 Action Groups, relationship building and mutual understanding development are the most frequently cited categories of work with some Action Groups noting that they are underway with work related to internal alignment, co-development, and process piloting.

Noting our focus on relationship development in this early stage of implementation, the enormous diversity in the type of work underway, and the fact that many actions and deliverables require a high degree of preparatory work, we have developed a 5-stage progress indicator to reflect the general stage of implementation for each Action Group. Considering a variety of factors reported by each Action Group, we have indicated where each is on their respective path with reference to 5 stages:

Stage 1: Laying the Groundwork	<ul style="list-style-type: none"> - Internal alignment, scoping, and planning - Internal inventory or preparatory work - Introductory relationship development
Stage 2: Planning in Partnership	<ul style="list-style-type: none"> - Strengthening relationships - Sequencing and chartering deliverables - Determining desired timelines and touchpoints - Building mutual understanding or developing shared definitions to guide work
Stage 3: Working Together	<ul style="list-style-type: none"> - Co-development of work - Collaboratively revising and finalizing targets towards deliverables - Jointly piloting programs or processes
Stage 4: Delivering Results	<ul style="list-style-type: none"> - Jointly actioning deliverables - Collaboratively implementing new policies, programs, processes or agreements - Reviewing initial results together
Stage 5: Building on Accomplishments	<ul style="list-style-type: none"> - Jointly monitoring outcomes of deliverables - Collaboratively refining and streamlining shared work - Beginning work on second stage or next steps of initial deliverables - Discussing how to expand or build on success

As the work continues to develop over subsequent years, we will continue to refine our progress indicators and develop new ways to share our collaborative work. In Year 1, the Task Force collaboratively developed and piloted an internal intergovernmental data source and dashboard which has substantially formed the body of this report and will continue to be enhanced with the goal of allowing the public greater insight into our progress. At the same time, all partners have affirmed the value of storytelling as a key component of bringing communities along on our work. We will continue to seek opportunities through various platforms and mechanisms to tell the real-life stories of the UNDRIP Task Force in ways that are accessible, engaging, and inspiring.

Implementation Progress Snapshot

The below table captures the overall progress of the UNDRIP Task Force toward implementing the 2024-2028 Action Plan over the first 6 months of implementation. The progress of the individual Action Groups is outlined in further detail below.

Overall Work Stage	Overall Deliverable Progress
Stage 2: Planning in Partnership	<ul style="list-style-type: none"> - 3/88 Deliverables Complete - 31/88 Deliverables in Progress - 24/88 Deliverables in Scoping - 28/88 Deliverables Sequenced for Later - 1/88 Deliverables in Revision - 1/88 Deliverables Paused

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Each Action Group has been working on creating Action Charters to further define and sequence their work plans over the next 4 years - Action Groups have focused on relationship development, meeting with colleagues from all four partners to understand their respective priorities, capacities, and understanding of their assigned actions and deliverables
Next Steps	<ul style="list-style-type: none"> - All Action Groups to finalize Action Charters - All Action Groups to continue relationship development and continue discussions aimed at building mutual understanding - All Action Groups to initiate work on deliverables sequenced to begin in 2025

Progress by Action Group (AG)

AG 1: Capacity Funding

Summary of Goal: The City develops effective frameworks and mechanisms to ensure x^wməθk^wəyəm, Skwxwú7mesh Úxwumixw, and səliłwətał are adequately funded for participation in city work that is a priority for their respective governments. Partnership and funding frameworks are inventoried for continuous improvement and total capacity funding volumes are tracked over time.

Overall Work Stage	Overall Deliverable Progress
Stage 2: Planning in Partnership	- 1/3 Deliverables in Progress

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Capacity funding amount has been determined and approved for 2025 - A capacity funding letter of agreement has been drafted for joint review
Next Steps	<ul style="list-style-type: none"> - Finalize capacity funding letter of agreement - Continue to streamline and define capacity funding processes

AG 2: Urban Indigenous Engagement

Summary of Goal: The City develops a coordinated urban Indigenous engagement process and protocols grounded in right relations with the local Nations and respect for the priorities of urban Indigenous community members. The City develops effective mechanisms for urban Indigenous residents to access opportunities and resources to engage and lead in Vancouver.

Overall Work Stage	Overall Deliverable Progress
Stage 3: Working Together	- 1/2 Deliverables in Progress

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Held five urban Indigenous engagement events and a final summit engaging more than 150 community members - Drafting an urban Indigenous engagement framework based on feedback and learnings
Next Steps	<ul style="list-style-type: none"> - Begin work on a central source of City information tailored to urban Indigenous community members in Q2 2025

AG 3: Training

Summary of Goal: The City develops a spectrum of training opportunities for City staff and partners that is reviewed by xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał. Staff learning pathways lead to an understanding of Indigenous rights and the corresponding responsibilities of the City of Vancouver.

Overall Work Stage	Overall Deliverable Progress
Stage 1: Laying the Groundwork	<ul style="list-style-type: none"> - 1/3 Deliverables in Progress - 1/3 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Reviewing existing City learning opportunities, identifying objectives for learning, mapping against those to find our gap analysis
Next Steps	<ul style="list-style-type: none"> - Present overview and gap analysis for discussion with all partners

AG 4: Implementation Governance

Summary of Goal: The UNDRIP Task Force continues with the same governance model through implementation and works collaboratively to develop a coordinated communication approach among partners through implementation and outcomes measurement.

Overall Work Stage	Overall Deliverable Progress
Stage 3: Working Together	<ul style="list-style-type: none"> - 2/2 Deliverables in Progress

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Terms of Reference has been updated and in further refinement for consideration of leadership of all partners - VPB, VFD, VPD and VPL teams are currently connected to the UNDRIP Task Force process via various channels, including an internal champions table meetings, Action Area Meetings, and Action Group meetings. Leaders from the above partners also receive regular updates via the City Leadership Team table
Next Steps	<ul style="list-style-type: none"> - Introduce updated terms of reference to Vancouver City Council (June 2025)

	<ul style="list-style-type: none"> - Developing a standardized internal escalation process for Action Groups to raise challenges or opportunities for the consideration of Task Force leadership - Engage additional partners with contributions to make towards the goals and deliverables of the Action Plan (e.g., VSB)
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AG 5: Relationship Framework

Summary of Goal: x^wməθkwəyəm, Skwxwú7mesh Úxwumixw, səliwətał, and the City of Vancouver work together to collaboratively develop and define shared understandings of relationships, goals, priorities, and protocols which convey clear accountabilities and roles in intergovernmental partnership.

Overall Work Stage	Overall Deliverable Progress
Stage 1: Laying the Groundwork	<ul style="list-style-type: none"> - 3/6 Deliverables in Progress - 2/6 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Relationship Protocols in active discussion - City referrals refresh underway – currently preparing internal process updates - Initial intergovernmental discussions on aligning UNDRIP work and referrals process held with Task Force Steering Committee
Next Steps	<ul style="list-style-type: none"> - Reconvene Action Group to further refine workplan - Co-develop referrals refresh updates with referrals colleagues at each Nation - Begin inventorying project lifecycles across departments to understand ideal early engagement touchpoints by various project typology - Begin inventorying past City to Nation negotiation processes to understand learnings and best practices

AG 6: Redress & Economic Reconciliation

Summary of Goal: The City works with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał to identify and develop opportunities for economic redress and reconciliation. All partners work collaboratively to develop targets and measures of success for economic partnerships.

Overall Work Stage	Overall Deliverable Progress
Stage 1: Laying the Groundwork	<ul style="list-style-type: none"> - 3/5 Deliverables in Progress - 1/5 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Inventorying revenue sources of the City, exploring options and challenges for economic redress and reconciliation
Next Steps	<ul style="list-style-type: none"> - Identifying appropriate channels for the City to engage with MSTDC and each Nation's respective economic development entities - Preparing current state review of City and Nation economic partnerships, opportunities and potential metrics to chart goals and growth

AG 7: Housing

Summary of Goal: xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, səliłwətał, and the City become strong partners in providing affordable housing in vibrant and healthy communities for both Nation members and non-members. The City approach to xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał – led developments and member housing needs reflects the unique rights of xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał on these lands.

Overall Work Stage	Overall Deliverable Progress
Stage 3: Working Together	<ul style="list-style-type: none"> - 4/5 Deliverables in Progress - 1/5 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Piloting options to fast-track and prioritize existing Nation-led housing projects - Gathering lessons learned from existing projects to begin to develop the criteria, guidelines, and structural changes, if required

	<ul style="list-style-type: none"> - Engaging with the Nations on holistic housing needs to understand and reflect in City work
Next Steps	<ul style="list-style-type: none"> - Identifying policy options to prioritize housing for Nation members in the city, and guidelines to support Nation-led housing affordability projects - Ensuring xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał priorities are reflected in the next housing needs report update in 2028

AG 8: Procurement

Summary of Goal: Vancouver actively prioritizes xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał businesses and professionals through its procurement policy and sets measurable targets to support their economic development through the City's procurement activities.

Overall Work Stage	Overall Deliverable Progress
Stage 3: Working Together	<ul style="list-style-type: none"> - 1/5 Deliverables Complete - 4/5 Deliverables in Progress

Completed Deliverables
<ul style="list-style-type: none"> ✓ 1.17-1 Complete Procurement prioritization & policy planning sessions with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał

Progress Notes	
Work to date	<ul style="list-style-type: none">- Developing updated procurement policies including updating language, co-creating new definitions, and piloting new processes with each Nation. Updated the contractor qualification process which will be integral to creation of a standalone Indigenous Procurement Strategy- Integrated prioritization of MST businesses, professionals and partnerships into existing procurement process- Signal to marketplace through bids the importance of Indigenous Participation and benefit in City of Vancouver contract opportunities

Next Steps	<ul style="list-style-type: none"> - Refine and finalize procurement policies with intergovernmental partners - Escalating draft procurement policy and procedures to MSTV leadership - Iterative process of review and reflection on updated policies and procedures for continual refinement
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AG 9: Public Realm

Summary of Goal: The City will develop a coordinated, resourced approach at the outset of major City projects and projects significant to the Nations, to ensure x^wməθk^wəy^əm, Sk^wxwú7mesh Úxwumixw, and səliłwətał priorities for cultural visibility shape the use, naming, design, cultural expression, and commemorative aspects of public realm (i.e. new area plan projects, the implementation of the Vancouver Plan, new public realm capital projects, parks, public facilities such as community centres, and public art.)

Overall Work Stage	Overall Deliverable Progress
Stage 1: Laying the Groundwork	- 7/9 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Explored how to co-develop a "shared definition" of "cultural visibility in the public realm" through a series of workshops in 2025, including a potential learning exchange with cities advancing similar work
Next Steps	<ul style="list-style-type: none"> - Convening four times in 2024 to co-develop a "shared definition" of "cultural visibility in the public realm." The definition will include vision, principles, categories, and descriptions of elements of the public realm - Exploring new mechanisms for Nations to lead and initiate public realm projects with City support, including determining how Nations would like to bring ideas forward to the City - Creating an inventory to capture a high-level snapshot of representative City projects and processes across multiple departments, including city-driven and non-City-driven - Assessing priorities for locations and types of cultural visibility opportunities

AG 10: Major Events

Summary of Goal: The City will work with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał to develop clear protocols for participation, engagement, and partnership with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał when major permitted events are hosted in Vancouver. The City will support xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał to both host their own events and share in the economic, social, and cultural benefits of major events hosted in Vancouver.

Overall Work Stage	Overall Deliverable Progress
Stage 1: Laying the Groundwork	<ul style="list-style-type: none"> - 1/6 Deliverables in Progress - 3/6 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Active Internal City discussions to develop and share the current state of major event hosting, understanding what events the City is actively involved, and what events industry stakeholders lead in third party venues - Internal coordination to determine which City external event partners and internal departments need to be engaged - Development of a major event registry that outlines who leads, where it will take place and what role the City plays in the event
Next Steps	<ul style="list-style-type: none"> - Debrief with Nation partners on recent event engagement with Invictus Games and Junos, capture lessons learned and recommendations for future forward major event hosting - Update Action Sequence for Year 1-3 and host workshop meeting with Nation partners in Q2/Q3 - Collaborate with Nation partners to draft a respectful protocol process of engagement that can be shared with third-party event permit holders who host major events in Vancouver

AG 11: Historical Atlas

Summary of Goal: The City and xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał will form a Historical Atlas Working Group to scope and develop a historical atlas.

