



## COUNCIL REPORT

Report Date: May 5, 2026  
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Meeting Date: June 3, 2026

[Submit comments to Council](#)

TO: Standing Committee on Policy and Strategic Priorities  
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 2026 Annual Report.
- B. THAT Council receive for information the 2026 Annual Reconciliation Report.
- C. 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 annual update on the City of Vancouver's implementation of three interconnected frameworks: the UNDRIP Action Plan, the Reconciliation Framework, and the MMIWG2S+ Response Report.

The UNDRIP Action Plan, the Reconciliation Framework, and the MMIWG2S+ Response Report are distinct but connected instruments, each advancing different dimensions of Indigenous rights and wellbeing. This report and appendices presents them together in recognition of that interdependence, continuing the City's practice of annual progress updates across Indigenous rights and reconciliation work.

Now in its first full year of implementation, the UNDRIP Action Plan has moved from planning into practice. Action Groups across City departments have made tangible progress completing draft frameworks, piloting new processes, and developing resources that embed UNDRIP principles into City operations while further strengthening relationships and connections with xʷməθkʷəy̓ əm (Musqueam), Sk̓w̓x̓ wú7mesh (Squamish), and səliwətaʔ (Tseil-Waututh) Nations.

Work toward reconciliation and the shared priorities of Musqueam, Squamish, and TseilWaututh, as well as urban Indigenous communities, has been embedded across City departments through integrated work plans. Council is asked to receive this report as a

demonstration of the City's continued progress towards our commitments and the tangible benefits we are achieving for both Indigenous and non-Indigenous community members.

### **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.

October 28, 2014 – Vancouver City Council adopted the [Reconciliation Framework](#) focusing on Cultural Competency, Strengthening Relations, and Effective Decision-Making within the City's service provision and ongoing relationships with the Nations, and urban Indigenous community.

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 TsleilWaututh 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 crossdepartmental 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 and begin to implement the 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.

June 3, 2025 – Vancouver City Council receives the [UNDRIP Action Plan 2025 Annual Report](#) and directs staff to continue the implementation of the Action Plan with the Nation partners. Council approves the updated Terms of Reference for the MSTV Intergovernmental UNDRIP Task Force. Council receives updates on the 2025 Annual Reconciliation Report and the progress of the MMIWG2S+ Response framework.

### **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 xʷməθkʷəy̓ əm (Musqueam Indian Band), Skwx̱ wú7mesh Úxwumixw (Squamish Nation), səlilwətał (Tseil-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 Tseil-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.

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 full year of implementation of the Action Plan and our second annual report is included in **Appendix A** of this report. Staff brought the first UNDRIP annual report to Council last year covering first six months of implementation from June-December 2024.

### **Interconnected Frameworks**

The Articles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Truth and Reconciliation Commission’s 94 Calls to Action (TRC), and the National Inquiry

into Missing and Murdered Indigenous Women, Girls, and Two-Spirit People's 231 Calls for Justice (MMIWG2S+) together form a foundation for reconciliation and upholding the rights of Indigenous Peoples.

UNDRIP reflects decades of sustained global advocacy by Indigenous leaders to name and protect the collective rights of Indigenous Peoples. In Vancouver, the City and the governments of Musqueam, Squamish, and Tsleil-Waututh have translated this international framework into 88 locally grounded deliverables through our current five-year Action Plan co-developed with the local Nations.

The TRC, established in 2008 through the Indian Residential Schools Settlement Agreement, documented the truths of Survivors, their families, and communities, and called on all Canadians — including all orders of government — to act. Its 94 Calls to Action are a roadmap for reconciliation, grounded in the voices of those who lived through the residential school system.

The MMIWG2S+ Calls for Justice were framed as legal imperatives to uphold the safety, dignity, and rights of Indigenous women, girls, transgender, and Two-Spirit people. Notably, the call for a National Inquiry was first formally initiated in Vancouver in 2016, and this City has a clear and enduring responsibility in this work.

### **Truth and Reconciliation Commission — 27 Calls to Action**

The City has identified [27 TRC Calls to Action](#) within its authority and responsibility, organized around three areas: delivering culturally relevant City services and programs; recognizing Indigenous rights through acknowledgement of unceded territories, Nation relationships, and support for UNDRIP; and advancing public knowledge through staff education, observance of the National Day for Truth and Reconciliation, and partnerships that acknowledge colonial harms and celebrate Indigenous excellence.

### **MMIWG2S+ — 38 Calls for Justice**

In 2022, the City committed to implementing [38 recommendations](#) from the MMIWG Calls for Justice and the locally developed Red Women Rising Report. Key commitments include supporting Indigenous-led healing spaces such as the Saa-ust Centre; establishing mechanisms to meaningfully involve Indigenous Knowledge Keepers and Elders in City work; and implementing a Missing Person Protocol with the Vancouver Police Department to enable timely alerts to City staff regarding community members who may be missing or at risk.

### **UNDRIP — 79 Actions**

Working in partnership with Musqueam, Squamish, and Tsleil-Waututh, the City has identified 79 actions to uphold Indigenous rights across all areas of municipal responsibility — from partnering to support environmental stewardship and arts and culture, to advancing economic reconciliation and public awareness. Currently, the City is advancing 32 of these 79 actions as part of the UNDRIP Action Plan 2024-28.

### **Discussion**

#### 2026 UNDRIP Annual Report

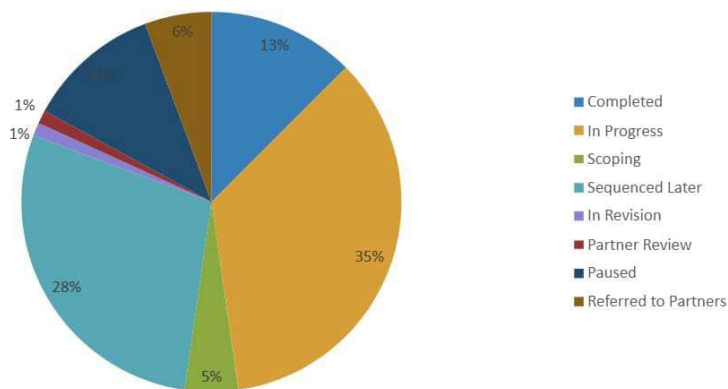
Since the endorsement of the Action Plan by all four Councils in June of 2024, the UNDRIP Task Force has been working diligently on implementation. 18 separate Action Groups of

technical and operational staff from xʷməθkʷəy̓ əm, Skwx̱ wú7mesh Úxwumixw, səliłwətał, and the City of Vancouver have convened to make progress on co-developed actions and deliverables. The year 2025 marked the first full year of implementation, representing a meaningful transition from planning into execution.

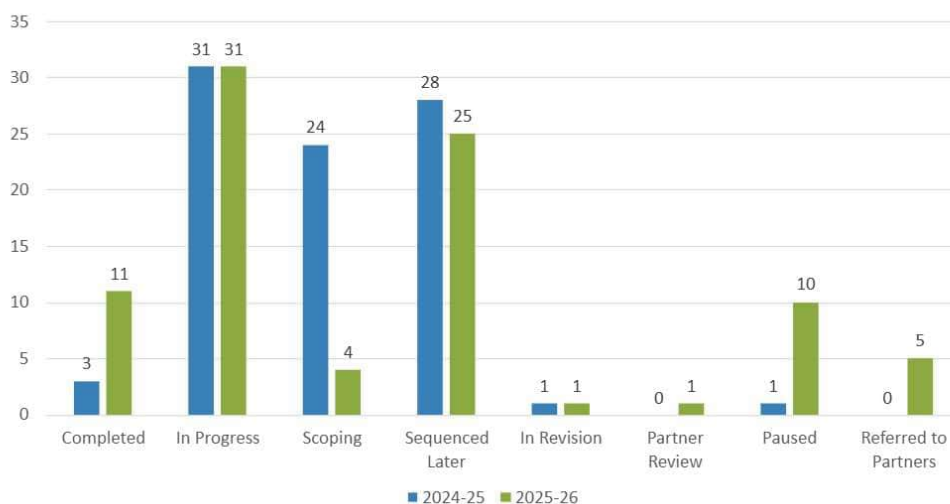
While the Task Force has been deeply collaborative since its inception, the implementation process has greatly expanded the breadth of intergovernmental coordination. Technical and operational staff from all four partners, including every City department, have met to collaborate at the level of shared goals and strategy, creating opportunities for partners to maximize efficiencies, emerging opportunities and mutual benefit.

Across the Action Groups, progress has been substantive: draft frameworks have been completed, new processes piloted, and content and resources developed that embed UNDRIP principles into City operations. In late 2025, Action Groups undertook a formal annual review of their Action Charters, providing an opportunity to right-size timelines, clarify outcomes, and ensure the work is both achievable and well-sequenced.

UNDRIP Progress 2025-26



UNDRIP Progress (Year-over-Year)



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 2. Action Groups have moved

from setting foundations and relationship building to working together with Nation partners related to internal alignment, policy co-development, and process piloting.

Accounting for the enormous diversity in the types of work underway, and the fact that many actions and deliverables require a high degree of preparatory work, we 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, two of 18 Action Groups are recorded as being in Stage 1 “Laying the Groundwork”, one in Stage 2 “Planning in Partnership”, fourteen in Stage 3 “Working Together”, and one in Stage 5 “Building on Accomplishments.” Overall, the report reflects the Task Force’s work as being in Stage 3: Working Together.

At the deliverable level, a total of 11 of the 88 deliverables outlined in the Action Plan have been completed to date, 31 are in progress, and 4 are in scoping.

25 deliverables have been sequenced for later, to ensure proper alignment with the Nations and City initiatives, capacity, and timelines.

10 deliverables in the Major Events Action Group are paused to enable staff at all four partners to redirect efforts and resources to FIFA World Cup events. We understand learnings from this year’s events will inform future development of actions and deliverables under this action group.

5 deliverables were referred to our partners at the Vancouver Police Board and Vancouver Police department and will be taken up directly between VPD and the local Nations.

Taken together, this reflects a realistic implementation approach—one that prioritizes quality, relationship building, and genuine collaboration.

### 2026 Reconciliation Report

This report outlines activities undertaken from January to December 2025 that contribute to the advancement of our commitments under the Reconciliation Framework. 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 directly 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 C** includes initiatives undertaken to advance the recommendations across departments especially piloting the internal protocol for missing person alert. 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 and challenges

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. 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 and brought to senior City leadership and Council for decision as necessary.

\* \* \* \* \*

CITY OF VANCOUVER

# UNDRIP Action Plan Implementation 2025 – 2026 Annual Report

Prepared by the UNDRIP Task Force



ten years city of reconciliation  
**Vancouver**

*We gratefully acknowledge*

**qiyəplənəx<sup>w</sup>,  
Howard E. Grant**

*of Musqueam who passed on March 29, 2026.*

*He was a visionary, brave, and steadfast leader in this work.*

*His immense knowledge, wisdom and integrity were invaluable to guide the UNDRIP Task Force in Vancouver and set an example for others to follow.*



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**Nation members sharing their cultures through drumming at the UNDRIP Action Plan Unveiling Ceremony in June 2024**

Image courtesy: City of Vancouver



# 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 (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), and səlilwətał (Tsleil-Waututh). Their ongoing and distinct rights in these territories are the foundation for the work of the UNDRIP Task Force.

This document contains the second annual report of the City of Vancouver **UNDRIP 2024 – 2028 Action Plan** covering the progress from January – December 2025. Through implementation of the 5-year Action Plan, we continue to make progress toward implementing the overarching City of Vancouver **UNDRIP Strategy**. We are deeply grateful for the thoughtful and dedicated work of our colleagues on the Task Force – staff and elected leaders from the governments of the xʷməθkʷəy̓əm, Skwxwú7mesh, səlilwətał, 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.



MSTV Councillors at the UNDRIP Action Plan Ceremony on June 3, 2024

# 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, Sḵw̓xwú7mesh Úxwumixw, səlilwətał, 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: two each from xʷməθkʷəy̓əm, Sḵw̓xwú7mesh Úxwumixw, and səlilwətał and four 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, Sḵw̓xwú7mesh 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. The **2024 – 2025 Progress Report** covering the first six months of implementation was received by all four Councils in spring of 2025, in addition to a **narrative video** filmed with leaders from all four partners.

## 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. Eighteen separate Action Groups of technical and operational staff from xʷməθkʷəy̓əm, Sḵw̓xwú7mesh Úxwumixw, səlilwətał, and the City of Vancouver have charted our course of action over the next five years and are now working to deliver on our joint goals and objectives.

Building on the relationships and mutual understanding developed over the first six months of implementation from June 2024 – January 2025, this year our teams have been better able to work together on the substance of the Action Plan. We have seen progress through preparatory groundwork as well as strong advancement towards more complex and long-term deliverables. As you will see in the report below, this phase of collaboration is reflected in the themes that are emerging in progress updates from Year 2.

Noting 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 five stages:

<b>Stage 1: Laying the Groundwork</b>	<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>
<b>Stage 2: Planning in Partnership</b>	<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>
<b>Stage 3: Working Together</b>	<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>
<b>Stage 4: Delivering Results</b>	<ul style="list-style-type: none"><li>• Jointly actioning deliverables</li><li>• Collaboratively implementing new policies, programs, processes or agreements</li><li>• Reviewing initial results together</li></ul>
<b>Stage 5: Building on Accomplishments</b>	<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>

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 our annual reports. Through Year 2 of implementation we have continued to refine and finetune the reporting process with the goal of allowing the public greater insight into our progress. Some of these changes are reflected below, for example breaking out the “In Progress” deliverable status indicator into “initial”, “mid” and “closing” phases.

All partners have also affirmed the value of oral history and storytelling as a key component of sharing the work. We have been pleased to work with our partners to develop video content to help bring the public along on our journey. 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 and engaging.

