

# UNDRIP Action Plan Annual Report 2025

MSTV Intergovernmental Table to Vancouver City Council

June 3rd, 2025



## Acknowledgement

*We respectfully acknowledge the unceded territory of the xʷməθkʷə́əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətał (Tsleil-Waututh) Nations. We are grateful to live and work on these lands and acknowledge the responsibility we have, to ensure the land is taken care of respectfully.*

## Purpose Today

*To present the Annual Report on MSTV UNDRIP Action Plan Implementation for the information of Council.*

*The report covers the period of time from July 1, 2024 –  
December 31, 2024*

# Agenda

## Council Recommendations

### Part One: MSTV UNDRIP Action Plan Implementation

- Background: COV UNDRIP Strategy and Action Plan
- Implementation Process
- Urban Indigenous Engagement
- Progress Report

### Part Two: Reconciliation Report

### Part Three: MMIWG2S+ Report

### Moving Forward

# Council Recommendations



## 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

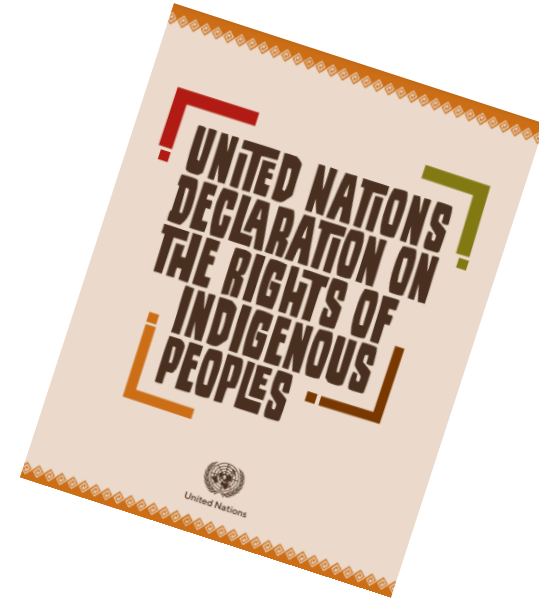


# Background



## UN Declaration on the Rights of Indigenous Peoples (UNDRIP)

- Most comprehensive international human rights instrument regarding Indigenous Peoples
- Establishes the minimum standards for the survival, dignity and well-being of Indigenous Peoples
- Describes a broad spectrum of rights including:
  - Rights to be free from discrimination or attempts at assimilation
  - Rights to language and religious, spiritual and cultural practices
  - Rights to self-determined political, social, cultural and economic development
  - Rights to traditional lands and territories





## UNDRIP Implementation at other levels of government

Other levels of government have passed legislation to implement UNDRIP

- ❑ **B.C.** passed the *Declaration on the Rights of Indigenous Peoples Act (Declaration Act)* into law in November 2019
- ❑ **Canada** passed the *United Nations Declaration on the Rights of Indigenous Peoples Act* in June 2021
- ❑ B.C. and Canada have both developed Action Plans to support implementation of UNDRIP



## City of Vancouver Council Direction

**COV endorses UNDRIP in February 2013** by motion of Council

**COV declared City of Reconciliation in June 2014** by motion of Council

**UNDRIP Task Force established in March 2021:** Joint Task Force with Musqueam, Squamish, and Tsleil-Waututh was established by motion of City Council

**UNDRIP Strategy endorsed in October 2022:** City Council endorses the COV UNDRIP Strategy developed by the UNDRIP Task Force

**UNDRIP 2024-28 Action Plan endorsed in June 2024:** City Council endorses the UNDRIP 2024-25 Action Plan and directs staff to begin work with Musqueam, Squamish and Tsleil-Waututh on implementation



City of Reconciliation  
Emblem by Tawx'sin  
Yexwulla Aaron Nelson  
Moody (Splash)

## The UNDRIP Task Force

- The UNDRIP Task Force is a unique partnership of Musqueam, Squamish, Tsleil-Waututh and the City of Vancouver (MSTV)
- Partners meet regularly at the elected, senior staff and technical staff levels, working in a **co-development** model for implementation
- Internal to the City, there is an interdepartmental UNDRIP Champions Table representing staff from every City department

### MSTV Councils

Final authority to endorse Strategy and direct staff to participate in implementation

### MSTV Intergovernmental Table

Elected representatives appointed from each Council  
2 representatives each from MST and 4 from CoV