Overall Work Stage	Overall Deliverable Progress
Stage 4: Delivering Results	- 2/2 Deliverables Complete

Completed Deliverables
<ul style="list-style-type: none"> ✓ EA2-1 Continue the MSTV Historical Atlas Working Group, and complete scoping of the historical atlas project ✓ EA2-2 Finalize historical atlas capacity funding agreements and disperse capacity funding

Progress Notes	
Work to date	<ul style="list-style-type: none">- Successfully arrived at a flexible historical atlas work scope and capacity funding agreement over multiple revisions and open discussions with Nation partners - a major achievement given the complexity and sensitivity of this work towards reconciliation
Next Steps	<ul style="list-style-type: none">- Further refine scope of work into a workplan and historical atlas development in a manner sensitive to the needs and priorities of Nation partners

AG 12: Institutional Representation

Summary of Goal: The City and xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał will co-develop policies that clearly outline how xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał are represented, involved, and supported by major arts and culture institutions and organizations within the City. The City will work with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał, urban Indigenous communities and major arts and cultural institutions to ensure programs and services are reflective of Indigenous community members' needs and cultures, and align to the protocols of xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał.

Overall Work Stage	Overall Deliverable Progress
Stage 2: Planning in Partnership	<ul style="list-style-type: none"> - 1/7 Deliverables in Progress - 1/7 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none">- Engaged with Nation partners to discuss sequencing of the deliverables for 2025 and 2026 in the AG Charter

	<ul style="list-style-type: none"> - Held internal City meetings to understand which City departments relate to specific deliverables - Preparing an overview of City support for the major arts and culture institutions, and their current level of engagement with Nations partners and Urban Indigenous peoples - Conducting a review and environmental scan of the Library Act, Vancouver Public Libraries (VPL) governance practices and other relevant legislation
Next Steps	<ul style="list-style-type: none"> - Meet with Action Group to share back results of information gathering and environmental scan

AG 13: Cultural Access

Summary of Goal: The City works with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał to support the right of cultural access, review existing policies and legislation that are barriers to this right, and recommend necessary changes.

Overall Work Stage	Overall Deliverable Progress
Stage 1: Laying the Groundwork	- 1/7 Deliverables in Progress

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Presented plan for implementing deliverables to MST Nations - Held MSTV workshop <i>Understanding Barriers to Cultural Access</i>
Next Steps	<ul style="list-style-type: none"> - Internal City team to compile the data acquired at workshop, work internally to identify current City processes to provide cultural access and to identify ways to achieve other cultural access requests and their associated departments

AG 14: Addressing Environmental Racism

Summary of Goal: The City will work with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał to jointly define environmental racism and collaboratively identify and address past

and current examples. The City and xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał will collaboratively identify priorities and practices to avoid perpetuating environmental racism.

Overall Work Stage	Overall Deliverable Progress
Stage 2: Planning in Partnership	<ul style="list-style-type: none"> - 1/5 Deliverables in Progress - 4/5 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Musqueam Indian Band hosted the Action Group for an environmental racism themed tour of the Musqueam reserve in Vancouver, where Musqueam staff and community members shared examples of environmental racism - The Action Group developed and adopted an overarching four-year strategic work plan, along with a detailed work plan for 2025. The 2025 work plan focusses on strengthening relationships and deepening understanding, and coordinates activities with Action Group 15
Next Steps	<ul style="list-style-type: none"> - Advance the 2025 work plan, including convening 5 times throughout the year, three of which will be held jointly with Action Group 15 as means to support shared learning and streamline collaborative efforts

AG 15: Infrastructure and Environment

Summary of Goal: The City acknowledges and addresses past and ongoing harms and actively engages with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał early in the planning stages of infrastructure initiatives with potential environmental impacts. The City adopts a comprehensive approach in planning, designing, building, and maintaining infrastructure to achieve outcomes that support xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał priorities, rights, and laws.

Overall Work Stage	Overall Deliverable Progress
Stage 2: Planning in Partnership	<ul style="list-style-type: none"> - 1/5 Deliverables in Progress - 1/5 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Begun scoping City's long-range strategies with critical strategies, policies, and plans developed by Nation partners (e.g., Burrard Inlet Action Plan)

	<ul style="list-style-type: none"> - Initiated identifying issues, goals, and key opportunities to figure out the alignment of infrastructure initiatives to the goals of this Action Group - Created an inventory of key strategies, policies and plans
Next Steps	<ul style="list-style-type: none"> - Report back on identified priorities, alignments, and issues for discussion with Nation partners - Co-develop a “shared definition” of infrastructure - Convening 5 times in 2025, including 3 joint Action Group 14/15 meetings, to continue to advance relationship building and advancing deliverables

AG 16: Public Accountability

Summary of Goal: The City will work with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał to scope, plan and deliver a variety of public reporting mechanisms and events to share progress on the implementation of this action plan and Indigenous rights and reconciliation in general.

Overall Work Stage	Overall Deliverable Progress
Stage 3: Working Together	- 4/4 Deliverables in Progress

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Developed and piloted an internal data input mechanism and Task Force dashboard - Begun discussions to develop a joint communications plan, including twice annual public events and various mechanisms for communication and storytelling
Next Steps	<ul style="list-style-type: none"> - Further refine dashboard and jointly develop and validate progress reporting indicators - Co-develop and finalize a communications plan to guide communications and reporting over the next 4 years

AG 17: Work with Partners

Summary of Goal: The City supports and recommends partners at the Vancouver Police Department engage xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, səliwətał, and urban Indigenous populations in their operational planning and refers UNDRIP and the UNDRIP Strategy and Action Plan to the Vancouver Police Board for adoption. The City works with and supports xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, səliwətał, and VPD to co-develop processes, practices, and programs to build strong relationships.

Overall Work Stage	Overall Deliverable Progress
Stage 2: Planning in Partnership	<ul style="list-style-type: none"> - 3/6 Deliverables in Progress - 2/6 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Action Group met and VPD shared a progress update on 3 of 6 deliverables - Action Group discussion on how to align and coordinate the direction of the VPD board
Next Steps	<ul style="list-style-type: none"> - Continue meeting to align and coordinate work underway - Consider options to refer the UNDRIP Action Plan for consideration of the Vancouver Police Board

AG 18: Legislation

Summary of Goal: xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, səliwətał, and the City co-develop a process to review existing City policies and bylaws with impacts to the implementation of UNDRIP and this Action Plan and jointly author and recommend necessary changes. Through the same process, the City works with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliwətał to identify barriers to implementation resulting from policy and legislation of the federal and provincial governments and jointly make recommendations for necessary changes.

Overall Work Stage	Overall Deliverable Progress
Stage 1: Laying the Groundwork	<ul style="list-style-type: none"> - 1/4 Deliverables in Scoping

Progress Notes	
Work to date	<ul style="list-style-type: none"> - Begun developing a proposed escalation protocol for other Action Groups to refer legal, procedural, and policy questions to this Action Group - Met with full Action Group to develop Action Charter and workplan
Next Steps	<ul style="list-style-type: none"> - Develop a draft Terms of Reference for a legal working group on proposed Vancouver Charter Changes - Plan and deliver a workshop with City Bylaw Equity Review team to discuss alignment and coordination opportunities

Next Steps

As indicated above, each Action Group has been working hard to chart their implementation plans and lay the foundations to achieve our deliverables. We are fortunate to work with dedicated and thoughtful colleagues from all partners who are committed to the process of co-development and shared success. Over the next year, we will continue to build on the progress of the first 6 months of implementation and the new and renewed relationships we have formed.

While relationships and mutual understanding are the foundation of our shared work, they are also the inevitable and ongoing outcomes of successful implementation of the deliverables and actions we have jointly developed. We will continue to strengthen and draw on relationships as we deliver and iterate on our actions and review our collective progress over the next 4 years and beyond.

As we continue our progress, we are conscious of the responsibility we undertake as the first intergovernmental partnership to undertake this work at the municipal level. Our greatest indicator of progress will always be the concrete impacts experienced by x^wməθk^wəyəm, Sk̓w̓xwú7mesh Úxwumixw, and səlilwətał Members and urban Indigenous residents in Vancouver as well as the diverse Vancouver residents who will share in the positive impacts of upholding Indigenous rights and the full history and cultural legacy of this place.

Appendix

Outcomes Measurement & Accountability

This report's contents were jointly reviewed by all four intergovernmental partners at the staff, leadership, and elected levels. All data has been collected on an internal data source and dashboard accessible to staff of all four partners for collaborative review and updates. We look forward to refining our reporting and outcomes measurement even further over the next 4 years.

Acknowledgements

Task Force Leaders

Intergovernmental Table Members

Musqueam Indian Band:

Councillor Richard Sparrow

Councillor Kim A. Guerin

And acknowledgement of the service of:

Councillor Howard E. Grant

Councillor Michele V Point

Councillor Allyson Fraser

Squamish Nation:

Council Chairperson Khelsilem (Co-Chair)

Councillor Kristen Rivers - Tiyáltelut

Tsleil-Waututh Nation:

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Councillor Charlene Aleck

City of Vancouver:

Councillor Sarah Kirby Yung (co-chair)

Councillor Mike Klassen

Councillor Lenny Zhuo

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Councillor Christine Boyle

Councillor Adriane Carr

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And acknowledgement of the service of

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City of Vancouver:

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The following staff supported through collaboration in the 18 working groups, general process support, and as organizational champions:

Musqueam Indian Band

Alexa McClaren, Allyson Fraser, Babu Kadiyala, Cindy Point, Connor Grant, Desirae Fraser, Dexter Dong, Ed John, Gordon Grant, Grace Ulu, James Thorbourne, Jason Woolman, Jay Gill, Jay Mearns, Jessica Somerville, Jeneen Sutherland, John Lee, Kamryn Sparrow, Kevin Wilson, Kia Coles, Kim Guerin, Larissa Grant, Mack Paul, Malonie Langthorne, Matthew Putman, Norm Point, Odette Wilson, Richard Hall, Sandra Fossella, Sarah Skapski

Squamish Nation

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Tsleil-Waututh Nation

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Appendix B —

Terms of Reference for MSTV Intergovernmental UNDRIP Task Force

1) Background

In March 2021, the Council of the City of Vancouver unanimously adopted a motion to create an UNDRIP Task Force. The UNDRIP Task Force was convened in partnership with the Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation – the Indigenous governments of these lands. The UNDRIP Task Force met regularly from July 2021 to October 2022 to develop recommendations for Mayor and Council on how the City of Vancouver can implement UNDRIP as the framework for Indigenous relations and reconciliation. In October 2022, the UNDRIP Task Force released their report on the City of Vancouver's UNDRIP Strategy, which has been endorsed by the Councils of all three Nations as well as Vancouver City Council.

Following October 2022, the UNDRIP Task Force began work on the development of the City of Vancouver UNDRIP Action Plan 2024-2028 (the "UNDRIP Action Plan") as the Intergovernmental UNDRIP Task Force working group (the "MSTV Intergovernmental Table"). The UNDRIP Action Plan was endorsed by Musqueam, Squamish, Tsleil-Waututh and City of Vancouver Councils in May-June 2024.

The MSTV UNDRIP Intergovernmental Table will remain convened through the implementation of the UNDRIP Action Plan.

These Terms of Reference are intended to support the work of the MSTV Intergovernmental Table, and associated Steering Committee and Action Groups, by providing mutually satisfactory protocols for decision-making, dispute resolution, and communications.

Musqueam, Squamish, Tsleil-Waututh and the City are collectively referred to as the "Partners" in this document.

2) Purpose of MSTV Intergovernmental Table

Supported by a Steering Committee and Action Groups, the MSTV Intergovernmental Table will:

- Continue intergovernmental collaboration with Musqueam, Squamish, Tsleil-Waututh, and the City of Vancouver on the implementation of the UNDRIP Action Plan; and
- May recommend an ongoing process to continue intergovernmental collaboration on implementation over multiple phases of action planning.

Concurrently, the City of Vancouver will also engage the diverse population of Indigenous people living in Vancouver on recommendations for implementing UNDRIP as it applies to the unique situations of urban Indigenous people, respecting the need for right relations with Musqueam, Squamish, and Tsleil-Waututh as rightsholders in these territories as a foundation for any work toward UNDRIP implementation;

3) Composition and Chairing

Composition of the MSTV Intergovernmental Table

The MSTV Intergovernmental Table will be comprised of two representatives (e.g. Councillors) from each of Musqueam, Squamish, and Tsleil-Waututh, as well as up to four representatives from Vancouver City Council. The Table will be facilitated by Co-Chairs, including a City Chair appointed by City Council and a Chair from Musqueam, Squamish or Tsleil-Waututh selected by Musqueam, Squamish, and Tsleil-Waututh Table representatives. A quorum requires at least one representative from each of the intergovernmental Partners.