## Tantalus Range

Image courtesy: Squamish Nation



# Implementation Progress Snapshot

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

Overall Work Stage	Overall Deliverable Progress
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• <b>11</b>/88 Deliverables Complete</li> <li>• <b>31</b>/88 Deliverables in Progress</li> <li>• <b>4</b>/88 Deliverables in Scoping</li> <li>• <b>25</b>/88 Deliverables Sequenced Later</li> <li>• <b>1</b>/88 Deliverable in Revision</li> <li>• <b>1</b>/88 Deliverable in Partner Review</li> <li>• <b>10</b>/88 Deliverables Paused</li> <li>• <b>5</b>/88 Deliverables Referred to Partners</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• Each Action Group has jointly developed and refined <b>Action Charters</b> to further define and sequence their work plans over the next four years</li> <li>• Action Groups have worked towards strong <b>relationship development</b>, meeting with colleagues from all four partners to understand their respective priorities, capacities, and understanding of their assigned actions and deliverables</li> <li>• Action Groups have <b>begun work on deliverables sequenced for 2025 – 2026</b> – scoping, researching, drafting and in some cases piloting new co-developed strategies, processes and procedures</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• All Action Groups to <b>continue work on in-progress deliverables and initiate work on deliverables sequenced to begin in 2026</b></li> </ul>

# Progress by Action Group (AG)

## Action Group 1: Capacity Funding

**Summary of Goal:** The City develops effective frameworks and mechanisms to ensure xʷməθkʷəy̓əm, Sḵw̓xwú7mesh Úxwumixw, and səliwətał 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
<b>Stage 3:</b> <b>Working Together</b>	<ul style="list-style-type: none"> <li>• <b>2/3</b> Deliverables in Progress (Initial Phase)</li> <li>• <b>1/3</b> Deliverable Complete</li> </ul>

Completed Deliverables
<ul style="list-style-type: none"> <li>✓ <b>3.5-2</b> Share an overview of past agreements and funding processes for discussion. Musqueam, Squamish, and Tsleil-Waututh to share examples of preferred aspects of past funding agreements.</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• Capacity funding <b>amount has been determined and approved</b> for 2026</li> <li>• Created a <b>central portfolio of past and current funding</b> directed toward the Nations for reference of all partners</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• Continue to <b>establish and streamline processes</b> for fair and <b>predictable annual capacity funding</b> to Musqueam, Squamish and Tsleil-Waututh Nations to support strong ongoing collaboration across all areas of City work</li> </ul>

## Action Group 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
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• 1/2 Deliverable in Progress (Mid Phase)</li> <li>• 1/2 Deliverable in Progress (Closing Phase)</li> </ul>

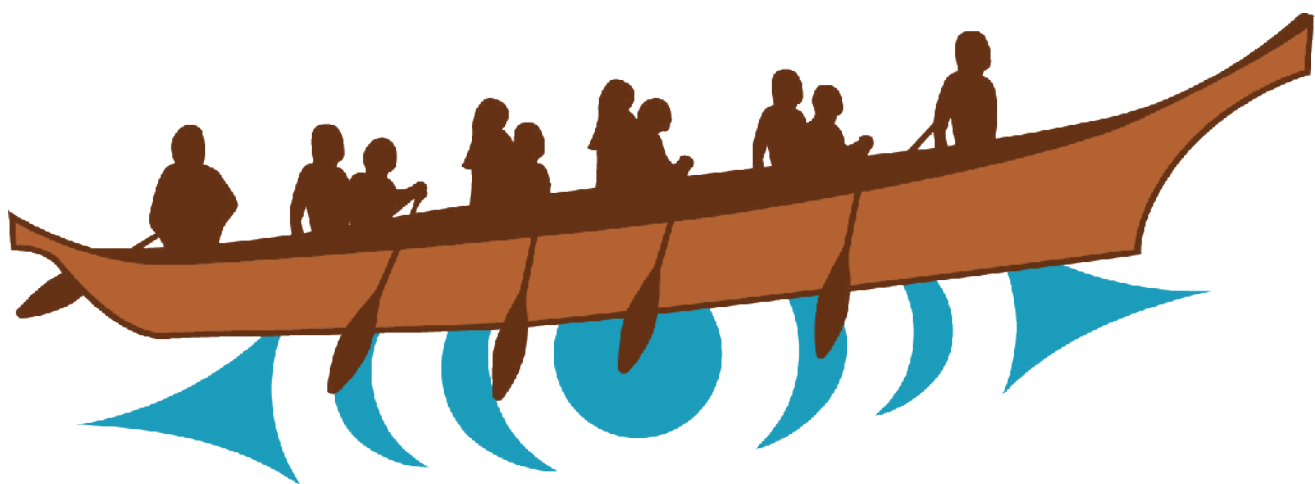
Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Developed the Urban Indigenous engagement framework</b> based on feedback and learnings from initial staff and community feedback:               <ul style="list-style-type: none"> <li>- City staff across all departments will use this framework and associated guidelines to ground engagement in Indigenous rights and protocols, ensure cultural safety, accessibility, and inclusivity, report back transparently, and track progress</li> </ul> </li> <li>• <b>Piloted the Framework</b> through three urban Indigenous engagement events:               <ul style="list-style-type: none"> <li>- Downtown Eastside Housing Plan</li> <li>- Official Development Plan and Villages Plan</li> <li>- FIFA Human Rights Framework – engagement with urban Indigenous service organizations facilitated by MVAEC</li> </ul> </li> <li>• <b>Developing a central source of City information</b> tailored to urban Indigenous community members; currently housing information on and sharing updates through this webpage: <a href="#">Resources for Indigenous people   City of Vancouver</a></li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Finalize the Urban Indigenous Engagement Framework</b> through review and approval by each partner’s leadership</li> <li>• Deliver <b>City-wide presentations of framework to all departments</b> involved in public engagement</li> <li>• Continue to <b>support City project teams to integrate and implement new engagement framework</b> across the organization</li> <li>• Actively engage and involve <b>urban Indigenous communities in ongoing dialogue</b> to support informed and inclusive decision-making</li> </ul>

## Action Group 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 səlilwətał. 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
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• <b>2/4</b> Deliverables in Progress (Initial Phase)</li> <li>• <b>1/4</b> Deliverables in Progress (Mid Phase)</li> <li>• <b>1/4</b> Deliverables in Progress (Closing Phase)</li> </ul>

Progress	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Showcased overview of current City reconciliation training offerings and conducted gap analysis</b> with all partners</li> <li>• <b>Co-developed a preliminary roadmap</b> for proposed training modules and content that outlines desired learning outcomes</li> <li>• <b>Began developing the City of Reconciliation 101 training module</b> in collaboration with Nation partners</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Continue collaborative development of subsequent modules</b> of the proposed training plan</li> <li>• <b>Begin implementation of the training plan</b> for City staff</li> </ul>



"Paddling Together" by Tsleil-Waututh artist Olivia George

## Action Group 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
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• 1/2 Deliverable Complete</li> <li>• 1/2 Deliverable in Revision</li> </ul>

Completed Deliverables
<ul style="list-style-type: none"> <li>✓ <b>MF-5.1-1</b> Discuss and review the current governance model of the UNDRIP Task Force: MSTV Intergovernmental Table, Steering Committee and Working Groups. Ensure implementation is staffed and resourced.</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Updated Terms of Reference</b> to continue the MSTV Intergovernmental Table were endorsed by City Council in June 2025</li> <li>• <b>The UNDRIP Steering Committee and 18 Action Groups continue to meet regularly</b> to work towards plan implementation</li> <li>• <b>An Internal UNDRIP Champions group continues to convene regularly</b> to connect City staff with partners at the Vancouver Fire Department, Vancouver Park Board, Vancouver Police Department and Vancouver Public Library</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• Continue to <b>meet regularly with all partners at the staff and elected level</b></li> <li>• Continue to <b>streamline Action Group processes</b> to maximize efficiencies, avoid duplicated effort and improve coordination</li> <li>• <b>Engage additional partners</b> with contributions to make towards the goals and deliverables of the Action Plan</li> </ul>

## Action Group 5: Relationship Framework

**Summary of Goal:** xʷməθkʷəy̓əm, Sk̓wxwú7mesh Úxwumixw, səliłwətaʔ, 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
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• <b>4/6</b> Deliverables in Progress (Initial Phase)</li> <li>• <b>2/6</b> Deliverables Sequenced Later</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Completed Squamish Nation Relationship Protocol</b> with endorsement from Councils – <a href="#">WA IY ÍM TA SK̓WXWÚ7MESH (Squamish Strong) Protocol</a></li> <li>• <b>Continuing work towards drafting relationship protocols with xʷməθkʷəy̓əm and səliłwətaʔ</b></li> <li>• <b>Continued annual Council to Council dinners</b> with City Council and xʷməθkʷəy̓əm, Sk̓wxwú7mesh Úxwumixw, and səliłwətaʔ Councils</li> <li>• <b>Continued City Liaison program</b> with xʷməθkʷəy̓əm, Sk̓wxwú7mesh Úxwumixw, and səliłwətaʔ               <ul style="list-style-type: none"> <li>- Continued monthly referrals<sup>1</sup> packages and quarterly update packages</li> <li>- Continued monthly City-Nation coordination meetings with each Nation</li> </ul> </li> <li>• <b>Refreshed regular Cultural Liaison meetings with City and xʷməθkʷəy̓əm, Sk̓wxwú7mesh Úxwumixw, and səliłwətaʔ arts, language, and culture staff</b></li> <li>• <b>Refined referrals categories and priority factors through the City’s internal referrals process refresh</b> <ul style="list-style-type: none"> <li>- Began corporate tracking of referrals by referral type and priority factors, and developed a central inventory for information on previous engagements</li> <li>- Inventoried project lifecycles across departments to better understand ideal early engagement touchpoints by various project typologies</li> <li>- Began recording alignment of City referrals to UNDRIP and other strategies and action plans endorsed by the City and Nations</li> </ul> </li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• Continue all <b>regular touchpoints at the staff and elected level</b></li> <li>• Finalize <b>draft relationship protocols with xʷməθkʷəy̓əm and səliłwətaʔ</b></li> <li>• Continue to <b>improve referrals process for all partners and build out information inventory</b> to become a resource for City staff</li> </ul>

<sup>1</sup> “referrals” are the project information packages submitted to staff at each Nation to seek feedback, engagement and/or collaboration on project development

## Action Group 6: Redress Economic Reconciliation

**Summary of Goal:** The City works with x<sup>w</sup>məθk<sup>w</sup>əyəm, Sḵwxwú7mesh Úxwumixw, and səilwətaᄨ 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
<b>Stage 1: Laying the Groundwork</b>	<ul style="list-style-type: none"> <li>• <b>1/5</b> Deliverable in Scoping</li> <li>• <b>1/5</b> Deliverable in Progress (Initial Phase)</li> <li>• <b>3/5</b> Deliverables Sequenced Later</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Initiated a scan and review of possible economic partnerships</b> between the four partners, exploring options and challenges for economic redress and reconciliation</li> <li>• <b>A jurisdictional scan is underway to model revenue-sharing frameworks</b> between Indigenous Peoples and governments globally</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• Identifying and regularizing appropriate channels for the <b>City to engage with MSTDC and each Nation’s respective economic development entities</b></li> <li>• <b>Explore opportunities to collaborate with Business Economy Office</b> to broaden reach and expertise for economic partnerships between private companies and the Nations</li> </ul>

Image courtesy: Musqueam Indian Band



**Councillor Dennis Thomas “Whonoak”, səliiwətał (Tsleil-Waututh Nation)**

Image courtesy: City of Vancouver



## Action Group 7: Housing

**Summary of Goal:** xʷməθkʷəy̓əm, Sḵw̓xwú7mesh 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, Sḵw̓xwú7mesh Úxwumixw, and səliłwətał – led developments and member housing needs reflects the unique rights of xʷməθkʷəy̓əm, Sḵw̓xwú7mesh Úxwumixw, and səliłwətał on these lands.

Overall Work Stage	Overall Deliverable Progress
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• <b>4/5</b> Deliverables In-Progress (Initial Phase)</li> <li>• <b>1/5</b> Deliverables in Scoping</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Initiated discussions around prioritizing housing for MST members</b> in the city to identify policy options and guidelines to support Nation-led housing affordability projects and focus on developing joint understanding of holistic housing needs</li> <li>• <b>Conducted a comprehensive literature and background scan of housing requirements;</b> integrated Indigenous demographic data focusing on housing needs in the first COV Housing Needs Report</li> <li>• <b>Advancing City commitments under the Seńákw Service Agreement and identifying opportunities to improve future agreements with MST Nations,</b> drawing on lessons from current work with Squamish Nation and Nch'káy Development Corporation</li> <li>• <b>Gained momentum on multiple MST-led projects,</b> with the City seeking to facilitate, prioritize, and fast-track these projects</li> <li>• <b>Continued to support MST-led projects by shortening select internal review timelines</b> and collaborating closely with applicants to advance identified priorities throughout the review process</li> <li>• <b>Launched a review of project learnings for the Langara YMCA project</b> with MCC, with the aim to build a framework going forward</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Scoping policy options to support MST-led housing affordability projects</b> that occur on reserve</li> <li>• Continue to apply <b>UNDRIP priorities and lens to day-to-day housing policy and planning work</b> on an ongoing basis</li> <li>• Collaborate with our partners to incorporate feedback and better reflect <b>unique housing requirements in the upcoming 2028 Housing Needs Report in alignment with provincial reporting</b></li> </ul>

## Action Group 8: Procurement

**Summary of Goal:** Vancouver actively prioritizes xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətaʔ 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
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• <b>2/5</b> Deliverables Complete</li> <li>• <b>1/5</b> Deliverable in Progress (Mid Phase)</li> <li>• <b>1/5</b> Deliverable in Partner Review</li> <li>• <b>1/5</b> Deliverable Paused</li> </ul>

Completed Deliverables
<ul style="list-style-type: none"> <li>✓ <b>1.17-1</b> Complete Procurement prioritization and policy planning sessions with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səliłwətaʔ</li> <li>✓ <b>1.17-2</b> Complete benchmarking and a jurisdictional scan on Indigenous procurement and share with Musqueam, Squamish, and Tsleil-Waututh for review</li> </ul>

Progress Notes				
<table border="1"> <tr> <td> <b>Work to Date</b> </td> <td> <ul style="list-style-type: none"> <li>• <b>Charted actionable steps to review</b> and update the current procurement policies at the City in the form of a framework</li> <li>• <b>Developing expanded and inclusive procurement policy</b> – including updating language, co-creating new definitions, and piloting new processes with each Nation in partnership with their Economic Development teams</li> <li>• Co-creating the <b>criteria for bid value adjustments</b> with the Nations</li> </ul> </td> </tr> <tr> <td> <b>Next Steps</b> </td> <td> <ul style="list-style-type: none"> <li>• <b>Escalating draft procurement policy and procedures</b> to MSTV leadership for endorsement and approval in 2026</li> <li>• Implementation of the <b>updated framework and policy across City’s vendor process</b></li> </ul> </td> </tr> </table>	<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Charted actionable steps to review</b> and update the current procurement policies at the City in the form of a framework</li> <li>• <b>Developing expanded and inclusive procurement policy</b> – including updating language, co-creating new definitions, and piloting new processes with each Nation in partnership with their Economic Development teams</li> <li>• Co-creating the <b>criteria for bid value adjustments</b> with the Nations</li> </ul>	<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Escalating draft procurement policy and procedures</b> to MSTV leadership for endorsement and approval in 2026</li> <li>• Implementation of the <b>updated framework and policy across City’s vendor process</b></li> </ul>
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<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Escalating draft procurement policy and procedures</b> to MSTV leadership for endorsement and approval in 2026</li> <li>• Implementation of the <b>updated framework and policy across City’s vendor process</b></li> </ul>			