### MSTV Steering Committee

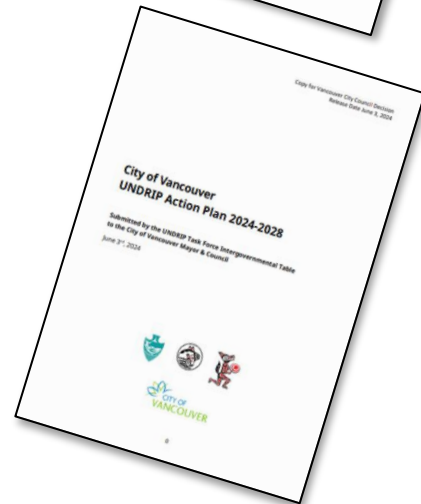
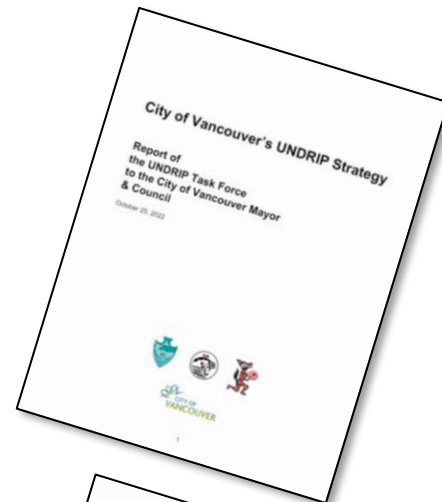
Senior staff from each partner

### 18 MSTV Action Groups

Technical and operational staff actioning the deliverables

## The City of Vancouver UNDRIP Strategy and Action Plan

- The Task Force collaboratively developed the City of Vancouver UNDRIP Strategy and 2024-28 Action Plan
- Both have been reviewed by external experts and advisors
- The Strategy has **79** Calls to Action, **32** of which are sequenced to begin in the 2024-28 UNDRIP Action Plan
- In the 2024-28 Action Plan, those 32 Actions are further broken down into **88** specific deliverables assigned to **18** MSTV Action Groups in **5** Action Areas
- The Action Plan calls for **twice annual public updates** on progress



# Implementation



## Reconvening for Implementation



After the UNDRIP Action Plan 2024-8 was endorsed by all four Councils in Spring 2024, the **Task Force reconvened to begin implementation**



MSTV **technical and operational staff were assigned** to each of the 18 Action Groups



The Action Groups began their work by **collaboratively developing Action Charters** - further breaking down the deliverables into sequential steps charted over the 5-year timeline



**Relationship development** has been a key component of the early work of implementation



Group 1: Capacity Funding

Group 2: Urban Indigenous Engagement

Group 3: Training

Group 4: Implementation Governance

Group 5: Relationship Framework

Group 6: Redress & Economic Reconciliation

Group 7: Housing

Group 8: Procurement

Group 9: Public Realm

Group 10: Major Events

Group 11: Historical Atlas

Group 12: Institutional Representation

Group 13: Cultural Access

Group 14: Environmental Racism

Group 15: Infrastructure & Environment

Group 16: Public Accountability

Group 17: Working with Partners

Group 18: Legislation

# Urban Indigenous Engagement





## Developing a CoV Urban Indigenous Engagement Framework

In Q4 2024 we hosted an **Urban Indigenous Engagement Fair** featuring 11 major City projects. We also shared proposed "guiding principles" for CoV and urban Indigenous community engagement for discussion and development

The resulting **Draft Urban Indigenous Engagement Framework** has been shared for review internally, with Nation partners and with 200+ urban Indigenous community members

### Next Steps

Our first **pilot engagement event** under the **Draft Framework** hosted by CoV Planning Department in Q2 2025

**Reconvene** with the Urban Indigenous community to discuss the final Framework in Q3 2025

**Implement** and refine Framework Q3 2025 onwards



## Implementing the CoV Urban Indigenous Engagement Framework



Aligning our approach with Truth and Reconciliation Commission Recommendations, Calls for Justice, and the UNDRIP Action Plan

Development of standard engagement pathways, timelines and protocols



Training for City staff on best practices, trauma-informed communication, and relationship building with Indigenous communities



## What we heard at UI Engagements



There is a **need for more equitable engagement opportunities** not everyone can take time off work to speak at Council meetings.

- Event attendee



Having so many City workers available to chat about different projects made me feel really **invested and connected** to the upcoming City projects.