Composition of the Steering Committee

The Steering Committee will be composed of four senior staff representatives – one representative each from Musqueam, Squamish, Tsleil-Waututh, and the City of Vancouver. The Steering Committee will appoint Co-Chairs including a City Chair and a Chair from Musqueam, Squamish or Tsleil-Waututh. The Steering Committee will prepare recommendations for the review and decision of the MSTV Intergovernmental Table.

Composition of the Action Groups

There will be staff representatives from Musqueam, Squamish, Tsleil-Waututh and the City of Vancouver appointed by the respective Partners to Action Groups for each of the 18 Action Groups within the UNDRIP Action Plan (the "Action Groups"). Staff appointed to the Action Groups may be added, rotated or altered at the discretion of Musqueam, Squamish, Tsleil-Waututh and the City of Vancouver.

The Action Groups will be tasked with preparing research, analysis, and developing implementation options for review by the Steering Committee. Action Groups may request advice or input from subject matter experts, Knowledge Keepers, and/or community members with lived experience in areas under consideration in order to inform their work. Such requests will be reviewed by the Steering Committee.

Project Director

A Project Director (senior staff person at the City of Vancouver) will support coordination between the MSTV Intergovernmental Table, Steering Committee and Action Groups. The Project Director will liaise with the Chairpersons of the MSTV Intergovernmental Table and the Steering Committee, as well as the Action Groups. They will also serve as a key point of contact for all members of the Tables/Committees.

4) Meeting Arrangements

The MSTV Intergovernmental Table will meet roughly quarterly at key milestones of UNDRIP Action Plan implementation and development. The Steering Committee will

meet at minimum bi-monthly (every two months) or on a mutually agreed-upon cadence. Action Groups will meet on a mutually agreed-upon cadence or at mutually agreed milestones, depending on the nature of the work of each Action Group.

Chairpersons from the MSTV Intergovernmental Table and Steering Committee may meet regularly as necessary for internal information-sharing and alignment.

MSTV Intergovernmental Table, Steering Committee, and Action Group meetings will be scheduled and coordinated by City staff, at the direction of the Chairperson(s) of each group. **Whenever possible, materials will be provided for review one week in advance** of meetings. Meetings may convene virtually or in person.

5) Decision-Making Process

The MSTV Intergovernmental Table and Steering Committee will work collaboratively and strive to make decisions by consensus. The MSTV Intergovernmental Table may make or forward recommendations from the MSTV Intergovernmental Table to Councils by consensus.

The Action Groups will work collaboratively and strive to make decisions by consensus. Where there are differing perspectives, the Action Groups will share these different opinions/options with the Steering Committee to inform decision-making.

Meetings minutes for the MSTV Intergovernmental Table, Steering Committee and Action Group meetings will be documented and circulated to meeting participants by City staff, and will include a record of actions, decisions, and attendees.

Formal recommendations to Council will be acknowledged in the MSTV Intergovernmental Table minutes and include the names of the members present. At least one MSTV Intergovernmental Table member from each intergovernmental Partner must be present for the Table to come to a formal decision or recommendation to Council.

6) Dispute Resolution

Members of this process are committed to resolving any disputes which may arise from the implementation or interpretation of the Terms of Reference in a co-operative, collaborative, non-adversarial, and timely manner, including through the use of negotiation or mediation to resolve disputes, and/or culturally appropriate mediation as suitable.

The Action Groups will employ negotiation or mediation to resolve any disputes arising from their activities prior to referring the matter to the Steering Committee for resolution. Similarly, the Steering Committee will work to independently resolve disputes prior to referring to the MSTV Intergovernmental Table for resolution.

If an issue cannot be resolved at the MSTV Intergovernmental Table level, then the issue will be brought to each partner's respective Council for direction. If disputes arise with respect to Indigenous cultural concerns, the matter will be referred to Musqueam, Squamish, and Tsleil-Waututh Nations for resolution.

7) Communications

An UNDRIP web page will be maintained by City staff on Vancouver.ca to inform the public at a high level of the work towards implementation of the UNDRIP Action Plan.

The MSTV Intergovernmental Table may choose to issue public statements, press releases, or other communications through formal motions following the above decision-making protocols. MSTV Intergovernmental Table and Steering Committee and Action Groups members will not publicly represent themselves as spokespeople for the MSTV Intergovernmental Table unless appointed by a formal decision of the Table.

8) Budget and Staff Support

The City Manager will be responsible for allocating staff resources as appropriate, including any recommendations for reprioritizing current staff work on Reconciliation to align with the implementation of UNDRIP. The Senior Director, Indigenous Relations will oversee budget allocation and report back to the Mayor and Council on any recommended changes to allocations. Each Nation will receive annual capacity funding for implementation of the UNDRIP Action Plan. Capacity funding to be reviewed annually to ensure funding is appropriate for the work.

9) Amending the Terms of Reference

The Terms of Reference may be amended by agreement of the MSTV Intergovernmental Table, and escalated for endorsement to respective Councils as required. They will remain in place through implementation of the UNDRIP Action Plan. The MSTV Intergovernmental Table will review the Terms of Reference as necessary with the Steering Committee to ensure that they continue to serve the Committees' purposes.

These Terms of Reference do not abrogate or derogate any existing Indigenous rights, titles, or interests of Musqueam, Squamish and Tsleil-Waututh.

Any of the Partners may withdraw from the MSTV intergovernmental process by submitting a letter from their respective Council to the MSTV Intergovernmental Table.

Appendix C — City of Vancouver

Annual Reconciliation Report 2025

Submitted by Indigenous Relations to Vancouver City Council

June 3, 2025



Background

Below is a summary of efforts undertaken by the City of Vancouver to advance the Reconciliation Framework from Feb 2024 to Feb 2025, reflecting the City's commitment to building a respectful and meaningful relationship with the xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation), as well as with all of the diverse Indigenous peoples that call Vancouver home. 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 present and future. The reconciliation efforts outlined in this report also contribute to our collective efforts in implementing the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as directed through the UNDRIP Strategy (2022) and UNDRIP Action Plan (2024). 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.

Arts, Culture and Community Services (ACCS)

Cultural Liaisons

The City's Indigenous Arts & Culture Planner works with the xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) governments' administrative staff to organize monthly or seasonal meetings with their Language and Culture staff to review referrals from the Arts, Culture and Tourism (ACT) department on key priorities, as well as to explore their wider priorities that should inform future work. This includes capacity funding provided to each First Nation annually to support their participation.

National Indigenous People's Day (NIPD)

Staff coordinated volunteer participation from ACCS to support day of events at Carnegie's NIPD block party.

Creative City Network Conference (CCNC)

The City's Creative City Summit Host Committee worked hard to ensure that we honoured and uplifted xʷməθkʷəy̓əm, Skwxwú7mesh, səliłwətał and Urban Indigenous People in every aspect of the CCNC conference in Vancouver. This included:

- a Welcoming by each local Nation for each morning
- a logo design by Chase Gray (xʷməθkʷəy̓əm)
- a keynote by Salia Joseph (Skwxwú7mesh)
- Indigenous catering, performers and a welcoming at the Host City reception
- Indigenous Relations Panel discussion

- Indigenous history and art on study tours
- Urban Indigenous closing
- Culturally appropriate caring for the CCNC Medicine Bundle that travels between Host Cities

Cultural Indigenous Grants Program

Provides funding to support Indigenous artists and cultural projects in self-determined ways through a) grants directly to the xʷməθkʷəy̓əm, Skwxwú7mesh, and səliwətaʔ, and b) low-barrier grants for urban Indigenous-led organizations. The program provides a pathway to access to ongoing operational support with a relationship-oriented, low-barrier approach.

- Examples projects include Indigenous language revitalization projects with the xʷməθkʷəy̓əm, Skwxwú7mesh, and səliwətaʔ Peoples.
- Five Urban Indigenous groups supported.

Vancouver Music Fund

Renewed in 2024, the fund has \$350,000 allocated to support Indigenous and underrepresented groups working in the music and sound recording industry to support demo recordings and music businesses.

Creative BC will be tracking the number of projects and funding supporting Indigenous Peoples artists and businesses.

Cultural Grants – Decolonizing Processes

The grants team and City's Indigenous Arts & Culture Planner evaluates broader cultural grant programs to increase opportunities to support Indigenous artists and cultural workers by including questions and criteria around 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.

Museum of Vancouver

Through ongoing operating support, the Museum is embedding Reconciliation in strategic directions and actions, engaging in significant repatriation work, 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.

Cultural Grants – Reconciliation Evaluation Tool

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

Cultural Spaces Funding

Staff continue to support projects with the xʷməθkʷəy̓əm, Skwxwú7mesh, and səliwətał Nations and diverse urban Indigenous organizations to plan for or renew self-determined cultural spaces.

Local First Nations' projects underway include upgrades to xʷməθkʷəy̓ əm Nation's Long House and planning towards Skwxwú7mesh Nation Language Center.

Area Plans

Key Area Plan projects that the teams supported in 2024 included the City's Official Development Plan, Rupert Renfrew Area Plan, the Granville Entertainment District, and the Broadway Public Realm Plan.

Teams supported key work to advance the cultural visibility of the xʷməθkʷəy̓əm), Skwxwú7mesh, and səliwətał peoples, and to create opportunities for each community and urban Indigenous peoples to shape and access cultural facilities, cultural gathering spaces, public art in civic and privately owned spaces, public art planning, and wider cultural initiatives led by the City's Planning, Design, & Sustainability (PDS) department.

Teams also provided ongoing support for implementation to ensure prioritization of projects within the Jericho Lands, Heather Lands, and Broadway Plan.

New Cultural Spaces – Developer Delivered

The cultural spaces team has integrated ongoing consultation with the xʷməθkʷəy̓əm, Skwxwú7mesh, and səliwətał governments on developer-delivered cultural amenity spaces.

Their governments now recommend staff, artists, and cultural practitioners to advise on technical and design requirements to ensure that spaces would be suitable for their use.

In 2024, staff drew on work with Indigenous arts and cultural practitioners to shape the design and technical requirements of cultural spaces at 522 Malkin and 889 Drake and will apply these recommendations to future cultural spaces.

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

Artist Studio Awards

In 2024, Council approved 3-year lease extensions to Artist Studio Award tenants including TsuKwalton (Jonas Jones), a səliłwətał / Skwxwú7mesh artist.

New Commissions – Civic & Developer Delivered

Public art commissions support key work to advance the cultural visibility of the xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał Nation, and create opportunities for artists from the Nations to shape the story of this place.

The City has twelve significant permanent commissions underway that support the local Nations' cultural visibility, and twenty-two temporary projects through Platforms (next item). Some of these projects are outlined in more detail below.

The City's public art program for private development has produced 20 current commissions to support local Nations' cultural visibility. There are also four private commissions for permanent public artworks underway with urban Indigenous artists. Several of these projects are outlined in more detail below.

Platforms – Nine Places for Seeing Indigenous Commissions

Platforms: Nine Places for Seeing (2023-2025) engaged advisors from the xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał Nation to recommend local Indigenous artists to create new 2D works for placement on civic-facing platforms around Vancouver.

Twenty-three Indigenous artists were commissioned, with ten of those being xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał Nation artists.

Their work was installed for durations between four weeks to two years, depending on the site.

The program included a day-long workshop with Indigenous artists, curators, and cultural practitioners focused on building relationships and capacity. Learnings from this project on the important role of intergenerational mentorship inspired the City's current artist call, *Platforms: The Teachers Among Us (2025-2027)*.

Civic Commission – Origins: xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) commissions

The Public Art team and the Indigenous Arts & Culture Planner continue to consult with local Nations on the approach to commissioning *Origins*. This project will invite three Indigenous artists from each of the xʷməθkʷəy̓əm, Skwxwú7mesh, and səliłwətał Nations to work directly with their governments in identifying a cultural origins story that will inform designing three public artworks on one site. These works will advance their cultural visibility in the downtown core public realm.

Civic Commission – Pacific National Exhibition – Amphitheatre Renewal – Local Nations Public Art Commission

The Public Art team, working in collaboration with the Indigenous Arts and Culture Planner, and other City and non-city partners, scoped an art call for xʷməθkʷəy̓əm, Skwxwú7mesh, and səliłwətaʔ artists to design integrated artworks to reflect these communities' cultural visibility within the new amphitheatre. The Public Art team is project managing the commissioning of these artworks.

Oakridge Community Centre – Civic & Developer – Delivered Public Art Commissions

The public art program for the Oakridge Park development includes a significant commission from Musqueam artists Diamond Point for the rebuilt Canada Line station entrance, and a major commission for a BC Indigenous artist in the development's rooftop park.

The City Arts & Culture team participated in work led by the Vancouver Park Board with xʷməθkʷəy̓əm to receive the gift of a hənqəminəm name for the park and Civic Centre.