## Action Group 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 xʷməθkʷəy̓əm, Sḵwxwú7mesh 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
<b>Stage 1: Laying the Groundwork</b>	<ul style="list-style-type: none"> <li>• <b>1/9</b> Deliverable in Scoping</li> <li>• <b>8/9</b> Deliverables Sequenced Later</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Shared an overview and key examples of City Park Board's work to support cultural visibility</b> in the public realm with the Nations</li> <li>• <b>Began planning workshops to co-develop a shared definition of cultural visibility</b> in the public realm with the Nations</li> <li>• <b>Developed the Interim Indigenous Naming Guidelines</b>, which guide processes for Indigenous Naming within the City's jurisdiction</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• Focus on <b>co-creating a shared definition of cultural presence to establish a common foundation</b> across the four governments that aligns with Nations priorities and expands opportunities for public art, design, naming, and language integration</li> <li>• <b>Creating and optimizing engagement tools</b> at the right scale, focus, and phase to ensure meaningful engagement with the Nations on arts and culture project</li> </ul>

## Action Group 10: Major Events

**Summary of Goal:** The City will work with xʷməθkʷəy̓əm, Sḵw̱xwú7mesh Úxwumixw, and səlilwətaʔ to develop clear protocols for participation, engagement, and partnership with xʷməθkʷəy̓əm, Sḵw̱xwú7mesh Úxwumixw, and səlilwətaʔ when major permitted events are hosted in Vancouver. The City will support xʷməθkʷəy̓əm, Sḵw̱xwú7mesh Úxwumixw, and səlilwətaʔ 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
<b>Stage 1: Laying the Groundwork</b>	<ul style="list-style-type: none"> <li>• <b>6/6</b> Deliverables Paused</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Began developing a “current state” of hosting events</b> through a departmental worksheet led by Arts, Culture Tourism as well as Vancouver Park Board for Nations’ review</li> <li>• <b>Led an engagement with Urban Indigenous service organizations</b> to inform the Vancouver FIFA Human Rights Framework</li> <li>• <b>Paused activities for this AG to redirect staff capacity towards FIFA World Cup</b></li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Leverage learnings from MST partnership initiatives in FIFA World Cup</b> to iterate and develop new best practices and procedures for major events partnerships</li> </ul>

## Action Group 11: Historical Atlas

**Summary of Goal:** The City and x<sup>w</sup>məθk<sup>w</sup>əy<sup>əm</sup>, S<sup>k</sup>w<sup>x</sup>wú7mesh Úxwumixw, and səlilwətał will form a Historical Atlas Working Group to scope and develop a historical atlas.

Overall Work Stage	Overall Deliverable Progress
Stage 5: Building on Accomplishments	<ul style="list-style-type: none"> <li>• <b>2/2</b> Deliverables Complete</li> </ul>

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

Progress Notes	
Work to Date	<ul style="list-style-type: none"> <li>• <b>Nations came to a consensus to create distinct cultural atlas projects for each Nation</b> that relates to their ongoing and historical presence on their lands to support public awareness, currently in early stages of development</li> <li>• <b>Capacity funding agreements were signed and disbursed in 2024 and 2025 to support ongoing scoping, planning, as well as initial phases of research and content development</b>, in addition to work to identify additional funding sources</li> </ul>
Next Steps	<ul style="list-style-type: none"> <li>• <b>MSTV Historical Atlas Working Group will continue convening</b> to share progress across each Nation’s distinct projects</li> <li>• <b>Next phase of scoping and planning will clarify the scale and focus</b> of each project and further outline goals and details</li> </ul>

Image courtesy: Squamish Nation



## Action Group 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
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• 1/7 Deliverable in Progress (Initial Phase)</li> <li>• 2/7 Deliverables in Progress (Mid Phase)</li> <li>• 4/7 Deliverables Sequenced Later</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Shared an overview of City-supported art and cultural institutions</b> with the Nations including grants and other City support, and programming, partnerships, and engagement with Nations and Urban Indigenous Peoples</li> <li>• <b>Completed an overview of the current level of Nation involvement</b> on the boards of City-supported major cultural institutions</li> <li>• <b>Created an initial draft of the guidelines identifying priorities for MST representation in City-supported cultural institutions</b></li> <li>• <b>Continued work on the Library Act review and environmental scan</b>, Vancouver Public Libraries (VPL) governance practices and other relevant legislation</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Conduct reviews of guidelines, the Library Act and environmental scan</b> with Nations</li> <li>• Assess options for a <b>coordinated central MST governance or advisory body for cultural institutions</b></li> </ul>

## Action Group 13: Cultural Access

**Summary of Goal:** The City works with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səilwətał 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
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• 1/7 Deliverable in Progress (Initial Phase)</li> <li>• 1/7 Deliverable in Progress (Closing Phase)</li> <li>• 1/7 Deliverable in Scoping</li> <li>• 2/7 Deliverables Sequenced Later</li> <li>• 2/7 Deliverables Complete</li> </ul>

### Completed Deliverables

- ✓ **4.7-6** Work with Musqueam, Squamish, and Tsleil-Waututh to begin a review of existing City processes and practices and relevant policies regarding archaeological protection and repatriating remains (e.g. sites where remains of ancestors have been unearthed or are resting in museums, such as Jericho, UBC). Author recommendations to align City processes and policies to Musqueam, Squamish, and Tsleil-Waututh protocols and practices for repatriating remains
- ✓ **4.7-7** Review of relevant legislation such as Heritage Conservation Act and Land Title Survey Authority to identify existing barriers to cultural access

### Progress Notes

<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Showcased City’s archaeological portfolio to MST</b> highlighting current processes and policies around archaeological protection and repatriating remains</li> <li>• <b>Collectively reviewed and discussed existing legislative barriers</b> to cultural access</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Garner feedback from the Nations on a summary Cultural Access report</b> which will further inform the COV City Bylaw review to assess the current regulatory environment impacting land-based cultural practices</li> <li>• Host a workshop with all four partners on <b>establishing the process for cultural access requests</b></li> </ul>

## Action Group 14: Addressing Environmental Racism

**Summary of Goal:** The City will work with xʷməθkʷəy̓əm, Sḵw̓xwú7mesh Úxwumixw, and səliłwətaʔ to jointly define environmental racism and collaboratively identify and address past and current examples. The City and xʷməθkʷəy̓əm, Sḵw̓xwú7mesh Úxwumixw, and səliłwətaʔ will collaboratively identify priorities and practices to avoid perpetuating environmental racism.

Overall Work Stage	Overall Deliverable Progress
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• <b>1/5</b> Deliverable in Progress (Initial Phase)</li> <li>• <b>1/5</b> Deliverable in Progress (Mid Phase)</li> <li>• <b>3/5</b> Deliverables Sequenced Later</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Organized walking tours with Nation colleagues</b> at Musqueam and Tsleil-Waututh to share and discuss the concrete impacts of environmental racism on reserve and at other significant sites</li> <li>• <b>Developed a reflections paper documenting learnings</b> from site tour with Musqueam</li> <li>• Collected, reviewed and shared the published documents prepared by each Nation relating to environmental areas of importance</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Finalize the documentation of the learnings from the Tsleil-Waututh tour</b> and share it with Nation staff for review</li> <li>• <b>Participate in a Squamish hosted walking tour in Spring 2026</b> and follow a similar process of capturing reflections and insights from the tour to inform City processes and policies</li> <li>• Continue coordinating with <b>related work in AG 15: Infrastructure and Environment</b> to maximize impact and efficiency</li> </ul>

## Seḥákw village development at Squamish

Image courtesy: Squamish Nation



## Action Group 15: Infrastructure and Environment

**Summary of Goal:** The City acknowledges and addresses past and ongoing harms and actively engages with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səlilwətał 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 səlilwətał priorities, rights, and laws.

Overall Work Stage	Overall Deliverable Progress
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• <b>1/5</b> Deliverables in Progress (Mid Phase)</li> <li>• <b>2/5</b> Deliverables Sequenced Later</li> <li>• <b>2/5</b> Deliverables Paused</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Created a list of key infrastructure priorities, goals, and opportunities. Once finalized, it will be used as a basis for the remaining deliverables,</b> which are focused on the process for engagement and increasing alignment on infrastructure strategies, policies and plans.</li> <li>• <b>Hosted walking tour of Green Rainwater Infrastructure along the south shore of False Creek with Nation colleagues to share and discuss approaches to address pollution,</b> severe weather, climate change, and ecological approaches.</li> <li>• <b>Collected, reviewed and shared the published strategy documents</b> prepared by the City related to infrastructure and the environment.</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Finalize and share the list of infrastructure priorities, goals and opportunities</b> within the City and begin work on the process for how we will use this list as part of the next deliverable.</li> <li>• <b>Host a tour of Fraser River flood management infrastructure in Fall 2026</b> to share information on current approaches underway to manage flood risk.</li> <li>• <b>Continue coordinating with related work in AG 14: Addressing Environmental Racism</b> to maximize impact and efficiency.</li> <li>• Reassess timelines for deliverable completion through <b>annual charter review</b> with the Nations factoring budget and staff capacities.</li> </ul>

## Action Group 16: Public Accountability

**Summary of Goal:** The City will work with xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and səlilwətał 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	<ul style="list-style-type: none"> <li>• 2/4 Deliverables Complete</li> <li>• 2/4 Deliverables in Progress (Mid Phase)</li> </ul>

### Completed Deliverables

- ✓ **5.3-1** Develop a process with Musqueam, Squamish, and Tsleil-Waututh for co-creation/approval of content regarding the implementation of the City’s UNDRIP Strategy
- ✓ **5.4-2** Develop multiple mediums for public education and community engagement on the UNDRIP Strategy

### Progress Notes

<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Continued refinement of intergovernmental dashboard and data input mechanism</b> including piloting an approval app to garner feedback from Nation staff on progress</li> <li>• <b>Brought the first UNDRIP annual report to City Council in June 2025</b> showcasing updates from June to December 2024</li> <li>• <b>Shared information with the public using various mechanisms</b> including video and social media content</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Continue to refine reporting process</b> and jointly develop and validate progress indicators</li> <li>• <b>Plan and implement a public event</b> in addition to Council reports to bring the public along on the UNDRIP journey led by the four governments</li> <li>• <b>Create additional video content to honour oral history</b> as a key method of information exchange for City staff and the public</li> </ul>

## Action Group 17: Work with Partners

**Summary of Goal:** The City supports and recommends partners at the Vancouver Police Department engage xʷməθkʷəy̓əm, Sḵw̓xwú7mesh Úxwumixw, səilwətał, 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, Sḵw̓xwú7mesh Úxwumixw, səilwətał, and VPD to co-develop processes, practices, and programs to build strong relationships.

Overall Work Stage	Overall Deliverable Progress
<b>Stage 2: Planning in Partnership</b>	<ul style="list-style-type: none"> <li>• <b>1/6</b> Deliverable Complete</li> <li>• <b>5/6</b> Deliverables Referred to Partners</li> </ul>

### Completed Deliverables

- ✓ **2.17E-4** The City refers UNDRIP and the MSTV UNDRIP Strategy and Action Plan to the VPD Board for consideration

### Progress Notes

<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>City referred MSTV UNDRIP Strategy and Action Plan to the Vancouver Police Board</b> for consideration in their June 2025 meeting</li> <li>• <b>Vancouver Police Board decided to pursue the implementation of UNDRIP independently</b></li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>UNDRIP Task Force to continue to offer support as needed and receive updates from VPD</b> on progress toward UNDRIP implementation</li> </ul>

## Action Group 18: Legislation

**Summary of Goal:** x<sup>w</sup>məθk<sup>w</sup>əy<sup>ə</sup>m, S<sup>k</sup>wχwú7mesh Úxwumixw, səlilwətał, 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 x<sup>w</sup>məθk<sup>w</sup>əy<sup>ə</sup>m, S<sup>k</sup>wχwú7mesh Úxwumixw, and səlilwətał 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
<b>Stage 3: Working Together</b>	<ul style="list-style-type: none"> <li>• <b>3/4</b> Deliverables in Progress (Initial Phase)</li> <li>• <b>1/4</b> Deliverable Paused</li> </ul>

Progress Notes	
<b>Work to Date</b>	<ul style="list-style-type: none"> <li>• <b>Developing draft Terms of Reference for a legal working group</b> on proposed Vancouver Charter Changes</li> </ul>
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• <b>Finalize draft terms of reference</b> for leadership review</li> <li>• <b>Initiate working group pending endorsement</b> of Terms of Reference</li> <li>• <b>Identify and prioritize required legislative changes into a series of clear recommendations</b> for consideration by the partners' respective Councils</li> </ul>

## Next Steps

As indicated by the progress updates above, Action Groups have largely transitioned from the initial stages of relationship building to the co-development and collaborative revision of deliverables. We look forward to this work continuing to come to fruition over subsequent years of implementation. 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.

In response to emerging directions regarding the 2026 Budget, all City staff engaged in the work of the UNDRIP Task Force were asked to review and update their implementation plans in alignment with projected 2026 City resources and capacity for the information of Nation colleagues and the leadership of all four partners. In general, staff have projected continued progress towards deliverables through 2026, with one Action Group (Major Events) being paused to allow staff capacity to be dedicated to FIFA World Cup events. It is understood that the ongoing collaboration between the City of Vancouver and Musqueam, Squamish, and Tsleil-Waututh on FIFA activities will be an instructive pilot and model to inform post-games development of UNDRIP deliverables related to major events.

As we continue our work, 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 *xʷməθkʷəy̓əm*, *Skwxwú7mesh* *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.