- Event attendee

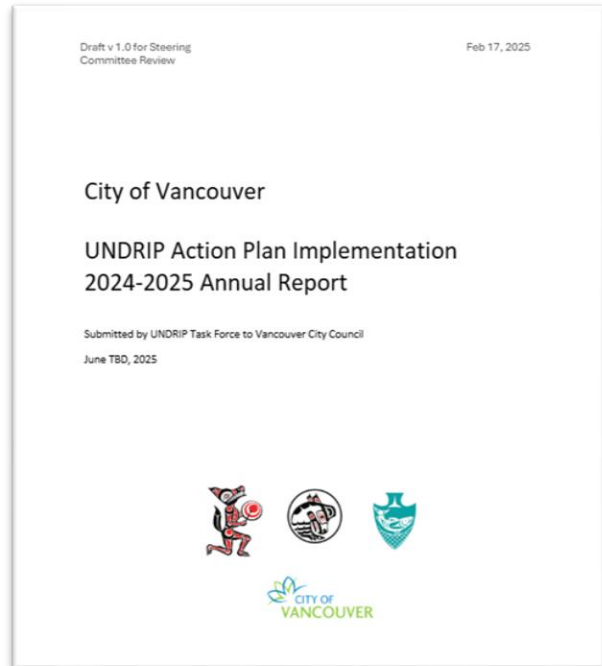


# Progress Report





## Reading the Annual Report



- The first Annual Report covers the 6-month period from June 2024 – December 2024; future reports will cover a full year
- Provides a progress overview and Action Group level updates on the progress of deliverables
- Outlines early outcomes and next steps for each Action Group
- Evaluates progress across diverse work areas using a 5-stage progress indicator