To honor the gifted name, these three public art opportunities for xʷməθkʷəy̓əm artists were created, including a large-scale permanent commission for the Centre's atrium, a commission for Vancouver Public Library branch's Indigenous space, and a commission for the door of Vancouver Park Board's Indigenous cultural practice space.

Public Art Plan – River District

Wesgroup is developing a new sustainable, complete community at River District. This is a 126-acre masterplan community on the banks of the Fraser River in Vancouver, south of Marine Way and from Kerr Street to Boundary Road.

In 2024, City of Vancouver's Public Art Program commissioned two Indigenous artists (xʷməθkʷəy̓əm and Sto:lo) to design two permanent public artworks on two parallel sites in the Town Centre. Artists will explore their Peoples' historical and ongoing relationships to the Fraser River.

A cross-departmental summary on work done to date was sent to xʷməθkʷəy̓əm in 2024. The next phase for community centre and parks commissioning will take place once CoV and VPB staff bring 2 referrals (1 cross-departmental with REFM for the community centre and reworking 1 general public art for River District) to xʷməθkʷəy̓əm in 2025.

Civic Commission – House Post

As part of the 2019 Artist-Initiated program, the Public Art team commissioned artist Zachary George to create a səliłwətaʔ Welcome Pole for šxʷəxən Xwtl'a7shn plaza of the Queen Elizabeth Theatre. The artwork will reflect the rich history of land use in the Robson Street corridor by the local First Nations for the hunting and harvesting of food, and will honour the legacy of the artist's grandfather, the late Chief Dan George.

The Public Art team are coordinating with Civic Theatres staff to install the post in June 2025, and a blessing ceremony is planned to unveil the work on National Indigenous Peoples' Day on June 21, 2025.

Guru Nanak Jahaz Monument

Located in Harbour Green Park, the Guru Nanak Jahaz monument is being updated with more durable materials, along with a community approved write up of its history and design. City and Park staff worked with the local Nations to approve language for the refurbished monument.

Vancouver Civic Theatres (VCT) – VCT Presents – Community Arts Programming

- As part of *National Geographic Live*, Vancouver Civic Theatres hosted Kiliii Yüyan, a photographer of Nanai (Hezhe) and Chinese descent, whose work illuminates Indigenous perspectives on land, culture, and resilience. His presentation provided audiences with a deeper understanding of Indigenous ways of knowing, traditional ecological knowledge, and the impact of climate change on Indigenous communities.
- Selection and hosting of sharai mustatia's collection KEEP GOING in the 2024 Visual Arts Program. The exhibition centred themes of truth and healing and is described by the artist as "an exploration of survival as a Métis mother who was coerced into giving their two children up for adoption." Audiences were invited to explore the exhibition and artist statement in the lobby space of the Queen Elizabeth Theatre, and to engage with the art and artist through a free Visual Art Open House.
- Ongoing internal and external campaign to educate and encourage use of the plaza's gifted name, šxʷł̓exən Xwtl'a7shn, which translates to "a place where people are invited to celebrate" and "the place you are invited to". These phrases served as a guiding vision in programming efforts for the Vancouver Civic Theatres Summer on šxʷł̓exən Xwtl'a7shn suite of events.
- Hosted Land Back Records as the series opener for the 2024 Summer Sounds concert series, spotlighting the talent of local, traditional and contemporary Indigenous artists. The event also included hoop dancing by Eli Gosselin-Rattlesnake and a pop-up shop by Decolonial Clothing.
- Worked with Public Art and other key collaborators, on the site of a House Post created by artist Zac George.

Vancouver Civic Theatres Theatre Rental Grant and Event Planning Support

2024 Grantees included:

- **All My Relations Indigenous Society – Vancouver Indigenous Fashion Week:** The 2024 Vancouver Indigenous Fashion Week at Vancouver Civic Theatres, as produced by All My Relations Indigenous Society, highlighted the work of talented Indigenous artists

and creators. All My Relations Indigenous Society was supported with a Theatre Rental Grant, totalling \$80,310 to access the Queen Elizabeth Theatre in November 2024. This grant was designated to support Indigenous producers, creators, designers, runway models, and musicians. The 2024 event saw an increase in attendance and year over year provides a safe and welcoming space celebrating the history and values of Indigenous communities through fashion design, immersive art installations, workshops and mentorships.

- **Urban Ink Productions Society: TRANSFORM Festival**
From November 6-9, 2024 the in-augural TRANSFORM Festival, as produced Urban Ink Productions Society, took place at the Vancouver Playhouse with a focus on empowering Indigenous artists and encouraging collaboration with non-Indigenous artists featuring, local and international artists in a variety of performance styles including theatre, music, drag, and circus. The Theatre Rental Grant totaling \$24,420 provided a platform for IBPOC artists to self-determine the stories they wanted to share, with VCT looking forward to this event's return in the Fall Season of 2025.
- **Compaigni V'ni Dansi – 19th annual Louis Riel Day celebration:** From November 13-16, V'ni Dansi rehearsed and performed the 19th annual Louis Riel Day celebration at the Vancouver Annex Theatre. The 2024 celebration featured a performance of the contemporary production *La Mitchin di Mitchif*, which explores Métis cultural heritage and fosters a living relationship with the land and Mother Earth. The second part of the evening showcased the Louis Riel Métis Dancers performing traditional jigging and the Red River Jig Special, together with the North American Fiddlers' Hall of Fame member, Patti Kusturok.

Vancouver Civic Theatres JEDI Training

All 42 full-time staff members have committed to complete the foundational and applied courses in the Equity Office-defined JEDI Pathway #1 – Reconciliation & Decolonization by December 2025. To date, the team is at a 54% completion rate. Course completion is incorporated into 2025 workplans.

Housing and Homelessness Services Team

Staff supported the 2024 and 2025 Women's Memorial March Committee by attending meetings at Carnegie, answering questions related to City services, and worked cross departmentally to pause demolition of the Balmoral Hotel site (2024) and pause construction at 62-92 E Hastings (2025) as both sites are stops along the march route.

Works closely with Indigenous-led organizations that shelter, house and support people from Indigenous populations.

Organizations include: Lu'ma Native Housing Society, Vancouver Aboriginal Friendship Centre, Aboriginal Front Door, BC Indigenous Housing, Kilala Lelum, and Vancouver Aboriginal Health Society.

Aboriginal Front Door (390 Main St.)

Team assisted their transition from a Warming Centre to an Extreme Weather Response shelter for the 2023-2024 season.

Homelessness Services Grants

Homelessness Services supported three Indigenous organizations through Homelessness Services grants in 2024 including the DUDES Club Society, Vancouver Aboriginal Friendship Centre Society, Vancouver Aboriginal Transformative Justice Services Society.

Tiny Shelters Pilot Project

The City provides funding for the Tiny Shelters Pilot Project to support unhoused individuals, connected to the Klahowya Tillicum Lalum shelter (875 Terminal, a City-owned facility). The Tiny Shelters Pilot Project directly support individuals who may not access traditional congregate shelters. Between December 2023 and July 2024 there were 32 intakes to the Tiny shelters, and 41% of those who did intakes self-identified as Indigenous.

Social Policy & Projects Team

Healthy City Strategy refresh

Following Council direction in May 2024, Social Policy and Projects staff have been engaging partners to inform updates to the Healthy City Strategy as Vancouver's overall social sustainability plan.

Engagement included referrals to x^wməθk^wəyəm, Skwxwú7mesh, and səliwətał, workshops with the Metro Vancouver Aboriginal Executive Council (MVAEC), engagement with the Urban Indigenous Peoples Advisory Committee, and participation in the City's Urban Indigenous Engagement Fair in October 2024.

Indigenous Data and Data Governance

Social Policy and Projects staff concluded a project with the Metro Vancouver Aboriginal Executive Council (MVAEC) to review potential asset-based indicators that reflect Indigenous community priorities and could be incorporated into the updated Healthy City Strategy in 2025.

Equity and Decolonization of Data

Staff leaders from multiple departments continued to convene bi-weekly drop-ins and professional development opportunities for staff working in research and data-oriented roles to build their capacity in skills in decolonizing approaches to their work.

United Nations Quality of Life Initiative

As part of a global partnership to develop new measures of quality of life, staff from Social Policy and Projects convened workshops to identify quality of life issues, priorities, and measures in spring 2024, and conducted a survey in fall 2024. Proposed indicators include measures of awareness and knowledge of Indigenous Peoples across the broader community, and survey data broadens the City's understanding of Indigenous persons' assets for quality of life and gaps they experience.

TGD2S Inclusion & Safety Action Plan Renewal

Review of 2016 plan identified that despite inclusion of Two-Spirit in the acronym, there were no Indigenous or Two-Spirit specific recommendations. Indigenous engagement has been identified as a priority for the renewal and engagement in summer 2024 included Indigenous TGD2S community members.

SPP Grants Program

Continued prioritization of Urban Indigenous Led/Serving organizations in Core Support Grant Adjudication and Multi Year Funding renewal.

Indigenous Healing and Wellness Grant 2024 included adjudicators put forward by community to take steps towards a more inclusive and decolonized decision-making process. Grants awarded in March 2025 were adjudicated by a community panel that was expanded and included Elders/Knowledge Keepers in process.

Mother's Day & Father's Day Powwows

Continued funding support for Mother's Day Powwow.

Funding expanded to include Father's Day Powwow for the first time in 2024.

City Clerks

Indigenizing Protocol Office Gifts

The City's External Relations and Protocol Office has updated gifts and gifting protocol, with support from the Arts and Culture Team, to better reflect reconciliation within the City's gifting practices. Gifts made by x̣ẉməθḳẉəỵəm, Sḳẉx̣ẉú7mesh, and səliłwətał artists are now available for the Mayor and Council with leaders and dignitaries during various engagements.

Civic Engagement and Communications (CEC)

Social Media Reporting

Streamlining consistent communication:

- Since implementing an official Observances Communications Plan at the beginning of 2024, the City of Vancouver's social media channels cemented consistent recognition of UNDRIP and Reconciliation efforts through highlighting official Observances and Days of Note, of which include:
- National Day for Truth and Reconciliation.
- National Indigenous Peoples Day.
- National Indigenous Peoples History Month.

Highlighting other key milestones:

Outside of these dates, the City of Vancouver also highlighted the following UNDRIP and Reconciliation milestone updates on our social media channels in 2024:

- The 34th annual Women's Memorial March honouring MMIWG2S+.
- UNDRIP Action Plan Adoption.
- 10 years as a city of Reconciliation.
- Invitation to Indigenous people in Vancouver to share thoughts on the UNDRIP Strategy.
- Workshops on City projects for Indigenous community members.
- 2025 Budget highlighting the focus on advancing Reconciliation.
- Rupert and Renfrew Action plan highlighting the focus on advancing Reconciliation.

Driving audience engagement:

Overall, the City of Vancouver's social media channels generated 110k impressions and 4.3k engagements across all posts.

Indigenous Community Engagement

- As per learnings in 2024, department established a plan to start working with project teams on disaggregation of data, with an initial focus on larger, city-wide projects, to

better understand the perspectives and priorities of Indigenous peoples as part of survey analysis. BC Human Rights Commission has some excellent guidance on this topic: [British Columbia's Office of the Human Rights Commissioner](#)

- Updated cross-departmental [engagement intake process](#) to include questions on Indigenous engagement, including a new question about how engagement relates to City of Vancouver UNDRIP actions.
- By asking about Indigenous engagement, we can understand where this work is being prioritized within project-based public engagement, and where there are gaps within the organization.

Official FIFA World Cup 26™ Sonic ID Remix with local Indigenous Artists

- [Official FIFA World Cup 26 Vancouver Sonic ID Remix](#) – a song/audio for the tournament in collaboration with local Indigenous artists from xʷməθkʷəy̓əm, Skwxwú7mesh, and səliłwətał Peoples.
- Video of the making of the audio: [The Making of: FWC26 Vancouver Remix - YouTube](#): Vancouver's FIFA World Cup 26™ Sonic ID Remix is an unforgettable audio that fuses emotive soundscapes with Indigenous vocals and beats. Created by Producer and DJ, Grayson Repp, this track blends voices and rhythms of xʷməθkʷəy̓əm, Skwxwú7mesh, and səliłwətał Nations with the energy of the tournament to rouse fans in the collective spirit of football and connect them to the land on which the games will be played.

Development, Buildings and Licensing (DBL)

Locarno Archaeological Management Plan (LAMP)

Work continues on the ongoing development of the Locarno Archaeological Management Plan (LAMP). Initiated in 2015 and led by the xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation), the LAMP is a site-specific and proactive approach to mitigating impacts on cultural heritage while allowing for culturally sensitive development within and around the Locarno Beach archaeological site. Over the past 10 years, the LAMP's multi-jurisdictional committee has been co-developing a plan that informs, supports, and guides those working within the Locarno Beach site through the archaeological and City permitting processes.