### **səlilwət (Burrard Inlet)**

Image Courtesy: səlilwətał (Tsleil-Waututh Nation)

# 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 3 years.

## Acknowledgements

### Task Force Leaders

#### INTERGOVERNMENTAL TABLE MEMBERS

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##### 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

Former Council Chairperson Khelsilem (Co-chair)

Former Councillor Kristen Rivers – Tiyáltelut

---

##### Tsleil-Waututh Nation

Councillor Dennis Thomas – Whonoak

Former Councillor Charlene Aleck

Councillor Kalila George-Wilson

---

##### City of Vancouver

Councillor Sarah Kirby Yung (Co-chair)

Councillor Mike Klassen

Councillor Lenny Zhou

Councillor Sean Orr

*And acknowledgement of the service of:*

Councillor Rebecca Bligh

Councillor Christine Boyle

Councillor Adriane Carr

#### STEERING COMMITTEE MEMBERS

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##### Musqueam Indian Band

Jeneen Sutherland, Director, Title Rights

Connor Grant, Relationship Specialist Assistant

*And acknowledgement of the service of:*

Grace Ulu

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##### Squamish Nation

Arthur Macapagal, Chief of Staff

Nick Baker, Referrals Analyst/  
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James Bradshaw, Manager, Intergovernmental  
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Amy Baker

---

##### Tsleil-Waututh Nation

Brittany John, Relationship Manager

Kevin O'Neill, Senior Relationship Specialist

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Amanda King

---

##### City of Vancouver

Michelle Bryant-Gravelle,

Former Senior Director of Indigenous Relations

Lindsay Grant,

Acting Senior Director of Indigenous Relations

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## Task Force Staff Team

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## Online Resources By Page

### Page 5:

UNDRIP

[https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf)

UNDRIP 2024– 2028 Action Plan

<https://vancouver.ca/files/cov/undrip-action-plan-2024-2028.pdf>

UNDRIP Strategy

<https://council.vancouver.ca/20221025/documents/p1.pdf>

### Page 6:

motion

<https://council.vancouver.ca/20210309/documents/b2.pdf>

2024–2028 UNDRIP Action Plan

<https://council.vancouver.ca/20221025/documents/p1.pdf>

UNDRIP 2024–2028 Action Plan

<https://vancouver.ca/files/cov/undrip-action-plan-2024-2028.pdf>

2024 – 2025 Progress Report

<https://council.vancouver.ca/20250603/documents/r1.pdf>

narrative video

<https://www.youtube.com/watch?v=AKthD9IsqTg>

### Page 11:

Resources for Indigenous people | City of Vancouver

<https://vancouver.ca/people-programs/resources-for-indigenous-people.aspx>

### Page 14:

WA IY ÍM TA SKW̱WÚ7MESH (Squamish Strong) Protocol

<https://council.vancouver.ca/20230711/documents/r1.pdf>



Image Courtesy: Musqueam Indian Band





For More Information:  
shapeyourcity.ca/undrip-engagement  
Phone: 3-1-1  
Outside Vancouver: 604-873-7000

**IMPORTANT INFORMATION:**

Please have this translated

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**معلومات مهمة:** البحث على الترجمة

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**重要资讯:** 请找人为你翻译

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**重要資訊:** 請找人為你翻譯

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**اطلاعات مهم:** لطفا درخواست کنید  
که این اطلاعات را برای شما ترجمه کنند

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**RENSEIGNEMENTS IMPORTANTS:**

Prière de les faire traduire

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**重要な情報:** これを翻訳してください

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**중요정보:** 번역해주세요

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**INFORMAÇÃO IMPORTANTE:**

Favor solicitar tradução

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**ਜ਼ਰੂਰੀ ਜਾਣਕਾਰੀ:**

ਕਿਰਪਾ ਕਰਕੇ ਇਸਦਾ ਅਨੁਵਾਦ ਕਰਵਾਓ

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**INFORMACIÓN IMPORTANTE:**

Busque a alguien que le traduzca

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**MAHALAGANG IMPORMASYON:**

Mangyaring isalin ito

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**TIN TỨC QUAN TRỌNG:**

Xin hãy dịch sang tiếng Việt

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓w̓x̓wú7mesh Úxwumixw (Squamish Nation), and səlilwətaɫ (Tsleil-Waututh Nation).

# Appendix B — City of Vancouver

## Annual Reconciliation Report 2026

Submitted by Indigenous Relations to Vancouver City Council

June 3, 2026



## Background

The Reconciliation report provides a comprehensive account of the initiatives undertaken by the City of Vancouver in 2025 to advance the Reconciliation Framework. These efforts reflect the City's ongoing commitment to cultivating a respectful, meaningful, and enduring relationship with the xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation), as well as with the diverse Indigenous peoples residing in Vancouver.

Vancouver City Council adopted the [Reconciliation Framework](#) focusing on Cultural Competency, Strengthening Relations, and Effective Decision-Making within the City's service provision and ongoing relationships with the Nations, and urban Indigenous community in October 2014. Regular reporting on progress and outcomes is a key component of this framework

In October 2024, Vancouver City Council received the [10 –Year Reconciliation Report](#) and directed staff to integrate all future Reconciliation, MMIWG2S+, and UNDRIP reporting into a single annual report to improve efficiency of reporting to Council. This also serves to emphasize the interrelatedness and mutual reinforcement of the work underway in various streams of reconciliation, rights recognition, and redress.

## Arts, Culture and Community Services (ACCS)

### **Social Policy and Projects**

#### **Saa'ust Center at 425 Columbia**

The Saa-ust Centre is part of a new Aboriginal Land Trust Society (ALTS) -owned mixed-use development with affordable housing, a food centre, and a 3-storey Indigenous healing centre. The City has provided ALTS with a capital grant for the Saa'ust Centre and has prepaid the lease for 10 years. The Saa'ust Centre is a 4,000sqft facility and will provide trauma informed Indigenous medicine and support services to families and survivors affected by the [National Inquiry into Missing and Murdered Indigenous Women and Girls](#). Staff are collaborating with ALTS to select an Indigenous non-profit to operate the Saa'ust Centre. The project is under construction and is expected to complete in Spring 2026.

#### **Indigenous Social Enterprise at 1st and Clark**

Staff are working with BC Housing and VCH on this mixed-use development project, which includes social housing, a withdrawal management center and an Indigenous social enterprise.

The City's Indigenous social enterprise is a 3,000 sqft space that will provide healing and wellness through skill development, training, and employment. In the coming months, staff will progress business planning in advance of selecting an Indigenous non-profit to sub-lease the

space prior to project completion. The project is under construction and expected to complete in 2028.

### **Urban Indigenous Youth and Education Project (UIYEP) at 1618-1680 E. Hastings**

The City has partnered with Urban Native Youth Association (UNYA), Nicola Valley Institute of Technology (NVIT), and the Province on this Indigenous-led, mixed-use development that integrates youth and community services, post-secondary education, childcare, and social housing. Staff have been collaborating with Indigenous providers on the delivery of the City's first purpose-built Indigenous early learning and childcare centre. As at end of 2025, the project is currently pending confirmation of funding from the Province and a Rezoning Application is concurrently under review by City staff.

### **UNYA tenant relocation planning**

Pending approval of the UIYEP, staff will continue to support UNYA on relocation planning, including the confirmation of a swing space, permitting and tenant improvements, etc. The goal will be to ensure UNYA's continuity of service during redevelopment. Staff secured \$500K in NPO tenant relocation funding in the 2015 capital plan (DCLs Affordable Housing) for UNYA in preparation for the redevelopment of their current site at 1618 E. Hastings. As part of the City's work with UNYA on the UIYEP, staff will also support the development of a temporary relocation plan.

### **Urban Indigenous early learning and childcare design guidelines**

Building on the work staff have done to engage Urban Indigenous providers on designing a culturally informed childcare as part of the UIYEP, the City is collaborating with BC Aboriginal Child Care Society on developing Urban Indigenous Childcare Design Guidelines.

### **Social Policy operating and project grants**

Provided approximately \$1.3M in funding to support community-based reconciliation initiatives

- Indigenous Healing and Wellness (\$160K) in grant funding towards 9 projects focused on supporting Elders and knowledge keepers who provide traditional, spiritual, or cultural healing and wellness activities in Vancouver's Urban Indigenous Communities.
- \$120K towards 3 projects supporting MMIWG priorities
- \$1M in Core support funding to 20 Indigenous focused organizations and programs that delivery social services to individual residents and / or support other nonprofits to improve their ability to deliver social services, address social issues and navigate change.

## **Indigenous food sovereignty**

The team conducted a scan of best practices in funding for Indigenous food systems work.

## **Healthy City Strategy**

In 2025, staff finalized recommendations on updates to the Healthy City Strategy as Vancouver's overall framework for health and social sustainability. Recommendations include renewed goals and outcomes and the addition of an Indigenous Rights and Reconciliation Lens across all the Strategy's goals. The refreshed Strategy will be brought to Council in 2026 followed by implementation work.

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

Staff continued to convene an interdepartmental community of practice focused on developing shared practice around research and data analysis. Topics in 2025 included presentations and discussions facilitated by Indigenous staff on working with Indigenous data and applying Indigenous research methodologies.

## **Arts & Culture**

### **Cultural Spaces Funding**

Staff continue to support projects with the x<sup>w</sup>məθk<sup>w</sup>əy əm (Musqueam Indian Band), S<sup>k</sup>wxwú7mesh (Squamish Nation), and səilwətał (Tsleil-Waututh Nation) and diverse urban Indigenous organizations to plan for or renew self-determined cultural spaces. Local First Nations' projects underway include: Tsleil-Waututh Nation community cultural hub planning, Musqueam Indian Band upgrades and renovations to the Longhouse and cultural burn site. The Indigenous organization Canoe Cultures was also funded for design and construction drawings for a new carving shed at the Maritime Museum.

### **Area Plans**

Key Area Plan projects that the teams continued to support in 2025 included the City's Official Development Plan, Rupert Renfrew Area Plan, the Granville Entertainment District, the Villages Plan, and the Broadway Public Realm Plan. Staff supported key work including policy development and implementation to advance the cultural visibility of the x<sup>w</sup>məθk<sup>w</sup>əy əm, S<sup>k</sup>wxwú7mesh, and səilwətał 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.

Staff also provided ongoing support for implementation to ensure prioritization of self-determined projects within the Jericho Lands and Heather Lands.

## Public Art

- **New Civic Commission – Artist Initiated Program – House Post by səliiwətaʔ Artist Zac George titled Syewá:l (Ancestors)**  
Syewá:l (Ancestors) is a house post commissioned through our [Public Art Program](#), in partnership with Vancouver Civic Theatres. It was installed in June 2025 at ʂxʷálexən Xwtl'a7shn, the plaza outside the Queen Elizabeth Theatre. A Blessing Ceremony to unveil the house post took place on National Indigenous Peoples Day.
- **New Civic Commission – Platforms Temporary Art Program – Temporary Artwork by xʷməθkʷəy̓əm Artist Richard Campbell**  
The theme for the latest Platforms is The Teachers Among Us, inviting emerging and mid-career artists to nominate senior artists who have mentored, taught, or profoundly influenced their artistic journey. Emerging xʷməθkʷəy̓əm artist Mack Paul kʷəlasəltən nominated xʷməθkʷəy̓əm artist and carver Richard Campbell to produce a temporary vinyl installed on the Canada Line Station windows at Marine Drive in November 2025.
- **Civic Commission Artists Selected – Origins: Public Art Opportunities for xʷməθkʷəy̓əm, Sḵwxwú7mesh and səliiwətaʔ Artists**  
The Public Art Program released an Artist Call in July 2025 inviting three Indigenous artists who identify as xʷməθkʷəy̓əm, Sḵwxwú7mesh, and səliiwətaʔ to design permanent public artworks in collaboration with their community members that reflect a cultural origin story from their Nation.  
Artists selected: Mack Paul kʷəlasəltən (xʷməθkʷəy̓əm), Archie Andrew (Sḵwxwú7mesh Úxwumixw), and Olivia George (səliiwətaʔ).
- **Civic Commission Artists Selected – Pacific National Exhibition – Amphitheatre Renewal – Public Art Opportunities for xʷməθkʷəy̓əm, Sḵwxwú7mesh and səliiwətaʔ Artists**  
The Arts and Culture team, , and other City and non-city partners, have selected artists from the local Nations to design integrated artworks to reflect these communities' cultural visibility within the new amphitheatre. The Public Art team are project managing the commissioning of these artworks including fabrication and installation.  
Artists Selected: Kelly Cannell (xʷməθkʷəy̓əm), Jody Broomfield (Sḵwxwú7mesh Úxwumixw), and sisters Ocean Hyland and Sara Hyland (səliiwətaʔ).
- **Civic & Developer Artist Call – Marpole Community Centre Renewal –Public Art Opportunities for xʷməθkʷəy̓əm Artists**  
The Public Art team, in collaboration with the City's Real Estate and Facilities Management (REFM) department, scoped and released an Artist Call outlining three external public art opportunities for xʷməθkʷəy̓əm artists to design integrated artworks to reflect their communities' cultural visibility within the renewed Marpole Community Centre. The Public Art team is project managing the commissioning of these artworks.
- **Civic & Developer Artist Call – Mixed-Use Development at 95 Nelson Street – Public Art Opportunities for xʷməθkʷəy̓əm, Sḵwxwú7mesh and səliiwətaʔ Artists**

The Public Art team, in collaboration with the City's Real Estate and Facilities Management (REFM) department, scoped and released an Artist Call outlining three external entryway public art opportunities for a xʷməθkʷəy̓əm, Sḵw̓xwú7mesh, and səliłwətał artist to design integrated artworks that reflect their communities' cultural visibility within the mixed use Firehall, Social Housing, and Childcare Facility at 95 Nelson Street. The Public Art team is project managing the commissioning of these artworks.

- **Civic & Developer Artist Call – Oakridge Community Centre – Public Art Opportunities for xʷməθkʷəy̓əm**

The Public Art team, in collaboration with the Vancouver Public Library (VPL) scoped an Artist Call to be released in March 2026, outlining three public art opportunities for xʷməθkʷəy̓əm artists to design integrated artworks to reflect their communities' cultural visibility within the new Oakridge Community Centre. The Public Art team is project managing the commissioning of two artworks to be installed in the atrium and doors to the Indigenous Cultural Space, and VPL is project managing the artwork in the Library. The Oakridge Community Centre artist call will accompany the 2024 commission from xʷməθkʷəy̓əm artist Diamond Point for the rebuilt Canada Line station entrance, and a major commission for a BC Indigenous artist Brian Jungen in the development's rooftop park.