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

## Progress Overview

### Overall Work Stage

Stage 2:  
Planning  
in Partnership

3/88 Deliverables Complete

31/88 Deliverables in Progress

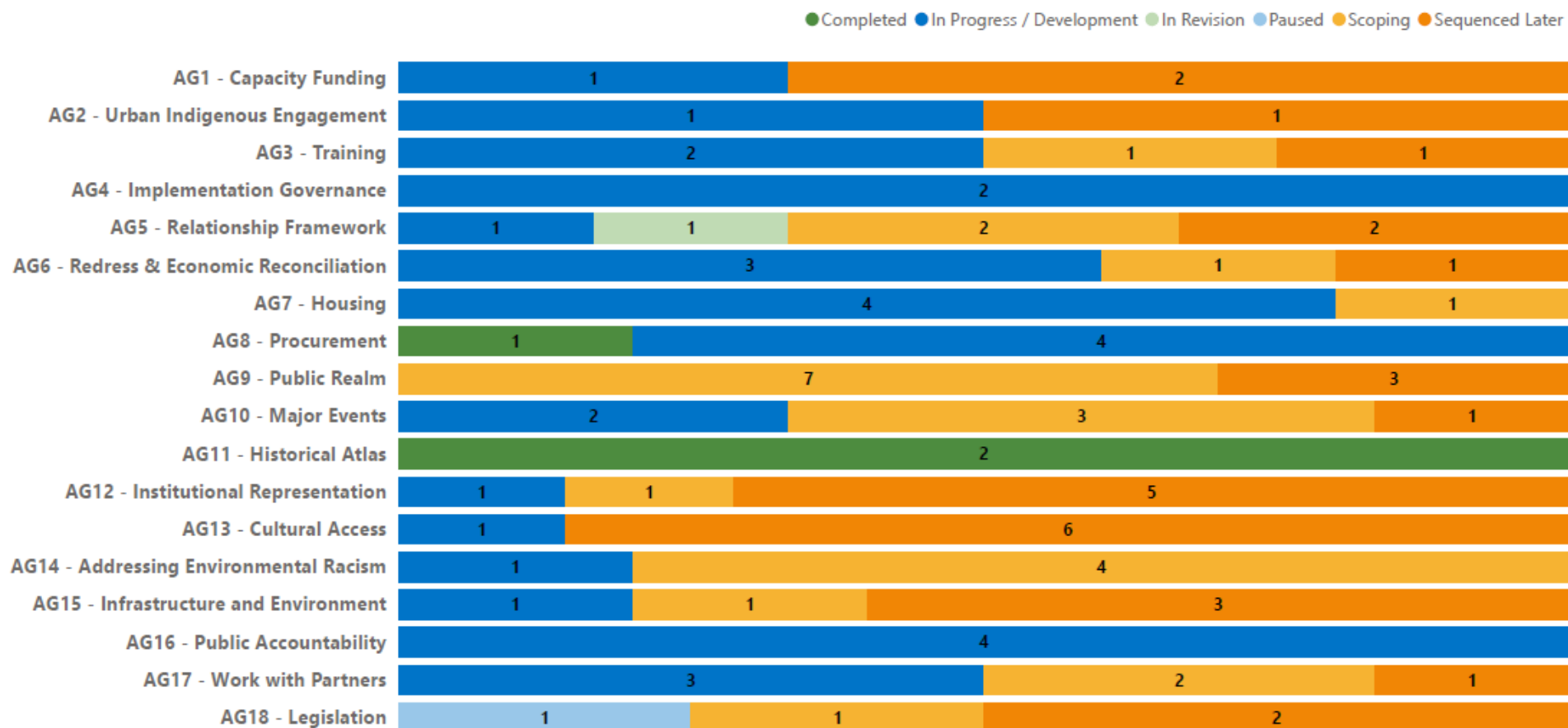
24/88 Deliverables in Scoping

28/88 Deliverables Sequenced Later

1/88 Deliverables in Revision

1/88 Deliverables Paused

# Deliverable Status



## Highlights of Work to Date



Began piloting options to fast-track and prioritize existing Nation-led housing projects



Completed historical atlas work scoping — a major achievement given the complexity and sensitivity of this work towards reconciliation



Began scoping City's long-range strategies in alignment with critical strategies, policies, and plans developed by Nation partners (e.g. Burrard Inlet Action Plan)



Co-created and piloted an internal data input mechanism and Task Force dashboard as well as a joint communications plan to share progress



Started developing updated procurement policies including co-creating definitions and building and demonstrating pilot process with each Nation

## Part Two: Reconciliation Report



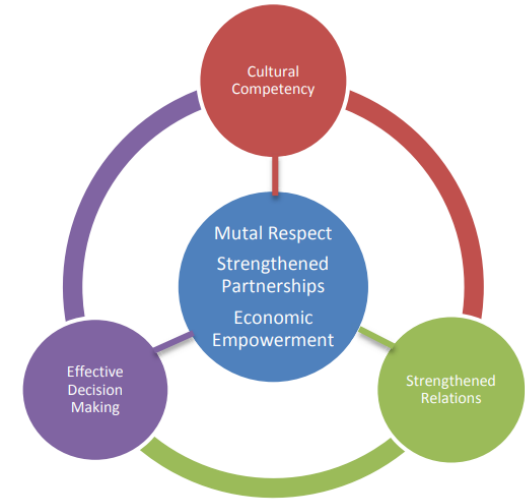
ten years city of reconciliation  
**Vancouver**





## Reconciliation Report Updates

- Per Councils direction of October 8, 2024 the annual **Reconciliation Report has been consolidated** with annual reporting of the UNDRIP Task Force
- Activities falling under the **Reconciliation Framework**, outside of the current scope of the UNDRIP Task Force are summarized in Appendix C
- Efforts outlined in the Appendix include all City departments and diverse work areas, from social services to culture, public engagement and City planning





## Arts, Culture and Community Services (ACCS)

Cultural Liaison engagements with MST Language & Cultural Staff to review referrals & key priorities

Cultural Indigenous Grants Program to support Indigenous artists and cultural projects in self-determined ways

Integrated ongoing consultation with MST on **developer-delivered cultural amenity spaces**

Worked closely with **Indigenous-led organizations** that shelter, house and support people from Indigenous populations

## Civic Engagement and Communications (CEC)

Co-created the **Official FIFA World Cup 26 Vancouver Sonic ID Remix** song in collaboration with **local Indigenous artists** from MST

Consistent recognition of UNDRIP and Reconciliation efforts by highlighting official **Observances and Days of Note**





## Other Departments contributing towards Reconciliation Efforts:

**Engineering Services** through the Development of the City's Healthy Waters Plan

**Equity Team** through the By-Law Equity Review process

**City Clerks** by sourcing gifts from Indigenous businesses, artists and craftspeople for Protocol gifting

**Finance and Supply Chain Management** by developing an Honoraria & Handshake Policy

**Human Resources** by engaging Indigenous speakers at Leadership Development Programs

**Indigenous Relations** through extensive work on the UNDRIP Strategy, Action Plan as well as hosting the commemorative 10 years as the City of Reconciliation event