The principles and lessons learned from the LAMP have already begun to be integrated into City processes, particularly in development services, engineering, and parks planning initiatives. The time spent on the LAMP highlights the collaborative process required to align City procedures with each of the local Nations' respective cultural heritage management processes. To learn more about the Locarno area and archaeology, please visit the [LAMP website here](#)

Building Reconciliation Capacity

Expanded staff understanding and proficiency through a suite of initiatives: a land acknowledgement guide for personalized, reflective practice; management staff participated in leadership training with a lens on Indigenous Cultural Safety; both City and Parks Board archaeologists facilitated training for inspection staff on archaeology protocol and aligning processes with those of the local Nations; and an Archaeology Learning Hub was created to centralize resources and learning pathways, which have been built and continue to be informed by our reconciliation and UNDRIP commitments.

Continued DBL process enhancements and facilitation to advance the City of Reconciliation priority projects

Department work continued, and continues, to facilitate Nation led or affiliated permits while exploring process enhancements, meaningful communication and engagement opportunities with xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation). Recent development permits include:

1. Heather Lands development permits for Parcel B (620 W 35th Ave - Parcel B: [DP-2024-00802](#)) & Parcel F (689 W 35th Ave - Parcel F: [DP-2024-00853](#))
2. The Marpole Transit Centre development permit 8902-9001 Heather St and 502 W Kent Ave S ([DP-2022-00957](#))

Staff continue to provide regular updates on permit review milestones through the centralized City Referrals Package and seek opportunities to embed lessons learned.

Engineering Services (ENG)

Advancing Indigenous Cultural Awareness

Engineering Services implemented internal reconciliation training supports for staff, including a learning webinar series, a departmental newsletter that together foster improved awareness, proficiency, and engagement in Indigenous relations and cultural safety.

Development of the City's Healthy Waters Plan (HWP)

Included engagement with and input from the xʷməθkʷəy̓əm, Skwxwú7mesh, and səliłwətał governments. The Key Directions for the HWP were approved by Vancouver City Council in February 2024 ([Healthy Waters Plan | City of Vancouver](#))

Multiple sewer and drainage projects are currently engaging with xʷməθkʷəy̓əm, Skwxwú7mesh, and səliłwətał governments through the referral process, including:

- Hastings Sunrise Servicing Strategy
- Nanaimo Station One Water Strategy
- Willow Trunk Study
- Kinross Tide Gate Project

Equity Office

By-law Equity Review

In response to a motion from Council, staff from the Equity Office and SPSO conducted a review of existing City by-laws from an equity lens. The review included looking at potential infringements by by-laws on the Indigenous right to cultural practice. The report identified a few by-law areas for potential future review but also identified that most UNDRIP and reconciliation outcomes are not primarily determined at the municipal by-law level.

Finance and Supply Chain Management

Honoraria & Handshake Policy

Developed an organizational standard policy for Honoraria (including handshakes) to ensure a consistency, and culturally appropriateness in both approach and amount for when the City offers Honoraria for Indigenous Peoples and other equity-denied groups.

Human Resources (HR)

Recruitment

The City's Indigenous Recruiter participated in networking events where time was invested in learning more about peoples' experiences while providing insight into the application process at the City.

- Highlighted roles that might have been of interest based on what we learned.
- Successfully hired 10 individuals into various roles (and referring some to Vancouver Public Library (VPL)).

Leadership Development

Indigenous speakers and facilitators were intentionally integrated into leadership development programs (such as Minerva Leading the Way, Leadership Essentials in Action) to share personal points-of-view and Indigenous worldviews. These are efforts to enrich and expand our approach to developing leaders in order to equip them with the skills and mindsets to fulfil the City's commitments to Reconciliation.

Indigenous Relations (IR)

Extensive work with the UNDRIP Strategy, Action Plan and Reconciliation Initiatives extend throughout City projects, Action groups, and are listed in appropriate UNDRIP memo of note:

10 Years of Reconciliation Event

- In June 2024, the City commemorated 10 years as the City of Reconciliation, which began when the [Reconciliation Framework](#) was adopted by Council on July 8, 2014.
- The City also confirmed its commitment to the UNDRIP Action Plan during a ceremony at the Vancouver Convention Centre with xʷməθkʷəy̓əm, Skwxwú7mesh, and səlilwətał partners. Following the ceremony, Vancouver City Council formally adopted the UNDRIP Action Plan during a council meeting on June 25.
- Interdepartmental support, in particular Civic Engagement and Communications, provided dedicated and strategic communications and on-site event support to mark the UNDRIP Action Plan and launch of 10 Years City of Reconciliation.

City of Reconciliation Logo

To recognize the milestone of 10 years as a City of Reconciliation, an artist call process, with key support from the Arts, Culture, and Community Services Department to commission a logo from Skwxwú7mesh artist, Tawx'sin Yexwulla Aaron Nelson Moody (Splash).

Main & Hastings – Crosswalk Planning

Cross departmentally collaborated with City departments, such as the Arts, Culture, and Community Services Department, on an Orange Shirt Day proposal to develop an Indigenous design for a crosswalk at the intersection of Main and Hastings streets.

Planning, Urban Design and Sustainability (PDS)

Jericho Lands

- Working collaboratively with the xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səlilwətał (Tsleil-Waututh Nation) to advance their Nation-led project to redevelop Jericho Lands into a new high-density, mixed-use community centred on rapid transit.
- Key milestones:
 - Council approval of the Jericho Lands Policy Statement
 - Preparation and Council referral of the Jericho Lands Official Development Plan, which was done at the request of the local First Nations to provide more certainty regarding development allowances and public amenity obligations to secure financing from lenders to progress the project.

Heather Lands

- Working collaboratively with the xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səlilwətał (Tsleil-Waututh Nation), and their development

partners to advance the Nations-led project to redevelop Heather Lands into a new high-density, mixed-use community.

- Key milestones:
 - Enactment of the CD-1 south
 - Approval in principle of Development Permit applications for parcels B and F
 - Established an expedited process to re-zone the site to support the recent Attainable Homeownership Initiative in partnership with the Province of BC.

3200 E Broadway

- Working collaboratively with the xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓wxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) and their development partners to advance the Nation-led project at 3200 E Broadway and 2625 Rupert Street through an enhanced rezoning process.
- This collaboration represents an opportunity to deliver a diverse range of housing, employment and amenity options.

This project and the two preceding support xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓wxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) in rebuilding their economies, reintroducing their culture to these lands, and building expertise in undertaking major development projects.

Langara YMCA (282 W 49th Ave)

- Approved by Council at Public Hearing on February 25, 2025, this project aligned with the UNDRIP Strategy (2022) and UNDRIP Action Plan (2024-2028).
- This development will support xʷməθkʷəy̓əm self-governance and enhance opportunities for economic partnerships and revenue-sharing.
- It will also help address the significant housing needs on reserve and create sustainable revenue streams.

By integrating the principles of economic sustainability and environmental stewardship, this project will set a model for future economic reconciliation efforts, fostering a collaborative path forward, which honours both Musqueam culture and the City's commitment to reconciliation.

Supporting Squamish Nation on their newly released Climate Legacy Strategy

- PDS has received direction from senior Sk̓wxwú7mesh Úxwumixw (Squamish Nation) and City leadership to explore opportunities to collaborate.
- Staff are in the exploratory phase and are looking at the following topics:
 - Low-emissions standards for new buildings
 - Low-carbon transportation planning,
 - Climate adaptation and resilience

- Restored coasts and forests and Food security.

We are exploring support via staff capacity/time and potential financial support.

Coopers Tidal Terrace

- The purpose of this project is to design and construct a new type of “softer” seawall that will pilot terraced coastal flood protection and a native plant design. This concept was created as part of the 2022 “Sea2City Design Challenge” project.

The Coopers Tidal Terrace project uses Sea2City design elements and design principles that utilize work reviewed by representatives from Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) as well as with input from locally based Indigenous cultural advisors.

Vancouver Heritage Register Upgrade – Truth-telling Statement

- Approved October 2024, the Vancouver Heritage Register (VHR) Upgrade includes a Truth-telling Statement acknowledging the colonial legacy of heritage conservation. This policy upgrade clarifies the VHR's core function in managing real property while introducing key changes, including expanded eligibility for intangible cultural heritage, a people-centred evaluation process, accessible application procedures, and modernized data management.

This reaffirmed the City's commitment to supporting xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) in developing new cultural heritage planning tools that align with and uphold their self-directed policies and implementation priorities.

Community plans & planning policies: Broadway Public Realm Plan

- Working collaboratively with xʷməθkʷəy̓əm (Musqueam Indian Band) and səliłwətał (Tsleil-Waututh Nation) to create the Broadway Public Realm Plan, approved December 2024.
- The Broadway Public Realm Plan seeks to make meaningful progress toward implementation of the UNDRIP Strategy and Action Plan and elevate xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) visibility in the public realm.

The City will continue to work with xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) as the plan is implemented to realize opportunities for cultural visibility in the public realm.

PDS Nation Day Truth and Reconciliation (Orange Shirt Day) Learning Event

- Nearly 200 staff participated in the departmental Orange Shirt Day learning event to learn about the truth and impacts of the residential school system, and how staff can advance

reconciliation in their work. A key outcome of the event is increased staff cultural awareness and competencies.

- This demonstrated the department's commitment to advancing Reconciliation by providing time and funds to enable staff to reflect on and better understand the impacts of colonialism.

Staff participated in a variety of group work, self-guided learning activities, including readings on the UNDRIP Action Plan and Truth and Reconciliation Commission Calls to Action, as well as presentations from Indigenous leaders.

Application and Design Review: Urban Design Panel (UDP) training and representation

- In 2023 some comments that lacked cultural sensitivity and cultural humility were made by the Urban Design Panel (UDP, an external advisory committee) on Indigenous design elements in a development project being undertaken in partnership with one of the local Nations.
- It was identified that cultural sensitivity training was needed amongst City staff and the panel. To address the harm caused, Development Planning developed an action plan, which included providing staff and the Panel with cultural safety training.

By having uncomfortable conversations with the intent of unlearning, the City was able to seek harm reduction. Panel members were thankful for the training and committed to incorporating the principles they learnt into their commentary while on the panel.

Building competency in engagement protocols and writing style, territorial acknowledgements

- Internal webpages were developed to share Indigenous engagement and reconciliation resources with staff, including an internal newsletter highlighting reconciliation and equity-related content to increase staff competencies and awareness.
- Completed a PDS-specific guide to support staff with the process of engaging the x^wməθk^wəyəm (Musqueam Indian Band), Sk̓wxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) Peoples on PDS projects, plans, and initiatives to ensure consistency and ease of communication between governments.

Dedicated time in regularly scheduled meetings for staff discussions and sharing on Reconciliation within their work.

Equity Approach Development and Implementation

- Creation and ongoing implementation of the Equity Approach program that provides tools and support for Sustainability, Engineering, Park Board and Planning staff to embed equity and reconciliation in their climate planning and engineering work.

The process of implementing this program is training staff in new ways of thinking, unlearning, and giving them the opportunities to practice new skills to further reconciliation in their work.

Real Estate, Environment and Facilities Management (REFM) - Environmental Services

Musqueam Creek Working Group

Since 2021, the City has been participating in a multi-agency working group led by xʷməθkʷəy̓əm (Musqueam Indian Band) staff to improve water quality in Musqueam Creek. The City has been conducting pollution investigations to identify potential sources of pollution originating from City infrastructure. To-date, no point source(s) of pollution have been identified. While investigative work is continuing, the City has also begun exploring localized stormwater treatment options with UBC as a potential option for addressing non-point source pollution to the Creek from the City's storm sewer outfall. The City is also assisting the xʷməθkʷəy̓əm with overall identifying errant sanitary sewer cross-connections that may be present in their system and providing support with interpreting overall creek monitoring trends.

As a result of this partnership, the City was invited by the xʷməθkʷəy̓əm to attend the Terrestrial Cumulative Effects Initiative (TCEI) Conference. This conference took place in March 2025 and included a presentation on the work being conducted in Musqueam Creek.