- **Civic Commission – Weaving at City Hall – Public Art Opportunities for xʷməθkʷəy̓əm, Sḵw̓xwú7mesh and səliłwətał Artists**

The Public Art team, in collaboration with the City's Real Estate and Facilities Management (REFM) department, scoped an Artist Call to be released in February 2026, outlining public art opportunities for artist pairs from xʷməθkʷəy̓əm, Sḵw̓xwú7mesh, and səliłwətał artist to create six Coast Salish woven blankets celebrating the rich weaving traditions of the xʷməθkʷəy̓əm, Sḵw̓xwú7mesh Úxwumixw, and səliłwətał Nations. These will be permanently installed in the atrium of Vancouver City Hall.

- **Civic & Developer – East Fraser Lands – Public Art Opportunities at Town Centre**

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

- **New Commission – Heather Lands Development – Public Art Opportunity #1 for xʷməθkʷəy̓əm, Sḵw̓xwú7mesh and səliłwətał Artists Delivered**

The Public Art team advised Aquilini and HOST Consulting in the commissioning of three artworks incorporating lighting located at the northeast edge of the development connecting Heather Street to what will be a busy retail street directly adjacent to the MST Cultural Centre and North Park.

- **Collections Management – Gassy Jack Statue – Deaccessioning Survey for Sḵw̓xwú7mesh Úxwumixw**

The Gassy Jack statue was donated to the City in 1974 when it became part of the City's public art collection. It was a tribute to John Deighton, a bar owner who was married to two Squamish women during his life.

In February 2022, the statue came down in a community protest. It is currently in storage and will not be reinstalled in Gastown. The Public Art team presented Sḵw̓xwú7mesh Úxwumixw with a survey outlining various deaccessioning options for the Gassy Jack

statue and Skwxwú7mesh Úxwumixw are currently in the process of identifying the appropriate next steps.

### **Cultural Liaison Meetings**

The Arts and Culture department continues to provide capacity funding to the local Nations to support Cultural Liaisons from each Nation to work directly with staff and facilitate direct input on arts and culture projects led by the City of Vancouver. Monthly meetings were held in 2025.

### **Cultural Indigenous Grants**

Provided \$324,500 in funding to support Indigenous artists and cultural projects in self-determined ways through a) grants directly to the xʷməθkʷəy̓ əm, Skwxwú7mesh Úxwumixw, and səliwətał and b) low-barrier grants for urban Indigenous-led organizations. An increase in budget resulted in four new urban Indigenous organizations receiving funding, with a total of nine organizations receiving operational support through this program.

### **Indigenous Language Revitalization Grants**

In addition to cultural grants, xʷməθkʷəy̓ əm, Skwxwú7mesh Úxwumixw, and səliwətał received an additional \$25,000 per Nation to support self-determined language revitalization priorities.

### **Cultural Grants – Decolonizing Processes**

The grants team 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. Cultural project grants and operating grants continue to support Indigenous-led projects and organizations.

### **Housing and Homelessness Services**

#### **Homelessness Outreach (aka Carnegie Outreach)**

In 2025, twenty five percent (or 1,639) of clients served by Homelessness Outreach identified as Indigenous (First Nations, Inuit, and Métis). Outreach staff work with and liaise with Indigenous service providers including Kílala Lelum, Lu'ma, and the Indigenous Crisis Response Team.

#### **Shelter Provision**

Homelessness Services Staff worked with Aboriginal Front Door (390 Main St.) to transition from an Extreme Weather Response shelter to a temporary winter shelter, providing shelter

nightly throughout the season. Tiny Shelter Pilot – Lu'ma Native Housing Society operates the Tiny Shelter and roughly 50% of shelter occupants identify as Indigenous.

### **Homelessness Services Grants**

**Helping Spirit Lodge Society's** front-line workers, street outreach workers, and other service providers would conduct wellness checks and provide care packages to relatives who reside in the streets. The care packages will enable the Healing Bear Outreach Team to help connect with those outside.

**Vancouver Aboriginal Transformative Justice Services Society** will have an open house and give the community a chance to come learn more about their services and share a meal. The VATJSS offices are a culturally safe space to work on legal issues, stability and wellness

**Vancouver Aboriginal Friendship Centre Society** will host an Indigenous-Oriented Homelessness Action Week. The project will provide comprehensive support to Indigenous and chronically homeless shelter guests during a Homelessness Action Week event. Recognizing the challenges posed by Vancouver's distinct seasonal weather conditions, they aim to address the critical need for weather-appropriate clothing while fostering community engagement through food and services.

### **Renter Services Grants**

Circle of Eagles Lodge Society, Rental Housing Project. This project focuses on enhancing housing support and advocacy for Indigenous people in Vancouver. By hiring a part-time, Indigenous-led housing worker, the initiative provides culturally appropriate assistance to help Indigenous individuals maintain or secure housing. The project aims to address systemic barriers and improve housing stability through education and direct support.

TGD2S+ Roundtable Through the TGD2S+ Housing and Services Roundtable, supported a Two-Spirit Elder to participate, and applied for funding to the Real Estate Foundation to support an Indigenous Guiding Circle.

### **Urban Indigenous Engagement**

As part of consultation on the Uplifting DTES motion, in May 2025 staff piloted a dedicated Urban Indigenous engagement session - the first of its kind- bringing together over 45 participants including elders, youth, SRO tenants, Downtown Eastside residents, and others with strong ties to the neighbourhood. Through collaboration with the City's Indigenous Relations office, the engagement session was designed to be culturally appropriate and incorporated Indigenous ceremony and protocols throughout.

## **SRO Revitalization Framework**

To inform the development of the City's 2025 SRO Revitalization Framework, received by Council in November, 2025, staff engaged the DTES Community Land Trust – a non-profit co-led by Indigenous organizations with a mandate to acquire SRO buildings through a focus on land security and a decolonized governance structure. In addition, staff worked with the SRO-Collaborative to finalize the SRO Tenant Survey as part of the Framework. The Survey engaged over 280 tenants who identified as Indigenous and incorporated culturally appropriate survey methods and protocols to improve equity and accessibility, including through the presence of an Indigenous Elder during interviews. Council approved \$1.2 M in SRO Upgrading Grants to improve livability. Among SRO tenants, over a third identify as Indigenous.

## **Training**

Staff use monthly meetings as an opportunity to learn and teach one another an element of the Indigenous Writing Guide. Each team member is assigned a chapter and they are responsible for teaching/presenting their learnings to the rest of the team, working to put Reconciliation into Action. Staff continue to take training through CityLearn related to reconciliation.

## **Non-Market Housing and Social Operations**

### **Balmoral Interim Community Activation**

Since June 30, 2025, the Balmoral Interim Activation has incorporated culturally rooted enhancements that honour the site's history and support Indigenous-led healing, learning, and connection. Programming is delivered on a regular schedule through partnerships with Elders, cultural leaders, and community organizations, with a focus on cultural teaching, arts and creative expression, seasonal gatherings, and remembrance. Staff-led programming supports a culturally safe space for community use, nurturing connection and wellbeing while transforming a formerly vacant site into one that reflects respect, care, and reconciliation in practice. Interim upgrades were completed in December for the site to be fully open to community. Additional infrastructure includes a stage, tents, storage and office trailers, eating platform, and community garden area to host community gatherings, events, and ceremonies. The interim activation will remain in place until construction of social housing on the site.

## **Vancouver Civic Theatres**

### **Theatre Rental Grants & Event Planning Support**

2025 Grantees included:

- **All My Relations Indigenous Society – Vancouver Indigenous Fashion Week:** The 2025 Vancouver Indigenous Fashion Week at Vancouver Civic Theatres, 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 \$82,730 to access the Queen Elizabeth Theatre in November 2025 and to

support Indigenous producers, creators, designers, runway models, and musicians. The 2025 event saw a 10% increase in attendance from the 2024 Fashion Week. This annual event provides a safe and welcoming space that celebrates the history and values of Indigenous communities through fashion design, mentorships, and workshops.

- **Urban Ink Productions Society – TRANSFORM Festival:** The second and now annual TRANSFORM Festival, produced by Urban Ink Productions Society, took place at the Vancouver Playhouse, in collaboration with other local non-profit performing arts organizations, and featured Indigenous artists in a variety of performance styles including theatre, music, drag and circus. Urban Ink received a Theatre Rental Grant totalling \$27,635 to support the event at the Vancouver Playhouse.
- **Native Hip Hop Society - Native Hip Hop Festival:** In September 2025, The Native Hip Hop Society produced The Native Hip Hop Festival at the ANNEX, providing two evenings of live hip-hop performances, featuring Indigenous artists, dancers, producers, and creators. Native Hip Hop Society received a Theatre Rental Grant totalling \$3,320 to support two nights of movement and storytelling.
- **Raven Spirit Dance Society:** This contemporary dance company that is rooted in Indigenous perspectives and practices, had access to the ANNEX for a three-day residency work-shopping a premiere through developmental sharing, artist to artist exchange, and sharing with artistic mentor guests. Raven Spirit Dance received at Theatre Rental Grant totalling \$2,490 to provide access and support this creation process.

### **Special Events, Venue Guidelines & Ongoing Public Education**

VCT hosted the 2025 JUNOS Honoring Ceremony at the Vancouver Playhouse. Presented by Destination Indigenous, this event celebrated the diversity of Indigenous music and art featured performances by Juno-nominated artists Adrian Sutherland and Brianna Lizotte.

In November, VCT also hosted the Indigenous Performing Arts Alliance Intertribal Gathering 2025 Theatre Showcase at the ANNEX, featuring Holy Crow Arts, Savage Society, Raven Spirit Dance, Jeanette Kotowich, Sophie Dow, and Ivan Flett Memorial Dancers.

As part of ongoing efforts to increase accessibility of venues for cultural practices, VCT's Venue Guidelines were updated in 2025 to include a detailed process for how to safely perform smudging ceremonies inside all four VCT venues.

VCT also has an ongoing internal and external campaign to educate and encourage use of the plaza's gifted name, ᓄxʷᓗ' exən 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 ᓄxʷᓗ' exən Xwtl'a7shn series of events in 2025.

## **VCT Staff Training**

All VCT full-time staff members committed to completing the foundational and applied courses identified in JEDI Pathway #1 – Reconciliation & Decolonization – by December 2025. VCT is at an 89% completion rate, with the remainder to be completed by Q1 2026. Outstanding course completion is incorporated into 2026 workplans.

## **City Clerks**

The City Clerks office is continuing to Indigenize Protocol Office gifts and support local Indigenous-owned businesses when acquiring Protocol gifts. The team is working with Indigenous Relations on creating appropriate gifts for Council-to-Council meetings.

The team is also supporting the Urban Indigenous Peoples Advisory Committee on maintaining de-colonized meeting spaces and practices.

## **Civic Engagement and Communications (CEC)**

In 2025, Civic Engagement and Communications (CEC) contributed to the City of Vancouver's reconciliation efforts by strengthening public understanding of Indigenous rights, histories and priorities, supporting City and Nation partnership communications and integrating Indigenous-informed engagement practices into civic work.

### **Advancing Public Awareness and Education**

#### **Why UNDRIP Matters Video**

In collaboration with xʷməθkʷəyəm (Musqueam Indian Band), Sḵwxwú7mesh Úxwumixw (Squamish Nation) and səliłwətał (Tsleil-Waututh Nation), CEC produced a public-facing video reaffirming the City and Nation's shared commitment to reconciliation and the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP).

The video provides an accessible overview of the the City and Nations partnership and the shared work underway to uphold Indigenous rights and advance reconciliation in Vancouver. Since its June 2025 release, the video has received more than 2,400 views (to date) and continues to direct audiences to learning resources.

### **Indigenous Days of Significance**

CEC strengthened coordination and visibility of communications recognizing Indigenous-centred days of significance in 2025. These efforts support public learning, acknowledgement of historical and ongoing harms and amplification of Indigenous leadership, artistry and priorities.

Increased engagement year-over-year reflects growing public interest in reconciliation-focused civic communications.

Key impacts include:

- **National Day for Truth and Reconciliation:** 24.6K impressions | 819 engagements (↑ from 8.6K / 221 in 2024)
- **National Indigenous Peoples Day:** 22.2K | 480 (↑ from 4.6K / 183)
- **National Indigenous Peoples History Month** 5.4K | 68 (↑14K / 132)
- **Indigenous Veterans Day:** 8.6K | 928 (↑ 9.8k / 268)
- **Two-Spirit & Indigenous LGBTQIA+ Awareness Day:** 7.4K | 229 (↑ from 4.9K / 100)
- **National Day of Awareness for Missing and Murdered Indigenous Women, girls and Two-Spirit+ People (MMIWG2AS+):** 4.8k | 55 (↑ 7.2k / 75)

### Internal Awareness and Staff Engagement

CEC supported internal awareness and staff engagement related to reconciliation throughout 2025. This included:

- Promoting National Indigenous Peoples Day activities through various internal channels
- Amplifying the City's response to the Calls for Justice for MMIWG2AS+
- Supporting internal campaigns such as the Truth and Reconciliation t-shirt project in collaboration with Carnegie, Hillcrest and Mount Pleasant community centres
- Developed internal communications planning for the Missing Person Alert Program and Urban Indigenous Engagement Framework

### Reconciliation Project Milestones

CEC supported significant reconciliation milestones that advance Indigenous cultural presence, language revitalization and recognition within civic spaces.

#### šx<sup>w</sup>məθk<sup>w</sup>əy<sup>ə</sup>masəm Street (Trutch Street Renaming)

In partnership with x<sup>w</sup>məθk<sup>w</sup>əy<sup>ə</sup>m (Musqueam Indian Band), CEC delivered communications for the renaming of Trutch Street to šx<sup>w</sup>məθk<sup>w</sup>əy<sup>ə</sup>masəm Street, a significant project restoring Indigenous language and presence within the city's public realm. This included the June 23, 2025, sign unveiling media event and community celebration, creation of interpretive and street signage, and managing public and media inquiries. Digital communications associated with the unveiling reached approximately 274,000 impressions and 18,600 engagements (to date).

#### Sko-Kay-Lem (Zac George) House Post Installation

CEC developed public communications for the installation of the Zac George (Sko-Kay-Lem) Syewá:l (Ancestors) House Post, in collaboration with the City's Public Art Program. Located at šx<sup>w</sup>álexən Xwtl'a7shn (Queen Elizabeth Theatre Plaza), this significant cultural landmark honours Indigenous presence, teachings and artistry in civic space. Communications associated with this milestone generated 204,000 impressions and 10,200 engagements to date, supporting increased visibility of Indigenous cultural expression within Vancouver.