## Other Departments contributing towards Reconciliation Efforts:

**Planning, Urban Design and Sustainability** working collaboratively with MST to advance Nation-led project to redevelop Jericho Lands & Heather Lands

**Real Estate, Environment and Facilities Management** participating in Musqueam Creek Working Group to improve water quality

**Vancouver Park Board** led community engagements, supported Indigenous artist-in-residence projects

**Vancouver Public Library** passed the UNDRIP Action Plan and also coordinated an arts call with MST Indigenous jury

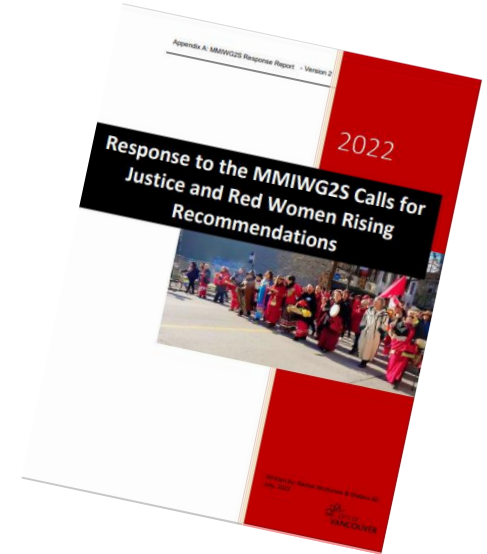


# Part Three: MMIWG2S+ Report



## MMIWG2S+ Response Updates

- An update on the **progress of the MMIWG2S+ Response** is summarized in Appendix D
- Includes a **summary of key events that led to the creation of the Response Report** and showcases progress since the endorsement of the Response Report by Council in June 2022
- Highlights an overview of the new **internal reporting template** co-developed by the MMIWG2S Advisory Committee and Directors Table to help track and understand City work and outcomes







## Background & Context Setting

Colonialism Still Affects Indigenous Women and 2 Spirit people disproportionately

Community Response and the Rise of Advocacy prompted the first march in 1992

Forsaken: The Missing Women Commission of Inquiry investigated the way agencies responded to MMIWG2S cases

Call for a National Inquiry into MMIWG2S in 2016 initiated in Vancouver

## How CoV Responded (2019-2023)

Hired planner and began research working closely with the Sex Worker Safety planners; community action and support continued during Covid-19

Brought together the MMIWG2S Advisory and City Departments in 2021, identifying 150 recommendations for City actions

City Council unanimously approved the MMIWG2S Response Report in 2022

Integrated MMIWG2S Work into the Indigenous Relations Department and UNDRIP Strategy in 2023





## Key City Actions

Developing an **Urban Indigenous Engagement Framework**

**Creation of Indigenous-led healing spaces**—including the Saa-ust Centre, Atira Women's Resource Society spaces, and the Balmoral

Adding **Reconciliation Competencies** to City staff performance reviews

Updating the **Honorarium Policy** to enable respectful recognition of Indigenous Knowledge Keepers

Supporting **MMIWG2S+ events**



## Moving Forward

**Creating a City of Vancouver Missing Person Protocol** with support from City departments, VPL, VPD, VPB

**Tracking the progress made** so far by building a reporting tool in alignment with UNDRIP

# Moving Forward





## Continuing Progress

Staff have already begun work to implement deliverables sequenced for 2025, building upon the work already underway.



## Partnership

Per the updated Terms of Reference, the MSTV Intergovernmental Table will continue to meet quarterly to oversee the work, while the MSTV Steering Committee meets bimonthly, and Action Groups meet at the cadences laid out in their respective Action Charters.



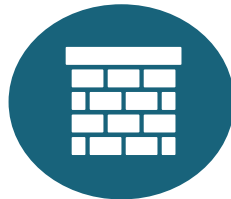
## Relationships

The Task Force continues to build stronger relationships among the MSTV partners. City staff are also continuing work to formalize and improve engagement with the diverse population of Indigenous peoples living in the City of Vancouver.

## Moving at the Speed of Trust

### Strong Foundations

City staff are laying a strong foundation for change, emphasizing incremental progress and collaborative trust-building with Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation.



### Flexibility

The ability to maintain flexibility and trust, as we collaboratively build a new process together, will be critical to thoughtfully and impactfully move the work forward.





THANK YOU





## Recommendations

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