Vancouver Park Board (VPB)

Community Engagements

Ongoing projects in the community supported diverse Indigenous peoples, cultural practitioners, and organisations to enable better relations with the xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓w̓x̓w̓ú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation), and respect for the voices of the Indigenous peoples that live, work, and play in the community. 2024's work included Park board funding, facilitation and organizational support for:

- Indigenous Peoples Day Outdoor Movie in Stanley Park - June 2, 2024
- Missing and Murdered Indigenous Men, Boys, 2Spirit Walk and Gathering - June 2024
- Turtle Island Festival - Aug 24
- Clemenes Meadows First Nations Market in Stanley Park, Aug 2024
- 2 Spirit United Drag Show and Community BBQ – Aug 2025
- Indigenous Learning Garden at šxʷwəq̓wəθət Crosstown Elementary School, ongoing 2024-25
- Indigenous Concert series in Grandview Park
- Aboriginal Friendship Centre West Coast Family Night in Woodland Park, Summer 2024
- Cedar Weaving and Elders Drumming in Grandview Park
- 4 Artists in Residence in Parks and Community Centres

Arts, Culture and Engagement (ACE) Team

Arts, Culture & Engagement (ACE) organizes and supports Indigenous artist-in-residence projects, community-led projects, events, and city-wide arts and cultural initiatives in community centres, parks, and facilities. ACE operationalizes Reconciliation and UNDRIP goals to foster community cultural development and wellness through arts and culture. ACE work feeds research into ongoing policy and planning development.

Partnership with Indigenous Women Rise Society

Park Board City Wide Services has collaborated with the Indigenous Women Rise Society to create space within Hillcrest Community Centre for a twice weekly program for First Nations, Metis and Inuit women. It has been in operation since October of 2024 and is now offered as a regular program. Over 100 women are registered.

National Indigenous History Month, 2024 Events

- Supported the organization of a free moving night in the park (Slash/Back) with Indigenous performers, vendors, foodtrucks etc.
- Arts, Reconciliation & Culture (ARC) Department and Recreation staff organised a free Indigenous only swim time at outdoor pools (2nd beach and New Brighton)
- Social media campaign highlighting Indigenous artworks/artists in parks (highlighted People Amongst the People, Cease and the A Frame residency, s̓əqəlxənəm ts'exwts'áxwi7 banners, Shore to Shore)
- Every Child Matters/Survivors flags flew at Morton Park for the last 2 weeks of June

Women's Memorial March

Carnegie Centre-led interdepartmental work to organize supports for the march, such as construction pauses, washrooms with peer supports, sanitation, route maintenance, share volunteer opportunities, and connecting march organizers to opportunities to inform city policy. Support from departments across the City. Of note, Engineering created a new set of banners to amplify the march's message in the area.

Stanley Park Comprehensive Plan

- Park Board Planning supported staff from the x̓wməθkʷəy̓əm (Musqueam Indian Band), Sk̓wxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation),

through the Stanley Park Intergovernmental Working Group, in the development of the Histories Project that involved the written documentation and sharing of histories from the perspectives of the xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətał.

Staff Survey – Reconciliation

In fall 2024 a survey was conducted with supervisors and front-line staff of which 80 responded. There was a staff desire for additional support in responding to Indigenous-specific racism, to build relationships with Indigenous organizations and people, and training on the impacts of residential school, Indigenous cultural protocols. To bolster Reconciliation efforts, these results were used to form the basis of a reconciliation performance planning objective for 2025 for all regular and part time staff. Planning a follow up survey in the fall of 2025 to measure impact of the performance plan objectives.

Vancouver Public Library (VPL)

UNDRIP Action Plan

Vancouver Public Library's Board of Directors endorsed the UNDRIP Action Plan in June 2024.

Feb 14 Women's Memorial March

Branch head Danielle LaFrance joined the organizing committee meetings. The Carnegie and néčəʔmat ct Strathcona Branch live streamed the family testimonials and arranged for Elder Les Nelson to smudge at néčəʔmat.

Made posters and handbills for the event and Community Access Senior Library Public Service Associate (SLPSA) member Barbara Reid welcomed the community in a culturally appropriate way.

Art Call Process Update

The 2024 Children's Library art call was the first time VPL coordinated an Indigenous Jury (one each from the xʷməθkʷəy̓əm [Musqueam Indian Band], Skwxwú7mesh Úxwumixw [Squamish Nation], and səliłwətał [Tsleil-Waututh Nation] to select the artist for a major art installation within the library system. This is now the VPL's standard process for future Art Calls

Indigenous Considerations for Newcomers Program

Developed the Chinese version of this program, meant to help newcomers to Canada better understand Indigenous considerations. Work was done with close attention paid to the meaning and intent of the content, rather than a word for word translation.

Langara Indigenous Internship program

Developed in 2024 for a 2025 launch this will provide two Indigenous students from the Library Tech Program with an internship and path to employment at VPL.

Closing statement – A path ahead

As we consider another year reconciliation activities undertaken by the City of Vancouver, we continue our journey as one of learning, growth, and meaningful engagement. Each initiative, project, and partnership detailed in this report represents a step forward in our commitment to reconciliation. Through these ongoing efforts, and the many more to come, we seek to honour the cultures, rights, and histories of the xʷməθkʷəy̓əm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səlilwətał (Tsleil-Waututh Nation), as well as diverse Indigenous Peoples that call Vancouver home.

As we continue this important work, we remain mindful that the relationships we nurture and the trust we build are the essential 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 guidance and collaboration of Indigenous Peoples, we will continue to build a future rooted in mutual understanding, justice, and prosperity for all.

Tables

City of Vancouver Homelessness Services Outreach Program - Clients Served in Period				
Date Range: 01-Jan-2024 to 28 – Feb -2025				
Homelessness Services Outreach – All clients		Homelessness Services Outreach - Indigenous Clients only		
Age Range	Number of All Unique Clients Served in a Period	Age Range	Number of All unique clients served in a period who identified as First Nations, Inuit, Metis	Indigenous clients as a percentage of all clients by age
19-24	270	19-24	77	29%
25-29	650	25-29	153	24%
30-34	921	30-34	244	26%
35-39	974	35-39	287	29%
40-44	863	40-44	235	27%
45-49	770	45-49	208	28%
50-54	711	50-54	177	25%
55-59	701	55-59	146	21%
60-64	641	60-64	124	19%
65-99	1001	65-99	184	18%
100+	4	100+	0	0%
Totals	7535	Totals	1841	24%
*Clients Served in Period have one or more of the following services: Housing Placement (Search Started only or Moved-in), Housing Loss Prevention, Rent Subsidy, Referrals and connections to support services, Case Management,				

Appendix D — City of Vancouver MMIWG2S+ Response Update

Submitted by Indigenous Relations to Vancouver City Council

June 3, 2025



The National Inquiry's Final Report reveals that persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada's staggering rates of violence against Indigenous women, girls and 2SLGBTQQIA people.

Purpose of Memo

The City of Vancouver's [MMIWG2S Response Report: Response to the National Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice](#) (Response Report), includes 38 recommendations the City has committed to implementing. This is based on [The Final Report into the National Inquiry into MMIWG Calls for Justice](#) and the [Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside](#) report recommendations.

This progress update includes a summary of key events that led to the creation of the Response Report and an update on progress since the endorsement of the Response Report by Council in June 2022. It provides an overview of the new internal reporting template co-developed by the MMIWG2S Advisory Committee and Directors Table and highlights of key actions the City has already started or completed. As well, outlines the next steps in this work to advance safety and justice for Indigenous women, girls, and 2SLGBTQQIA+ Peoples.

Background

How Colonialism Still Affects Indigenous Women and 2 Spirit people

Due to the impacts of colonial systems and processes, such as the Indian Act, Residential Schools, and the Reserve system—which are root causes of socio-economic marginalization—as well as Child Welfare, the Justice System, and the lack of safe and affordable housing, Indigenous women, girls, and 2SLGBTQQIA+ individuals experience disproportionately high levels of violence and harm compared to other populations in Canada.

Community Response and the Rise of Advocacy

The inadequate investigation of Missing and Murdered Indigenous women, girls, 2SLGBTQQIA+ peoples (MMIWG2S), and other marginalized communities, along with systemic neglect, prompted the first Annual Women's Memorial March on February 14, 1992. This march grew every year and eventually became a vital platform for advocating justice for MMIWG2S. In December 2007, a serial killer preying on Vancouver's Downtown Eastside (DTES) was charged with six counts of murder, highlighting the urgent need for systemic change and justice.

Forsaken: The Missing Women Commission of Inquiry

In response to the charges Wally Oppal was tasked with investigating the way RCMP, VPD and other agencies responded to cases of MMIWG2S. Oppal wrote a report called [Forsaken: The Report of the Missing Women Commission of Inquiry \(MWCII\)](#), which highlighted significant systemic barriers within the RCMP and VPD. In response, the City of Vancouver took steps to address these issues by prioritizing the health and safety of sex workers and creating the Saa-ust Centre—a support hub for families and survivors of MMIWG2S and violence during the

National Inquiry. Although it was initially established as a short-term pilot project, the Saa-ust Centre continues to operate today, with ongoing support from the City, providing critical services to families and survivors.

Calls for a National Inquiry into MMIWG2S

This crises of MMIWG2S have led Indigenous communities, organizations, and allies to advocate for a National Inquiry into Missing and Murdered Indigenous Women and Girls (National Inquiry) and demand for justice for those who experience violence, have been murdered and who are missing. To raise awareness of this crisis, the movement has utilized hashtags such as #MMIW, #MMIWG, #MMIWG2S, and #MMIP to draw national and international attention to these critical issues. The City is using MMIWG2S to honor the Two-Spirit+ people.

- From **December 2015 to May 2016** the Government of Canada held a Pre-Inquiry Process and in August 2016 announced the Terms of Reference for the National Inquiry and appointed the Commissioners. In October 2016 a National Inquiry Head Office was opened in Vancouver.
- The National Inquiry launched in **2016** by the Government of Canada, was a response to decades of advocacy from Indigenous families and communities. It aimed to investigate the systemic causes of violence against Indigenous women, girls, and 2SLGBTQQIA+ people. The Inquiry gathered testimony from over 2,380 survivors, families, and experts, culminating in the *2019 Final Report into Missing and Murdered Indigenous Women and Girls: Reclaiming Power and Place*. The Final Report includes 231 Calls for Justice and concludes that this violence stems from colonialism, racism, and systemic inequality—amounting to a national genocide.
- On **April 25, 2017**, the City of Vancouver hosted a [Working Group Meeting to support the National Inquiry](#). More than 50 participants attended the full-day event to explore ways to better support families involved with the Inquiry in Vancouver. One key recommendation was for the City to establish the Saa-ust Centre, staffed by Indigenous people, to assist families and survivors of MMIWG2S during and after the Inquiry.

How the City Responded and Made Changes (2019–2023)

Planner Hired and Research Began

In response to motions in **2019** from the Urban Indigenous Peoples Advisory Committee (UIPAC) and City Council, a social policy planner was hired in **2020**. The Social Policy MMIWG2S planner worked closely with the Sex Worker Safety planners and was tasked with reviewing [Reclaiming Power and Place: The Final Report on the National Inquiry into Missing and Murdered Indigenous Women and Girls](#) and [Red Women Rising: Indigenous Women's Survivors in the DTES](#). The goal was to identify City actions that align with or respond to the 231 Calls for Justice (CFJ) and 200 Red Women Rising (RWR) recommendations.

Community Action and Support During COVID-19

Due to the COVID-19 pandemic in **2020**, the planners were seconded to the Emergency Operations Centre. They highlighted that, initially, many frontline services were closed to the public, and grassroots groups were stepping in to fill the gap. The planner worked closely with the Moccasin Maffia, an Indigenous women-led grassroots patrol group, supporting their partnership building and fundraising efforts. This group played a crucial role in providing essential support during a time when many organizations were closed or struggling to maintain services. Additionally, the planners continued to support Indigenous organizations and TGD2S communities, throughout this challenging period.

Bringing Together the MMIWG2S Advisory and City Departments

In **2021**, the MMIWG2S Advisory Committee was established, made up of Indigenous women with lived experience who lead and support MMIWG2S initiatives. The committee advised both the MMIWG2S Social Policy Planner and a Directors Table – a group of leaders from 11 City departments and partners. These department and partners include Arts Culture and Community Services (ACCS), the City Manager's Office (CMO), Development, Buildings and Licensing (DBL), Engineering Services (ENG), Finance Risk and Supply Chain Management (Finance), Vancouver Fire Rescue Services (VFRS), Planning, Design and Sustainability (PDS), Real Estate and Facilities Management (REFM), including the Vancouver Police Department (VPD), the Vancouver Public Library (VPL) and the Vancouver Board of Parks and Recreation (VPB).

The Directors Table reviewed departmental actions related to the CFJ and RWR recommendations, identifying 150 actionable items. They also provided strategic guidance on initial steps the City could take to implement these recommendations in ways that would have the greatest impact for Indigenous people. Their work was foundational, with the potential to shape and influence broader City strategies.