## **Additional Reconciliation Milestones**

CEC supported public communications and engagement related to several additional initiatives and reconciliation milestones in 2025, including:

- Vancouver Sign Indigenous Artist Opportunity
- ʔəyálməxw/Iyálməxw / Jericho Lands ODP
- Downtown Eastside (DTES) Housing Policy Engagement
- The 34th annual Women's Memorial March

Collectively, this work contributed to increased public awareness of Nation-led land planning, strengthened Indigenous representation within housing policy discussions, elevated Indigenous artists and supported recognition of Calls for Justice related to MMIWG2AS+ people.

## **Advancing Engagement Practices**

In 2025, CEC supported the development of the Urban Indigenous Engagement Framework, a coordinated process to guide the City on how it engages with diverse urban Indigenous people living in Vancouver. Informed by guidance from the Nations and shaped through engagement with more than 200 urban Indigenous participants, the framework reflects the City's commitment to strengthening representation in decisions that impact Indigenous people's lives and to building respectful, reciprocal relationships grounded in right relations. Two pilot applications of the framework were undertaken through public engagement projects to test and refine its approach ahead of broader implementation, which will begin in 2026.

## **Development, Buildings and Licensing (DBL)**

### **Indigenous Trauma and Equity Informed Practice & Two-Eyed Seeing Training**

DBL hosted an Indigenous Trauma and Equity Informed Practice & Two Eyed Seeing seminar for the DBL management team with Len Pierre Consulting. The half-day session focused on Indigenous perspectives on what it means to move beyond being simply trauma-informed and equity-informed and toward building organizations and services that are truly culturally safer and grounded in equity. Through the lens of Two Eyed Seeing, participants explored how Indigenous and Western ways of knowing can work together to inform leadership, strengthen relationships, and support more respectful, accountable, and equitable practices across the organization.

### **DBL All-Staff Introduction to Indigenous Cultural Safety Training**

DBL hosted a mandatory all staff session with Len Pierre Consulting, designed to help build foundational knowledge and practical tools to better serve, collaborate with, and form meaningful partnerships with Indigenous peoples and communities. The session introduced Indigenous Cultural Safety as a core safety practice, emphasizing the importance of cultural humility, self-reflection, and organizational responsibility. Staff were invited to examine how colonial systems continue to shape public services and to consider concrete ways to create

safer, more equitable, and more respectful experiences for Indigenous colleagues, clients, and partners.

### **DBL Inspections Archaeological Chance Find Management Training**

City and Parks Board Archaeologists facilitated another training session with DBL Building Inspections Staff in February to provide an overview of the archaeological program at the City, the importance of cultural heritage management, and aligning our processes with those of our Nation partners. The session provided a comprehensive overview of the City's procedure in the event of a suspected archaeological chance find.

## Engineering Services (ENG)

### **Chinatown Memorial Square**

The Chinatown Memorial Square project team identified two opportunities to enhance cultural visibility for Musqueam, Squamish, and Tsleil-Waututh (the local Nations) in the redesign of this public space. These opportunities are intended to ensure each Nation is represented equally and meaningfully throughout the design. Each Nation will select an artist, and all three artists will contribute equally to a design feature within the plaza. This approach strengthens local Nation visibility and creates space for Indigenous worldviews and relationships to be reflected alongside cultural elements important to the local Chinese community. In doing so, the project contributes to reconciliation by honouring local Nation presence and recognizing the interconnected histories and identities that shape Chinatown today.

### **Circular Food Innovation Lab 2 (CFIL-2) - Equitable Food Circle**

The Circular Food Innovation Lab (CFIL) has been convening different stakeholders to discuss, co-design, and test possible responses that reduce wasted food and increase circularity in Vancouver's food system. The lab is guided by the idea that those who work in the food system have deep knowledge about the challenges and opportunities that this moment presents, and are well equipped to improve the system if given the right supports and opportunities. In its second iteration, CFIL-2, the lab hosts an Equitable Food Circle, which includes representatives from local food recovery organizations, a community member from Musqueam and staff from Squamish Nation. The group has been exploring what shifts are needed to advance an equitable and circular food future in Vancouver, and works to describe pathways to transform the city's colonial, linear food system into one that is rooted in climate justice, dignity and is not reliant on food charities to address food insecurity. The learnings and contributions of the Equitable Food Circle will be gathered up in the final report upon completion of the project in March 2026.

## **Gastown Public Space Plan**

In 2025, through the Gastown Public Spaces Plan process, Engineering Services continued to strengthen partnerships with the xʷməθkʷəy̓əm (Musqueam Indian Band), Sḵw̓xw̓7mesh Úxwumixw (Squamish Nation), and səlilwətał (Tsleil-Waututh Nation) to advance the self-determined visibility of local Nations in Gastown. This work focused on meaningfully weaving Indigenous histories, cultures, languages, uses, and aspirations into the public realm through both immediate and longer-term opportunities. Building on previous collaborations, staff supported near-term visibility initiatives during the 2025 Water Street summer pilot, including Nation-led storytelling boards, planter art wraps created by artists from each local Nation, and related cultural programming. In parallel, staff worked with Sḵw̓xw̓7mesh Úxwumixw to advance a storytelling kiosk for installation in Maple Tree Square by releasing a Request for Proposals to work with a Sḵw̓xw̓7mesh member artist and designer, including capacity-building opportunities for emerging artists and designers. Similar opportunities for xʷməθkʷəy̓əm and səlilwətał are being identified through the planning process. The Plan establishes a framework for medium- to long-term cultural visibility in Gastown by identifying opportunities for integrating storytelling features, public art, Coast Salish motifs and patterns in streetscape materials and amenities, and programming that honours local Nations' enduring relationship to this significant historic destination in Vancouver.

## **Healthy Waters Plan**

The Healthy Waters Plan, to be completed this year, will form Vancouver's long-term investment and action plan for sewer and rainwater management. It addresses critical challenges including pollution from combined sewer overflows and urban runoff, meeting the needs of growth, climate adaptation, aging infrastructure, and seeks solutions that achieve multiple benefits to protect affordability. Musqueam, Squamish, and Tsleil-Waututh (the local Nations) continue to be active participants in the planning process. In 2026, representatives from the local Nations took part in 13 workshops and meetings.

Their ongoing involvement has directly informed the Plan's technical approach, including the development of an investment framework that seeks to prioritize water quality outcomes. This work supports the local Nations' goals to restore safe access to traditional food harvesting and to ensure clean water for cultural and recreational uses. In addition, as part of the Healthy Waters Plan Dialogue Series – an ongoing series of talks related to water management - the Tsleil-Waututh Nation delivered a presentation that highlighted the Nation's work on the Burrard Inlet Action Plan and supported knowledge sharing across the Metro Vancouver region.

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

In 2025, Engineering Services strengthened its commitment to the *Murdered and Missing Indigenous Women and Girls (MMIWG+) Final Report* and the *Red Women Rising Report* by building awareness and accountability within our department. A key focus was dedicated training for the Executive Leadership Team, which deepened understanding of the systemic factors impacting Indigenous women, girls, and Two-Spirit people. The training emphasized leadership accountability, cultural safety, and the responsibility of municipal governments to

proactively address systemic racism and prevent gender-based violence. This work reinforces Engineering Services' commitments to contributing to a safer and more equitable city.

## **Señákw**

City of Vancouver Engineering Services staff continue to work alongside the Señákw Partnership (Nch'Kay Development Corporation and OPTrust) to assist in delivery of the infrastructure that will support the development. 2025 was an exciting year for the project - the development was connected into the City's water, stormwater, and sanitary systems. Phase 1 of the project is scheduled for occupancy in early 2026. As this milestone approaches, the City has expanded its focus to planning and coordinating the delivery of municipal services to Señákw.

## **Iconic Vancouver Sign**

In 2025, Engineering Services advanced reconciliation efforts through the development of three separate artist calls for the permanent VANCOUVER Sign at Canada Place. The sign is envisioned to be an iconic addition to the popular tourist destination along the waterfront and presents an opportunity for xʷməθkʷəyəm (Musqueam Indian Band), Skwxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) visibility. Selected artists or artist teams have been invited to contribute original designs and to collaborate closely with City staff, Nation staff, and the project design team. This approach embeds Indigenous voices directly into the design and storytelling in the public realm while supporting Indigenous artists through paid professional opportunities. Together, these artist calls demonstrate a commitment to meaningful partnership, cultural visibility, and implementation of UNDRIP principles through City-led infrastructure and placemaking initiatives.

## **West End Commercial Streets - Davie Village**

To support xʷməθkʷəyəm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish) and səliłwətał (Tsleil-Waututh) cultural presence in the public realm, Engineering Services have developed design commissions to create new platforms for the work of Nation artists and elevate xʷməθkʷəyəm, Skwxwú7mesh Úxwumixw and səliłwətał cultural visibility. This is part of the Transportation Division's delivery of [Davie Village: Space for People](#), a major capital project that widens sidewalks in Davie Village, creating more room to walk and gather, more tree shade and improves rainwater management. Design commissions identify opportunities to integrate art or design work into the streetscape or onto street furniture. Opportunities can be temporary or permanent and can include designs cast into tree grates or manhole covers, etched into concrete or applied onto street furniture.

These commissions invite artists, designers or creative teams to propose an original design to be expressed across two different streetscape features. Designs will form a panel within each of Davie Village's bus shelters and be cast into the street's tree grates. This design commission includes three separate Calls. Each Call will select one artist, designer or creative team: one from xʷməθkʷəyəm, one from Skwxwú7mesh Úxwumixw, and one from səliłwətał. Together, these three calls aim to equally increase each Nation's cultural visibility on the land, in a prominent and well visited location in downtown Vancouver's West End.

The design commissions are live at time of writing, and the designs once complete will be available to enjoy when the Davie Village: Space for People project completes construction (estimated Spring 2028).

## Finance and Supply Chain Management

The team presented perspective of Indigenous Procurement at Forward Summit (Indigenous Economic Conference) and attended the CCIB workshop.

The team also showcased and presented procurement policy update to the Supply Chain Management staff internally to decolonize processes internally.

FSC also contributed data, insights and context to support Association of Consulting Engineering Companies BC develop a resource to guide Indigenous Inclusion in Procurement which will be released in 2026.

The honorarium policy continues to be embedded in departments implemented with the support of the FSC staff.

## Human Resources (HR)

### Recruitment

The City's Indigenous Recruiter and the broader Recruitment Team continue to present at various organizations and attend career fairs and networking events geared towards Indigenous candidates. This involves learning more about peoples' experiences while providing insight into job opportunities and the application process at the City of Vancouver.

### Leadership Development

Indigenous speakers, facilitators and content were intentionally integrated into leadership development programs (including Minerva Leading the Way, Leadership Essentials in Action for Exempt Managers, and Leadership Essentials in Action for Unionized Supervisors), to provide the opportunity to explore and apply Indigenous worldviews. These are efforts to enrich our approach to developing leaders and to equip them with expanded perspectives and skills to fulfil the City's commitments to Reconciliation.

### Employee Practices

Recent updating of the City's Employee Practices framework (formerly Leadership Competency Framework) included consultation with the City's Indigenous Relations team to ensure that the framework integrates an Indigenous lens throughout. The Employee Practices framework also explicitly reference contributing to promotion of key organizational commitments, including Reconciliation practices, as a priority for all employees.

## Indigenous Relations (IR)

### **Renaming Trutch Street to ʂxʷməθkʷəy̓əmasəm Street (Musqueamview Street)**

City Council passed a motion to rename Trutch Street in July 2021 after Musqueam leaders called on the City to take action against the colonial legacy associated with Joseph Trutch. This was followed by a renaming ceremony in 2022, where xʷməθkʷəy̓əmə (Musqueam Indian Band) gifted the City of Vancouver with a new street name to replace Trutch Street.

After significant collaboration with Musqueam, the City adopted the new name on June 17, 2025 which is Musqueamview Street in English, and ʂxʷməθkʷəy̓əmasəm in həŋqəmiŋəh, the traditional language of Musqueam.

### **Development of a Standard Operating Procedure: Incorporating Cultural Visibility on City Projects**

Currently in development stages, the purpose of this SOP: Incorporating Cultural Visibility in City Projects is to guide project managers and departmental Indigenous Relations leads in how to incorporate cultural visibility opportunities in their projects.

This procedure is in accordance with the City of Vancouver UNDRIP Action Plan 2024-2028 Action Group 9: Public Realm which focuses on develop a coordinated, resourced approach at the outset of major City projects and projects significant to the Nations, to ensure Musqueam, Squamish, and Tsleil-Waututh priorities for cultural visibility shape the use, naming, design, cultural expression, and commemorative aspects of public realm.

### **City Referrals Process Refresh**

Updated and streamlined City processes for engaging and communicating with the local Nations on City projects and initiatives, including developing an internal tracker, archive and resource library.

## Legal Services

The Legal Services team provided support for work on the implementation of the City's UNDRIP Action Plan (2024-2028) as well as the work of City departments on other reconciliation initiatives.

All lawyers have completed an Indigenous intercultural course that provides knowledge on the issues that reconciliation seeks to address. In 2025, lawyers and staff were encouraged to continue to enrich and expand their knowledge of Indigenous experience, culture, and worldviews through courses or other learning opportunities.

Legal services is actively involved in supporting all City departments in the implementation of City projects, new policies and initiatives that include the advancement of the City's

Reconciliation Framework. These initiatives would include rezonings, new City Planning policies and Area Plans for developments across the City and the development of City projects by our Real Estate department

## Planning, Urban Design and Sustainability (PDS)

### **Downtown Eastside Housing Implementation**

Held PDS's first dedicated engagement with urban indigenous communities designed in collaboration with the City's Indigenous Relations Office to ensure Indigenous voices were not only heard but meaningfully reflected in the City's housing planning and decision-making process via a culturally safe process.

The event brought together 46 Indigenous participants and included a traditional welcome and concluded with witness protocols and a shared lunch and musical performance. The workshop gathered feedback on topics including mixed-income housing, changes to building forms and SROs and tenant protections. This feedback was incorporated in the development of the final policy and by-law changes which were brought to City Council in late 2025.

### **Vancouver Official Development Plan (ODP)**

The first full draft of the Vancouver ODP was shared with the local Nations in June 2025 to provide an opportunity to review and provide comments. City staff met with staff from all three local Nations in the Summer 2025 and subsequently received written comments from Squamish Nation and Musqueam Indian Band. Feedback was incorporated into the final draft of the ODP that will be presented to Council in March 2026.