City Council Approves the MMIWG2S Response Report

The 2022 Response Report was unanimously approved by the Mayor and City Council. The report outlines recommendations for the City to begin implementing the Calls for Justice and Red Women Rising recommendations. It acknowledges that these recommendations "are a starting point toward upholding the rights of Indigenous women, girls, and 2SLGBTQQIA+ Peoples and will need to be adjusted as senior levels of government and other bodies begin their responses to the CFJ and UNDRIP" (p. 21).

Bringing MMIWG2S Work into the Indigenous Relations Department and UNDRIP Strategy

In **2023**, the MMIWG2S Advisory Committee recommended moving the MMIWG2S Social Policy Planner and file to the newly established Indigenous Relations department to better align

with the City's UNDRIP Strategy. The planner position was moved from ACCS and the duties and responsibilities were expanded, and the role was reclassified as the Senior Manager, Urban Indigenous Relations. This new role had the responsibility of leading MMIWG2S and two key UNDRIP Action Groups—Urban Indigenous Engagement and Working with Partners (Vancouver Police Department)—as part of the 2024–2028 UNDRIP Action Plan. The Senior Manager also oversees the Elder in-Residence Program, supports the MMIWG2S Advisory Committee, and serves as the acting City Liaison to the Urban Indigenous Peoples Advisory Committee (UIPAC) and Metro Vancouver Aboriginal Executive Council (MVAEC).

Moving Forward: Actions, Updates, and Accountability

Creating a Missing Person Protocol for the City

In January **2025**, members of the Directors Table—including the Vancouver Public Library (VPL), Vancouver Police Department (VPD), and the Vancouver Board of Parks and Recreation (VPB), were invited to join a working group to support the development of a City of Vancouver Missing Person Protocol. In February 2025, the working group was formally established to begin implementing Response Report recommendation *4.5 A Response Protocol for Missing Indigenous Women, Girls and/or 2SLGBTQIA+ Peoples*. Provincial representatives from the Strategic Operations Division, BC Corrections at Province of British Columbia also participated, identifying opportunities for collaboration with their role in the creation of a provincial “red dress alert” for MMIWG2S. In April 2025 the Vancouver Emergency Management Agency (VEMA) was invited to participate as well. The MMIWG2S advisory has shared they are grateful to the City for supporting this Missing Person Protocol working group and that it will help a lot of families in their search to locate their loved ones.

Tracking What's Been Done so Far

In **2024**, City staff began drafting the MMIWG2S Progress Report and informed the City Leadership Team of plans to engage departments in data collection and reporting. Working closely with the MMIWG2S Advisory and departments that had implemented Response Report recommendations, staff developed a standardized reporting template and began collecting key updates. A primary focus of the template was on how departments would measure the positive impact of their actions on Indigenous communities. Key updates have been tracked below.

Reporting Tool: How the City Tracks and Shares MMIWG2S Work

In early **2025**, the Directors Table met for a project refresh on the City's MMIWG2S work and how it aligns with UNDRIP. At this meeting, they were given a draft of this report and asked to share feedback on its structure. They were also asked to identify and confirm which recommendations from the MMIWG2S Response Report they were working on and whether other departments were involved in those efforts.

To support consistent and meaningful updates, the Directors Table were asked to reflect on the following questions:

1. Which 2022 MMIWG2S Response Report recommendation are you reporting on?
2. Which Call for Justice and Red Women Rising recommendation are you aligning your work with?
3. Does your action align with a UNDRIP Action Group?
4. Does your action include the 7 Principles for Change into your work?
5. How will your action create safety for Indigenous women and Two-Spirit+?
6. Does your action have positive impact?

Some project teams shared their actions in the draft template and staff brought it back to the MMIWG2S Advisory. The Advisory wanted to know more information about the action, and asked the following questions:

- *Are there upcoming opportunities—like engagement sessions or Council presentations—where the community can listen in or take part?*
- *How will you keep Indigenous women, girls, and 2SLGBTQQIA+ Peoples informed about what's happening?*
- *Are there plans to assess how effective this action is?*
- *Which of the "7 Principles for Change" are being used in this work and how?*

Witnesses who shared their truths at the National Inquiry also explained that there are many important principles and ideas that must inform the implementation of any of the Calls for Justice in order for them to be effective and meaningful. Vancouver City Council officially recognized these 7 Principles for Change in the 2022 Response Report as a key guide for moving this work forward.

Seven Principles for Change: 1. A Focus on Substantive Equality and Human and Indigenous Rights; 2. A Decolonizing Approach; 3. Inclusion of Families and Survivors; 4. Self-Determined and Indigenous-Led Solutions and Services; 5. Recognizing Distinctions; 6. Cultural Safety; 7. Trauma Informed Approach.

Progress to Date

In this update City staff are sharing key updates on the progress made toward the recommendations in the Response Report. While this update highlights some of the early actions taken, it's just a starting point. As staff keep working with departments to collect better data and improve how staff report back, a more detailed and complete update will be shared next year.

Staff are also connecting the Response Report recommendations to the City's UNDRIP Action Groups to show how they fit into ongoing work. This helps highlight the progress City staff have

made so far and shows where some actions are already included—or could be included—in the UNDRIP Action Plan moving forward.

City staff have collaborated with departments and the MMIWG2S Advisory to develop a reporting tool that tracks progress and helps keep the community informed. The Advisory has provided valuable feedback, requesting clearer updates with more detailed information.

While City staff are experienced in reporting to the mayor and council, they've recognized the need to improve how they share information with MMIWG2S advocates, survivors, and family members. This includes clearly explaining how their work supports Indigenous rights, promotes safety for Indigenous women and 2SLGBTQQIA+ individuals, and how community input has helped shape City decisions. The advisory has also requested to see how staff are using the 7 Principles for Change in their work and want to understand how these principles are being put into practice across departments.

Staff facilitated webinars and workshops on the MMIWG2S Project and expanded on the “7 Principles for Change” to various City departments upon request. These departments included Human Resources, Arts, Culture and Community Services, Engineering Services, and Planning, Urban Design and Sustainability, engaging a range of project teams and leadership tables.

Progress on City actions that align with the 2019 MMIWG2S Calls for Justice, 2019 Red Women Rising, and 2022 Response Report recommendations have not been formerly reported to advocates, family members, survivors, and Indigenous communities. This has led to the misconception that City has made no progress at all. Staff recognize this gap, and are committed to sharing updates more openly, clearly, and in ways that are respectful and meaningful to Indigenous community. With this foundational work underway, the next section outlines progress made by City projects in response to the MMIWG2S Response Report recommendations.

Response Report Updates – Key Actions

City Action: Developing an Urban Indigenous Engagement Framework

Lead: City Manager's Office - Indigenous Relations

Support: Civic Engagement and Communications, City Clerk's Office, Engineering Services, Vancouver Parks Board, Vancouver Public Library, and Arts, Culture, and Community Services.

UNDRIP Action Group: AG2: Urban Indigenous Engagement

Response Report Recommendation:

4.1.2 Community Engagement Processes, Protocols, and Safe Engagement for Families and Survivors. (a) Engage Indigenous women and 2SLGBTQQIA+ witnesses when reporting to Mayor and Council on initiatives related to Reconciliation, UNDRIP, and MMIWG2S.

Implementation: This recommendation was referred to the UNDRIP Task Force and Action Plan 2024-2028 for further consideration, specifically Urban Indigenous Engagement. During the 2023-2034 UNDRIP engagements, Musqueam, Squamish, and Tsleil-Waututh Elders and knowledge holders led witnessing ceremonies alongside the Indigenous Relations team. Urban Indigenous community members and City Council members were called upon to witness as well as other Indigenous community members and UIPAC members. Musqueam and Squamish MMIWG2S Advisory members guided staff to ensure gender safety at the events.

Impact: This *decolonizing* approach centers Indigenous ways of knowing and being. Participants expressed in evaluations a desire for more ceremony at City events, highlighting its role in creating *cultural* safety. This action also upholds the sovereignty of Musqueam, Squamish, and Tsleil-Waututh and supports the UNDRIP Action Plan goals to engage Urban Indigenous community members with a rights-based approach. Staff invited and *included family and survivors* of MMIWG2S to ensure their voices were captured on how they want to be engaged with by the City, and the principles they want staff consider in.

Report back: There will be an Annual in-person event on the Urban Indigenous Engagement Framework. There is also a temporary website where Indigenous people in Vancouver can sign up for future City engagement opportunities as staff build the framework and central source of information. [UNDRIP Strategy - Indigenous engagement | Shape Your City Vancouver](#)

Evaluation: Continue to meet with Musqueam, Squamish, and Tsleil-Waututh knowledge holders who provide guidance at our events and continue to collect their feedback.

Response Report Recommendation:

4.1.2 Community Engagement Processes, Protocols, and Safe Engagement for Families and Survivors. (b, c, d) Provide food, childcare, cultural safety supports (e.g., smudging, brushing off), and inclusive, culturally safe and trauma-informed engagement approaches.

Implementation: Indigenous protocols and ways of knowing were centered at the engagement sessions, and the Communication department best practices were incorporated. Food, childcare, transportation, and Elder support were provided at all engagement events. At the 2024 Final Summit, a Musqueam Elder brushed down the space and offered cedar brushings before the event.

Impact: Travel support was available upon request to ensure equitable participation. The City applied a gender safety lens, recognized caregivers' time and ensured accessibility.

Report Back: There will be an annual in-person event on the Urban Indigenous Engagement initiatives. There is also a temporary website on ShapeYourCity where Indigenous people in Vancouver can sign up for future City engagement opportunities and receive updates on the progress of UNDRIP Action Plan 2023-2028. [UNDRIP Strategy - Indigenous engagement | Shape Your City Vancouver](#)

Evaluation: Ongoing participation and feedback from UIPAC and MMIWG2S advisory members, Elders from the City's Elder In-Residence program, as well as community members will be incorporated into how the next engagement is planned to continuously improve on the process.

Response Report recommendation:

4.1.2 Community Engagement Processes, Protocols, and Safe Engagement for Families and Survivors. (e): Build tools, communities of practice, and training programs to support staff in developing relationship-based engagement practices.

Implementation: Staff have completed the final draft of the Urban Indigenous Engagement Framework, which will guide City employees through all phases of engagement with the diverse population of Indigenous Peoples in Vancouver. The engagement framework was co-developed with input from Musqueam, Squamish, and Tsleil-Waututh and City staff who participate on AG2, Indigenous engagement participants, City Reconciliation staff, MMIWG2S Advisory, and UIPAC. The framework was piloted several times during the creation by project teams who prioritized Indigenous engagement in their projects. Their feedback during this time provided valuable insight. The framework provides practical steps, principles, and reflection tools to support staff in building relationships, upholding Indigenous rights, and incorporating community feedback into City decision making. There is also a procedure guide in development that will have templates for culturally safe, accessible, trauma informed, and Indigenous led engagement plans.

Impact: This action has positive impact as Indigenous community members will see their voices reflected in the framework including direct quotes and guidance shared during past engagements. This visibility helps build trust and shows that the City is actively listening and responding to what the community has shared.

Report Back: Once the draft framework is complete, staff will bring it back to the Indigenous community, including the MMIWG2S Advisory, for review and feedback. The City will provide plain language summaries and host conversations or information sessions to explain how community input shaped the final product. Ongoing updates will be shared as the framework is tested and implemented across departments.

Evaluation: As staff begin using the framework, the City will ask for feedback from both staff and Indigenous community members. Staff will share what parts of the framework are helpful and where they see room for improvement. Indigenous participants will be asked if the City's approach felt respectful, inclusive, and showed that their voices were heard. This feedback will help the City learn and improve how it works with Indigenous communities, making sure the framework supports real relationship-building and accountability over time.

The framework will be reviewed annually to incorporate lessons learned and ensure it continues to meet the needs of both City staff and Indigenous communities.

City Action: The City has supported the creation of Indigenous-led healing spaces—including the Saa-ust Centre, Atira Women’s Resource Society spaces, and the Balmoral—with a strong focus on gender safety and culturally grounded support for Indigenous women, girls, and 2SLGBTQQIA+ Peoples.

Lead: Arts Culture and Community Services - Social Infrastructure Team

Support: City Manager’s Office - Indigenous Relations and

UNDRIP Action Group: N/A

Response Report recommendation:

4.1.1 Support for Indigenous women, girls, 2SLGBTQQIA+ Peoples survivors’ and families. a. Create an Indigenous women’s, girls, and 2SLGBTQQIA+ Peoples survivors healing lodge that provides wraparound services for survivors and their families to come. Work with the community to identify interim spaces for ceremony and safety as the Lodge is being developed.

Implementation: Originally opened March 2018 and was named [“Saa-ust” Centre](#) which means “to lift up” in Coast Salish. It was initiated by leadership of UIPAC and other Indigenous advisors and community leaders. This centre is a responsive action towards reconciliation during the National Inquiry into MMIWG2S. In 2024, the City pre-paid a \$2Million 10-year lease in an Aboriginal Land Trust Society (ALTS) mixed used development to create a more permanent home for the Saa-ust Centre in the Downtown Eastside. The new 4,000 sqft Saa-ust space will be located within a larger 37,000sqft ALTS-owned healing centre, which is expected to complete in late 2025. The City and ALTS are currently collaborating on selecting an Indigenous-led non-profit operator.

Impact: Families and Survivors of MMIWG2S felt supported and had a safe space to go during the National Inquiry when it was hosted in Vancouver. This project has been an opportunity for the City decolonize their approach by partnering with an Indigenous led housing society on an exciting project to support healing and wellness. This is a wraparound approach with the partners as the surrounding organizations offer housing and other vital services that will support the Saa-ust centre program participants.

Report Back: Updates to Saa-ust Centre can be found on the City of Vancouver website [Saa’ust Centre | City of Vancouver](#)

Evaluation: Saa-ust was first only supposed to be a pilot project. Due to the ongoing need for support to families and survivors of violence the City continued to fund and support Saa-ust Centre.

Response Report recommendation:

4.1.1 Support for Indigenous women, girls, 2SLGBTQQIA+ Peoples survivors’ and families. a. Create an Indigenous women’s, girls, and 2SLGBTQQIA+ Peoples survivors healing lodge that

provides wraparound services for survivors and their families to come. Work with the community to identify interim spaces for ceremony and safety as the Lodge is being developed.

Implementation: The demolition of the former Balmoral Hotel has been completed. The City is preparing to use the vacant site for the interim activation that will serve community needs in partnership with Indigenous community while the City and BC Housing continue to progress the redevelopment of this site for social housing. The interim site, expected to be activated later in 2025 for approximately two years and operated by Carnegie Community Centre as a satellite program, will serve as a year-round outdoor space that supports incorporates elements of community gathering, healing and wellness, including fire ceremonies, and climate adaptation elements.

Impact: Indigenous community members will be able to gather and hold ceremonies including sacred fire, in the Downtown Eastside at this site of significance with history connected to MMIWG2S. In a neighborhood lacking in community and gathering spaces, the community activation will promote connections and belonging as well as healing and wellness, especially for the many individuals underhoused or experiencing homelessness. The site will offer Indigenous cultural programs including those for Indigenous women.

Report Back: Met with several key interest groups such as members of the Annual Women's Memorial March, MMIWG2S Advisory, UIPAC, Carnegie Indigenous Elders Advisory Committee, Carnegie Community Centre Board, members of Community Response Network, and participants at UBC Learning Exchange.

Evaluation: Staff team will continue to provide updates and receive feedback to the community through planning and implementation stages.

Response Report recommendation:

4.1.1 Support for Indigenous women, girls, 2SLGBTQQIA+ Peoples survivors' and families. a. Create an Indigenous women's, girls, and 2SLGBTQQIA+ Peoples survivors healing lodge that provides wraparound services for survivors and their families to come. Work with the community to identify interim spaces for ceremony and safety as the Lodge is being developed.

Implementation: The City has provided a \$700,000 grant towards the construction of a community wellness center in a built-to-suit community space, designed specifically for First Nations, Metis, and Inuit (FNMI) women residing in Vancouver's Downtown East side (DTES). Atira's role will be to provide support as the landlord; however, operations will be fully led by FNMI women. The center's holistic approach will encompass spiritual, physical, mental, and emotional support, meeting the unique needs of Indigenous women in the community. To support the community vision, Atira agreed to offer a nominal lease of the CRU and to coordinate the renovation for the centre.

Impact: The envisioned FNMI Women's Wellness Center will provide a safe, empowering, and culturally sensitive environment, operated, and governed by First Nations, Metis, and Inuit women.

Report Back: The project is currently in the planning and permitting stages.

Evaluation: Once the center is operational, success will be measured by community participation, user feedback, and how well the space meets the needs identified during engagement. Ongoing community-led assessments will help ensure the center remains accountable, effective, and aligned with the goals of FNMI women in the DTES.

City Action: 2023 Update - Performance Review Reconciliation Competencies

Lead: Human Resources

Support: City Manager's Office - Indigenous Relations and Equity Office

UNDRIP Action Group: AG3 Training

Response Report recommendation:

4.4 Staff Development and Expectations Staff development is an administrative priority. Staff performance expectations should be updated with a broader set of Reconciliation knowledge and competencies with a specific focus deepening understanding of issues related to MMIWG2S Peoples. (Led by Human Resources);

a. Staff performance expectations and reviews should be updated to reflect these competencies. b. Offer training on MMIWG2S and the Seven Principles and ensure it is mandatory for all staff to support their knowledge development. c. Consider the outcomes of UNDRIP Task Force and potential alignment to ensure coordination related to staff development.

Implementation: In 2022, Human Resources updated the City's Performance Development & Planning Review to include Leadership competencies to incorporate Reconciliation-related knowledge. Annual performance planning and reviews now specifically include the expectation for City staff to build equity and Reconciliation competencies. This update encourages staff to reflect on their own understanding and identify areas of growth regarding Reconciliation, UNDRIP and MMIWG2S.

Impact: Staff are increasingly motivated to engage in learning opportunities related to Reconciliation. Many are enrolling in cultural safety training through CityLearn or engaging external facilitators. Participation in Indigenous-led events and celebrations has grown, reflecting a deeper commitment to learning. Indigenous MMIWG2S advocates have observed greater staff presence and support at events such as, the Annual Women's Memorial March, creating a sense of visibility and being supported by the community.

Report Back: The Equity Office included updates from Human Resources in their 2023 Council report. While HR develops the necessary tools and frameworks, individual departments are responsible for implementation.

Evaluation: Human Resources is currently reviewing the City's Leadership Competency Framework, which will inform future revisions to development plans and performance expectations

City Action: Updating the Honoraria Policy

Lead: Finance and Supply Chain Management

Support: City Manager's Office - Indigenous Relations, Equity Office, Communications,

UNDRIP Action Group: N/A

Response Report recommendation:

4.6 Actions While Planning.

4.6.1 Financial Issues: Capacity, Sustainability, and Accountability (a) Update the honoraria process to ensure honorariums can be paid to Indigenous women, girls, and 2SLGBTQQIA+ in a manner that recognizes important contributions without negatively impacting an individual's personal financial situation. (b) Update the honoraria process, ensuring honorariums can be paid to Indigenous women, girls, and 2SLGBTQQIA+ through a streamlined process.

Implementation: In 2024, the City developed an Honorarium Policy to establish a consistent and respectful approach to offering honoraria. Led by the Finance department, with support from Arts, Culture and Community Services (ACCS), Indigenous Relations, the Equity Office, and a citywide working group (Nov 2022 to June 2024), the Policy and accompanying process were designed to support the distinct needs of Indigenous communities and equity-seeking groups. The Honorarium Policy and process were approved and formally came into effect in June 2024. They have since been implemented across the organization.

Impact: The City's revised honoraria policy is a *decolonizing, culturally safe and trauma-informed approach* to offering an honorarium in the form of a "handshake" to Indigenous participants, aligning with three of the seven Principles for Change outlined in the Calls for Justice. By removing previous barriers to receiving honoraria, the policy helps reduce economic marginalization for Indigenous women, girls and 2SLGBTQQIA+ Peoples. The new, more culturally respectful processes, practices, and creates safer and more inclusive spaces. As a result, engagement becomes more reciprocal and less extractive, encouraging greater participation from Indigenous community members and contributing to a more equitable and inclusive civic process.

Report back: This update was included in the June 2024 Equity Framework Implementation Update.

Evaluation: City staff with lived experience in administering honoraria were part of the working group that helped shape the Honorarium Policy. This group met regularly from 2023 to 2025, concluding their work with a final check-in. At that meeting, members agreed there were no significant issues with the policy or process. As a result, the working group is now being disbanded.

While no immediate changes are planned, Finance remains open to revising the policy in the future should new feedback or needs arise.

City Action: Support for MMIWG2S events (Annual Women's Memorial March and others)

Lead: Engineering Services

Support: Arts Culture and Community Services, Park Board, Vancouver Public Library

UNDRIP Action Group: AG9: Public events

Response Report Recommendation:

4.3 Commit to the Seven Principles for Change a. Commit to the Seven Principles for Change for how the City engages in the response to the CFJ and RWR recommendations. d. Mayor and Council to make best efforts to attend MMIWG2S events: February 14th Annual Women's Memorial March; May 5th National Day of Action for MMIWG2S; June 3rd presentation of final report for MMIWG2S – Federal Day of Action; October 4th National Day of Awareness for MMIWG2S Sisters in Spirit;.

Staff should be supported to attend these days as part of their professional development and understanding and relationship building.

Implementation: Since 2023, the Street Activities team in Engineering Services has worked closely with the Annual Women's Memorial March Committee to find ways the City could offer support for this event. In 2025, support included attending weekly committee meetings in person, installing banners along the march route on Hastings Street, providing 12 portable washrooms with peer attendants, coordinating logistics for poster and sanitation, organizing a pause on construction along the route, supporting staff participation and volunteering and amplifying the march's message through City platforms. The Engineering Leadership Team also had a MMIWG2S Project Update and many of them attended the march.

Impact: These actions have positively impacted Indigenous women, girls, and 2SLGBTQQIA+ people, as well as families and survivors of MMIWG2S+. Their voices are increasingly being heard by the City, and the presence of City staff has contributed to stronger relationships and

increased trust. At the first march in 1992, participants faced hostility and threats of arrest. Today, thousands—including non-Indigenous community members and City staff—walk beside them in solidarity and in the call for justice.

Report Back: Ongoing oral updates are provided to the Annual Women’s Memorial March Committee during their regular meetings.

Evaluation: Building trust is a slow and ongoing process. While City involvement at committee meetings has sometimes been divisive, the feedback in the third year of collaboration has been encouraging. Committee members have noted the value of consistent City participation and support. During speeches at this year’s march, organizers publicly acknowledged and appreciated the City’s partnership.

City Action: ACCS Social Policy Granting team has distributed funds for grassroots group Moccasin Maffia

Lead: Arts Culture and Community Services

Support: City Manager’s Office - Indigenous Relations and Indigenous organizations

UNDRIP Action Group: N/A

Response Report recommendation:

b. Expand Indigenous Women, 2SLGBTQQIA+ Peoples led actions.

Explore how to support Indigenous Women, 2SLGBTQQIA+ Peoples led grassroots efforts when such efforts may not meet typical City requirements for granting or service contracting.

When considering grants or partnerships, prioritize Indigenous Women, 2SLGBTQQIA+ Peoples led initiatives or services for Indigenous Women, 2SLGBTQQIA+ Peoples over non-Indigenous women led services or initiatives for Indigenous Women, 2SLGBTQQIA+ Peoples.

Implementation: The City of Vancouver began supporting Moccasin Maffia, an Indigenous-led catering and community initiative, in 2020 during the pandemic. City staff helped facilitate the partnership and supported grant writing efforts to United Way. United Way later reported that this was the highest single grant awarded to any recipient at that time.

In 2021, the City provided \$35,000 in direct funding. From 2022 onward, the City committed \$80,000 annually as part of its ongoing commitment to the MMIWG2S Calls for Justice.

Impact: This initiative has made a meaningful difference for Indigenous women, girls, and 2SLGBTQQIA+ people across Vancouver, while also offering support to others in need. Supported by Watari, Moccasin Maffia is a grassroots outreach program that connects with

individuals who are highly isolated due to systemic barriers and the ongoing impacts of violence. Operating primarily in the evenings—when most services are closed—the peer-led team delivers food and provides critical support to urban Indigenous people experiencing homelessness. Their flexible approach allows them to build trust, connect people with resources, share important health and safety information, support youth in leaving unsafe situations or returning to home communities (often in collaboration with the VPD and other agencies), and advocate for those they serve.

Report Back: Each year, staff follow up with Moccasin Maffia and Watari to ensure they have the support they need. Updates are provided in the [ACCS Community Services and Other Social Grants Report](#).

Evaluation: N/A

Building on the progress to date, the following next steps outline how the City will continue advancing its response to MMIWG2S Calls for Justice and Red Women Rising recommendations, in a more coordinated and accountable way.

Next Steps

1. Indigenous Relations staff will hold workshops with City staff on outcomes related to MMIWG2S and UNDRIP.
2. In 2026, the City will release a full progress report, and will track the following:
 - City actions that align with *MMIWG2S Calls for Justice and Red Women Rising* recommendations; and
 - City actions that correspond with the recommendations in the *Response Report*.
3. To ensure sustained progress, staff will also request support from the Strategy & Project Support Office to action key Response Report recommendation *4.1 Cross-departmental Implementation Plan*.