### **Villages Planning Program**

In October 2025, IR and CEC in collaboration with the ODP and Villages teams in Community Planning hosted an urban Indigenous engagement event. The event brought together 29 individuals who identified as part of the Urban Indigenous community, including representatives from the Downtown Eastside Women's Centre and Western Aboriginal Harm Reduction Society. A summary report of what staff heard was shared with participants following the event, as well as published as a standalone document in the project's SYC website.

Staff also met with representatives from the Musqueam Indian Band, Squamish Nation and Tsleil- Waututh Nation to provide insight into the Villages Planning Program. Project updates were and continue to be provided to the Nations through this process at various stages of the planning process. Feedback received from the Musqueam Indian Band and Squamish Nation resulted in revisions to policy language which will be included in the Draft Villages Plan.

Policy development was refined based on feedback received from the Nations to:

- Work with local Nations to identify areas of cultural significance to promote cultural visibility through art, accurately reflecting each Nation’s histories and connections to place; and
- In areas of cultural significance where public art is being proposed, engage with local Nations as part of the development process.

### **Rupert and Renfrew Station Area Plan**

In July 2025, Council approved the Rupert and Renfrew Station Area Plan. The Plan enables new housing and supports economic development while responding to climate change and ecological objectives.

The Plan reflects input from Musqueam, Squamish and Tsleil-Waututh – including a ambitious daylighting and restoration program for Still Creek, as well as input on opportunities for cultural expression in arts, public space and heritage policies.

The Plan also embeds policies for the rezoning at 3200 East Broadway. The policies for the future of these lands were created in partnership with Musqueam, Squamish, and Tsleil-Waututh. Future development of the site will be through the City’s rezoning process and we look forward to furthering this opportunity for bringing more housing, employment and amenities to the area while reviving culture on these lands.

### **Jericho Lands**

Working collaboratively with the xʷməθkʷəy̓ əm (Musqueam Indian Band), Sḵw̓xwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (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 and enactment of the Jericho Lands Official Development Plan, which was prepared 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.
- Held collaborative workshops to shape a rezoning enquiry submission for Phase 1 of development

### **Heather Lands**

Working collaboratively with the xʷməθkʷəy̓ əm (Musqueam Indian Band), Sḵw̓xwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation) to advance their Nation-led project to redevelop Heather Lands into a new high-density, mixed-use community.

Key milestones:

- Undertook an expedited process to re-zone the site to support the recent Attainable Housing Initiative (AHI) Heather Lands in partnership with the Province of BC.

### **Climate Plan refresh**

In 2025, staff submitted referrals to the three local Nations for the purpose of identifying common interests and opportunities for collaboration on climate work.

Using the Squamish Nation’s Climate Legacy Strategy, the Climate Emergency Action Plan, and the Climate Change Adaptation Strategy as a frame, Squamish Nation and City staff representatives met in 2025 to identify common interests related to case studies, projects and advocacy.

As part of the collaboration, City staff will dedicate 40 hours of in-kind “climate consulting services” to support local Nations projects, as directed by local Nation representatives. This collaboration will lay the foundation for working together in 2026 on specific projects and connecting with urban Squamish Nation members who live in the City of Vancouver.

### **Squamish Nation led Paddle Project**

City staff were invited to participate in the Squamish Nation led Paddle Project. This initiative brings together cultural learning, traditional practices, and emergency management collaboration. Participants carve a full-size cedar paddle while engaging in sharing circles, storytelling, and knowledge exchange guided by Squamish Nation Elders and facilitators. The sessions explore Squamish language, culture, place names, and the importance of Indigenous governance in emergency planning — all through hands-on practice and relationship building. Started in 2025, the series spans 8 months with 4 all day in person sessions. The last session will take place in 2026.

### **Extreme Heat Safety at Home in Multi-Family Buildings**

In 2025, Sustainability Staff initiated work to identify a suite of policies, programs, and/or incentives for building retrofits (‘action plan’) that can reduce multi-family buildings residents’ exposure to extreme heat in their homes.

Components of this project, including engagement with First Nations, received funding from the Provincial Disaster Resilience & Innovation Funding (DRIF) program. The DRIF goal is that *First Nations and local government improve their resilience to natural and climate driven disasters through improved understanding of risks, vulnerabilities, and risk reduction options, and the development and implementation of non-structural and structural risk reduction projects.*

In 2025, staff submitted referrals to the three Host Nations for the purpose of identifying future collaboration opportunities at the intersection of heat resilience and multi-family residential buildings that prioritizes the residents who are most vulnerable to extreme heat.

Sustainability Staff met with Squamish Nation staff in June, laying out the project objectives and deliverables and discussed opportunities for collaboration. These staff will meet again in 2026 to share an update on the action plan and discuss opportunities for collaboration as policy/program areas – including overheating mapping, thermal safety retrofit programs, and cooling assistance programs - are scoped for implementation between 2026 and 2030.

### **Coastal Flood Management Policy**

The City initiated development of a citywide Coastal Flood Management Policy in 2025. Through the referral process, the project team met with Squamish Nation and Tsleil-Waututh Nation staff. Good conversation was had, discussing the project objectives and understanding connections to Squamish and Tsleil-Waututh priorities and interests. The draft Policy was shared with the local Nations in December.

### **South Vancouver Industrial Area**

Through the South Vancouver Industrial Area Zone Review, City staff have been working with Musqueam Indian Band staff on key project documents and incorporating edits/feedback (e.g. SVIA Area Profile). City staff also worked with Musqueam Indian Band staff to select a consultant to complete an Archaeological Overview Assessment for the SVIA.

### **Urban Design Panel (UDP) Indigenous Cultural Safety & Awareness Training**

Delivered Indigenous Cultural Safety training for UDP members and staff in collaboration with Len Pierre Consulting, based on the *Framework for Decolonizing Organizational Spaces* and “Guidelines for Indigenous Cultural Safety in Facilities Management.” The session focused on embedding Indigenous Cultural Safety (ICS) into design review processes, decision-making, and panel conduct.

### **Railtown Area Plan**

City staff engaged with Musqueam Indian Band, Squamish Nation and Tsleil- Waututh Nation through the Railtown Area Plan project to provide an overview of the project and to seek advice on how the local Nations would like to be involved. Staff will continue to provide updates at key milestones and ensure opportunities for collaboration and feedback on key project documents such as the Historic Context Statement for the area.

### **Hotel Development Policy**

City staff engaged with The BC Indigenous Housing Society during the development of the new [Hotel Development Policy](#). The new policy includes a provision to encourage projects that meet the needs of the Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation, and

urban Indigenous peoples to advance the City's UN Declaration on the Rights of Indigenous Peoples (UNDRIP) commitments.

### **PDS Gathering for the National Day for Truth and Reconciliation: Orange Shirt Day 2025**

On September 25th, 2025, the department organized a gathering for the National Day for Truth and Reconciliation: Orange Shirt Day 2025. The gathering brought PDS staff together to acknowledge and understand the history of the Indian Residential School System and its impact on Indigenous individuals, families, and communities, and to discuss ways to integrate a Reconciliation lens into the department's day-to-day work. The gathering opened with a Territorial Welcome by Calvin Charlie-Dawson and Preston Seward from Sk̓wxwú7mesh Úxwumixw (Squamish Nation). In the morning, Stephanie Holmes and Chas Coutlee from the Indian Residential School Survivors Society shared their presentation: Coming Full Circle - History and Impacts of Residential Schools. In the afternoon PDS staff explored ways to access our individual and collective agency to advance Reconciliation and engaged with activity stations to support learning and visioning on tangible ways to further integrate Reconciliation into departmental work. Additional resources on related podcasts, books, exhibits, permanent collections, courses, and community events were shared throughout the month of September to support further learning.

### **PDS Project referral process to the local Nations**

Improved internal processes across PDS for more consistent and timely communications with the local Nations on projects, plans, and initiatives, including new online staff referral submission form, automated internal approval system, centralised PDS-specific communication tracker, and additional resources shared with staff to support engagement requests to the local Nations. Within the reporting period, 7 new projects, 5 project updates, and 1 notification were referred to the Musqueam Indian Band, Squamish Nation, and Tseil-Waututh Nation.

## **Real Estate, Environment and Facilities Management (REFM)**

### **Facilities Development**

#### ***Cross-departmental collaboration with ACCS to achieve cultural visibility in REFM projects***

Senior Manager, Indigenous Relations for REFM Facilities Development collaborated with ACCS Public Art to formalize a process for delivering cultural visibility elements in REFM projects. Through this process, REFM project leads are able to work with ACCS Public Art staff to develop artist call-outs and present opportunities to MST Nations via monthly ACCS Cultural Liaisons meetings. This collaboration has sought to improve cross-departmental communications, capitalize on the public art expertise of City Public Art staff, and ensure that MST Nations are no longer invisible in their territory.

The use of this cross-departmental process has resulted in some exciting cultural visibility successes. Some of these successes include:

- **Freedom Mobile Arch-PNE Amphitheatre Cultural Visibility:**

Set in the heart of Hastings Park at the PNE, the Freedom Mobile Arch is Vancouver's newest open air landmark. Anchored by an iconic mass timber canopy and designed for world class sound and sightlines, this flexible venue welcomes up to 10,000 guests. From headline concerts to cultural celebrations and community moments, the Freedom Mobile Arch is built to elevate every experience and create unforgettable nights of live entertainment in Vancouver.

As part of a permanent public art commission through the City of Vancouver, the Freedom Mobile Arch celebrates the cultural legacy of the Musqueam, Squamish, and Tsleil-Waututh Nations with three significant installations by Indigenous artists:

- **Musqueam Nation – Kelly Cannell:** A Coast Salish artist recognized for vibrant, narrative-rich glass artwork installed on the back-of-house stage wall, adding a luminous cultural touch.
- **Squamish Nation – Sinámkin (Jody Broomfield):** A multi-disciplinary artist whose work will be embedded in the concrete wall between the venue and Playland, symbolizing Squamish artistry.
- **Tsleil-Waututh Nation – sh̓kwen' Ocean and Sara Hyland:** Sisters and accomplished multidisciplinary artists whose sandblasted concrete walkway beneath the roof grounds the structure in Tsleil-Waututh presence.

These artworks honor the deep cultural heritage of the host Nations and affirm Vancouver's commitment to Truth and Reconciliation and Indigenous visibility in civic spaces.

- **Marpole Community Centre Cultural Visibility:**

In 2017, preparation for the renewal of Marpole Community Centre located at 59th Ave and Oak Street kicked off which included plans for a renewed 42,000 square foot community centre and services to support the growing population in the area including a gym, fitness centre, studios, sensory room, multi-purpose room, and more. Outdoor amenities include landscaping with new trees, basketball courts and outdoor fitness equipment, an outdoor performance space, and gathering areas. In November 2023, the City broke ground on the future building site. Three exciting cultural visibility opportunities for talented Musqueam artists are currently underway:

- **Exterior Signage at Marpole Community Centre** This call selected one artist from x̓wməθk̓wəy̓əm to create a design that can be integrated into the sign board's infrastructure using vinyl applied to white Lexan with LED illumination.
- **Exterior Basketball Courts Art.** Two 94'x50' exterior basketball courts. This call selected one artist from x̓wməθk̓wəy̓əm to create a design that can be integrated into the ground's infrastructure using Hi-Hide Line paint.
- **Interpretive Signage at Marpole Community Centre** The City of Vancouver selected Musqueam artist for this public art opportunity for Indigenous interpretive designs to be incorporated into signage that will accompany a storytelling path and ethnobotanical garden outside of the new Marpole Community Centre at the

southwest corner of Oak Park. The planned landscape design is set to be approximately 50m x 25m with various indigenous plants to include the names of these plants hən̓q̓əmi̓n̓əm̓. The selected artist will be teamed up with Musqueam Language staff to ensure proper use of hən̓q̓əmi̓n̓əm̓.

- **Meaningful connections: 95 Nelson Non-profit Housing Operator, Brightside Community Homes Foundation**

The development at 95 Nelson includes three main components: 283 units of social housing, a fire hall, and a childcare facility with 44 spaces for children aged 0-5. The City of Vancouver's Facilities Development group is delivering the project, in coordination with the City's Non-Market Housing Development & Operations group, and their funding partner, BC Housing; with the participation of the Housing Operator, Brightside, and their Development Consultant, M'akola Development Services.

Facilitated conversations between housing developer and local Nations on developing and implementing agreements to prioritize some of the social housing units for members of Musqueam, Squamish, and Tsleil-Waututh Nations.

## **Environmental Services**

### **Musqueam Creek Pollution Investigations**

The City continued its participation in a multi-agency working group led by x̣ẉməθḳẉəỵ əṃ (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 address some of the impacts from non-point source pollution identified by the working group, the City began a pilot street sweeping program in 2026 to regularly remove sediment from the roadways around Musqueam Creek. Additionally, the City is supporting a study by UBC researchers to develop and test a passive stormwater treatment system for microbial contaminants.

### **Ecological Inventory and Network Project Update**

With the adoption of the 2022 Vancouver Plan, the City established its first comprehensive, city-wide land-use vision focused on creating a more livable, affordable, and sustainable urban environment for all residents. The Ecology Chapter of the Plan and outlines policy directions aimed at enhancing ecological conditions throughout Vancouver by protecting, restoring, and expanding natural areas and setting out an Ecological Network vision to restore ecological connectivity.

To advance this policy direction, an Ecological Inventory and Network Project was initiated to develop an inventory of current ecological conditions, identify environmentally sensitive areas, and the refine the visioned ecological network.

In 2024, a formal referral was provided to engage the Musqueam, Squamish, and Tsleil-Waututh Nations (MST) in this work. In 2025, separate meetings were held with each Nation to review project materials and share draft reports. Valuable input on cultural and technical aspects has been received from all three Nations and are being incorporated into the Project materials.

## Advancing Indigenous Cultural Awareness

As part of our commitment to team development and reconciliation, Environmental Services (ES) staff participated in reconciliation training courses which included a focused approach to completing the Decolonization and Reconciliation Learning Pathway offered by the City. These courses enriched team members' awareness and deepened their understanding of Indigenous relations and cultural safety.

## Vancouver Emergency Management Agency (VEMA)

In 2025 the City received a grant from the Ministry of Emergency Management and Climate Readiness to engage with the xʷməθkʷəyəm (Musqueam Indian Band), Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation), and səlilwətał (Tsleil-Waututh Nation). Discussions are underway with staff from xʷməθkʷəyəm to scope a relationship-building workshop through the grant.

In 2024, the City collaborated with xʷməθkʷəyəm to organize a DIY Air Cleaner workshop, enabling members to attend a workshop to build and take home their own air cleaner to protect their lungs from wildfire smoke.

Since 2022, staff from VEMA and ACCS have been collaborating to remit an annual grant to the Vancouver Aboriginal Friendship Centre to support culturally appropriate cooling supports for extreme heat in Vancouver.

## Technology Services

### NAPA UX Guidelines & Indigenous Name Support

UX & Digital Services is advancing the **NAPA User Experience (UX) Guidelines & Indigenous Name Support initiative**, with guideline delivery planned for 2026, to address systemic barriers in municipal digital systems related to Indigenous personal, business, and place names.

This initiative is focused on developing UX guidelines, design patterns, and interface examples that demonstrate how City systems can inclusively and respectfully support Indigenous naming conventions. The work applies a decolonizing design approach by identifying and addressing legacy technical and design constraints that prioritize Western naming standards and limit the accurate representation of Indigenous languages and identities.

By aligning with Design Style Guide (DSG), digital accessibility standards and Indigenous inclusion goals, the NAPA guidelines will provide City teams with practical, implementable guidance to ensure Indigenous names are handled consistently and respectfully across digital services. This work represents a long-term commitment to embedding reconciliation principles into the City's digital infrastructure and advancing Indigenous rights related to identity, language, and self-determination.

This initiative supports reconciliation by:

- Advancing Indigenous identity recognition within municipal digital systems

- Challenging systemic exclusion embedded in legacy digital design practices
- Providing a scalable framework for respectful, culturally inclusive name support across City platforms
- Aligning digital service design with UNDRIP principles related to language, culture, and self-determination

Next steps for User Experience (UX) is to conduct primary research working with local Nations to best understand user needs and ensure any UX Guidelines reflect the needs and experiences relevant to and respectful of Indigenous naming conventions.

## **NAPA Support for City Systems**

Technology Services has completed foundational analysis to clarify what supporting Indigenous languages means within City of Vancouver digital systems, with emphasis on the languages of the local Nations. The work focuses on highly visible and long-lived identifiers—names of people, organizations, places, and streets—and addresses both technical capability and user experience considerations. This phase does not implement system changes; instead, it establishes guidance, identifies gaps, and outlines validation and review steps to inform future leadership decisions.

This work establishes a shared, foundational approach to supporting Indigenous languages in City of Vancouver digital systems. While technical character standards (including those used in North America) informed the analysis, the focus is not on a specific notation system but on ensuring City systems can respectfully and accurately represent Indigenous languages as used by people and communities, particularly those of the local Nations.

The intent is to move away from ad-hoc handling of Indigenous language content and toward informed, consistent decision-making that aligns with the City’s reconciliation and UNDRIP commitments.

The current phase is foundational and informed by work performed by other levels of government. It includes:

- Definition of technical requirements and considerations for Indigenous language support within systems (e.g., character handling, storage, display, and interoperability).
- Development of a UX-focused design guide to address a notable gap in existing government guidance. While technical standards exist elsewhere, UX considerations—how Indigenous languages are experienced by users—were largely absent, despite being the most visible aspect of language support.

This phase explicitly excludes system implementation, remediation, cost estimates, or vendor engagement.

The next steps are centered on validation and readiness, not rollout:

- Engagement with Indigenous Relations to review and refine the UX guidance, ensuring it reflects Indigenous perspectives and is appropriate for City use.

- Planned review by technical teams to evaluate the applicability and implications of both the technical standards and UX guidance across the City's system landscape (identified but not yet scheduled).
- Use of the validated guidance and assessments to support a leadership decision point on whether and how to proceed with broader implementation in a future phase.

## Vancouver Park Board (VPB)

### Arts & Culture Working Group

Arts, Reconciliation & Culture (ARC) department continues to provide capacity funding to the local Nations to support Language and Culture staff from each Nation to work directly with Park Board staff and facilitate direct input on language and naming projects led by the Vancouver Park Board.

### Stanley Park Comprehensive Plan

Continued progress on Phase 1 – Inventory and Analysis report, in co-leadership with MST through the Stanley Park Intergovernmental Working Group. This group meets regularly with the Nations representatives.

### Colonial Audit

Progress continued but slowed due to other competing priorities for staff and capacity to focus on its completion. The audit will be priority for 2026, as it is nearly complete.

### Park Development Projects

- CRAB Park Indigenous cultural visibility project (with ARC)
- East Park Indigenous cultural visibility and shoreline restoration (with ARC)
- sθəqəlxenəm ts'exwts'áxwi7 Rainbow Park signage (with ARC)
- Oakridge Park naming and signage (with ARC)
- John Hendry Park Indigenous Cultural Focus Area (with Park Planning)
- Senakw support (with ARC)

### VanDusen & Bloedel Conservatory

- The Vancouver Board of Parks and Recreation approved free admission to VanDusen Botanical Garden and Bloedel Conservatory for any individual who identifies as First Nations, Métis, or Inuit. This policy took effect on June 21, 2025, on National Indigenous Peoples Day

- In partnership with NEC's Indigenous Land Stewardship program, a legacy bed was planted in VanDusen's new Learning Garden and will continue to be stewarded by students in the program. The legacy bed features local plants selected by students for their sacred cultural relevance
- A Natural & Cultural Heritage Coordinator was hired by VBGA to continue to build reciprocal relationships with Indigenous communities and to support a deeper understanding of relationality to place, plants, and people of Turtle Island. Local engagement has been ongoing and meaningful with Musqueam, Squamish and Tsleil-Waututh members, as well as Indigenous-led organizations
- VanDusen Garden's 50th Anniversary event, held on August 30, 2025, included a Traditional Welcoming and performances by Coastal Wolfpack. Cedar weaving and natural plant dye demonstrations were facilitated by Rita Kompst from the Musqueam Nation and Peter Yelton of the Squamish Nations. Storytelling by Haida and Squamish artist Kung Jaadee was also shared with guests
- VBGA's educational programming is free to members of the Musqueam, Squamish, and Tsleil-Waututh Nations. Education program bursaries are also available for those facing financial barriers\*

### **Major Events & Filming**

ARC and FASE Depts continued to collaborate on providing support for Indigenous Community-led events in Parks. 2025 events included: Squamish Nation Ceremonial Tree Planting in Stanley Park, Tsleil-Waututh Nation Family Gathering at Xway Xway, Kilala Ielum Dream Canoe Launch on Truth and Reconciliation Day and Metro Van Indigenous Services Society MMIMB gathering at Creekside. Data collection on required funding and staff support for this work over the last three years was completed

### **Archeology, Infrastructure & Environment**

Canyon Creek stream daylighting projects contributes to the Tsleil-Waututh Nations Burrard Inlet Action Plan for restoring shoreline, streams, and salmon habitats.

### **Urban Forestry**

VPB supported separate tree planting events with Squamish Nation and Tsleil-Waututh members in Stanley Park and had wood delivered for cultural use.

### **Indigenous Engagement**

VPB staff from several departments hosted an information event called Connecting Indigenous Peoples to Park & Recreation for Indigenous people to share about available programs, projects and resources including projects from Park Planning. This has become an annual event, organized by ARC.

## **Staff Reconciliation Training**

Len Pierre hosted three Indigenous cultural safety trainings for Park Board staff. This included an in-person training with VPB senior leadership and another with 50 Park Activation and Playground Leader staff teams, as well as live, online training session with over 200 staff across all VPB departments.

ARC Arts & Health Project staff hosted the KAIROS Blanket Exercise with facilitators Shelley Saje Ricci and Elder Sam, and a team of 4 Arts & Health interpreters and translators to deliver the workshop in English, Mandarin and Cantonese. 44 staff, artists and community members attended. Another Blanket Exercise was held at Raycam for the Recreation Extended Leadership Team.

## **Indigenous Sports & Recreation Programs**

All Bodies Community (ABC) organized several activities at Hillcrest Community Centre including a weekly Indigenous women's strength training program called Indigenous Women Strong and an all-ages Indigenous soccer program at multiple sites in partnership with Orca Sports. Also provided gym space to support the Junior All Native Tournament, for practice on a regular basis. Kensington Community Centre also held an Indigenous women yoga class.

## **Ceremonial Fire Process**

Park Board and Vancouver Fire Rescue Services (VFRS) facilitated over a dozen Ceremonial fire permits hosted by Indigenous community members and organizations in Parks. Park Board covers the insurance requirements and the VFRS covers the permit fee. Tsleil-Waututh Elder Cedar Man (Fabian Williams) worked with participants with Eagles Inspirit Protecting Indigenous Fathers to build a ceremonial fire circle at Burrard View Park. Operations staff built a cover for the ceremonial fire pit for protection between events.

## **Indigenous Food Sovereignty**

Park Board partnered with Provincial Health Association of BC and Lu'ma Medical to install an Indigenous Pharmacy Garden at John Hendry Park to provide medicinal learning and harvesting opportunities for Indigenous people. New split-rail fencing was installed at the Chaythoose Indigenous cultural learning garden at the Stanley Park A-Frame, cultural tours and maintenance was provided in partnership with the Museum of Vancouver at the Indigenous Unity Learning Garden, a storage unit was added to the Indigenous Women Rise 215+ Memorial Garden for programming at Beaconsfield Park, and ceremonial fires and land stewardship gatherings were held at the Cedar Mound Indigenous cultural learning garden at Strathcona Park.

## **Fieldhouse Activation in Parks**

The 2025 Call for 2 Fieldhouse Activations prioritized First Nations, Metis and Inuit artists and cultural knowledge holders. Giihlgigaa Tsiits Git'anne, also known as Todd DeVries, from the Haida Nation was awarded a park fieldhouse residency focused on cedar bark weaving with the community.

Musqueam, Squamish and Tsleil-Waututh Cultural Residency in Stanley Park A Frame Fieldhouse ARC continues to support this cultural residency for a community member from the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), Sk̓wx̓wú7mesh (Squamish), or səliiwətał (Tsleil-Waututh) Nations to work in a creative, activated and community-engaged space in a part of their unceded territory currently known as Stanley Park. T'uy't'tanat-Cease Wyss is the current artist in residence. Her 4-year term ends in June 2026. and are now open for a Tsleil-Waututh cultural practitioner to begin a residency in summer 2026.

## **Indigenous Representation on Neighbourhood**

- **Matching Fund Community Advisory Committee**  
Through staff relationship building with Indigenous communities and information sharing at Indigenous facilities (e.g. Friendship Centre), there are two new Indigenous women on the Neighbourhood Matching Fund Community Advisory Committee, with eight members in total. Increasing the number of Indigenous folks on this committee will be priority moving forward
- **Centering Indigenous Knowledge**  
VPB and ENG co-hosted two Indigenous Traditional Ecological Knowledge learning events to teach about wetland stewardship, species selection, seed harvesting, and plant propagation to guide participants in the Seeding Stewardship Program.

## **Carving Projects**

Squamish carver John Spence provided carving teaching to over 300 school children and the public in partnership with the Indigenous women-led organization Eagles Inspirit Protecting Indigenous Fathers at Burrard View Park and with the Inter-tribal organizations Ancestral Foodways at Strathcona Park.

## **Pow Wow Night and West Coast Night Gatherings**

Park Board Recreation and ARC staff supported Indigenous-led Pow Wows including the Mother's Day Pow Wow at John Hendry Park and summer programming in June & July weekly Pow Wow nights and weekly West Coast Nights were held in Woodland Park with the Vancouver Aboriginal Friendship Centre Society on Tuesday and Wednesday nights.

## **Recreation**

In 2025 the Reconciliation in Recreation committee created reconciliation performance objectives for all regularized staff (approximately 350 people) and provided training support to different groups (exempt and unionized staff) within the division. These groups organized reconciliation learning opportunities (ranged from guest speakers to art shows to smaller based team learning bursts) to suit their needs. Accounts from the performance reviews at year end illustrated the reach of the performance objectives with lovely examples of learning from across the division.

As part of National Indigenous History Month, Recreation also provided 200 passes for free drop in to skating or swimming to Indigenous organizations like Vancouver Aboriginal Friendship Centre, Vancouver Aboriginal Health, Aboriginal Mother's Centre etc. Additionally, there was a dedicated free swim and skate in June to celebrate this important month.

Recreation Services, along with Trout Lake Community Centre Association (CCA) continue to partner with MVEAC to support Mother's Day Pow wow at Trout Lake Community Centre and John Hendry Park. In 2025 the pow wow moved outside to the park where over 15,000 people visited this important cultural celebration of matriarchs. Park Board provides staff support, coordination, park space, event supplies while the CCA contributes free space and event support.

Throughout the year Community Centre Associations, who are the non-profit joint operators of many community centers, also provide opportunities for reconciliation learning through programs and events. Some of those are centered on National Indigenous History Month or National Day for Truth and Reconciliation in September while others are part of regular programming.

Recreation sent out the 11 Calls to Action to all staff – one per month leading up to Sept 30th.

## **Business services & Marketing**

In May 2025, the First Nations, Metis, Inuit Access Policy for VanDusen Botanical Garden and Bloedel Conservatory was approved by the Board and starting in June, complimentary garden and conservatory admission was provided to self-identifying First Nations, Metis and Inuit peoples. Complimentary Festival of Lights tickets were provided to the Helping Spirit Lodge Society, Aboriginal Mother's Centre and the Vancouver Aboriginal Health Society.

## **Cultural projects with Elders**

Through the Arts & Health Project, ARC supported ongoing digital storytelling with Tsleil-Waututh Nation Elders and artist in residence Lisa g Neilson. Their work was celebrated at the Annual Arts & Health Showcase. Carnegie Community Centre Elders in Residence Marr Dorval and Les Nelson continue to play a leadership role in summer- long arts projects in Andy Livingstone and Pigeon Parks working in collaboration with artists in residence and Urban Park Activation staff (ARC and Recreation).

Indigenous Cultural Visibility Park Board continues to support Indigenous artists and knowledge-holders' residencies, projects and events in parks and community centres. In 2025 this included work with Charlene George, Salisha Oldbull, Travis Angus, Haisla Collins, Quelemia Sparrow and the Talking Stick Festival. Urban Park Activation (ARC and Recreation) worked in collaboration with Britannia Community Centre to present a summer Indigenous concert series – 4 concerts in Grandview Park May through August.

### **Musqueam, Squamish and Tsleil-Waututh Community Days and cultural projects in sθəqəlxenəm ts'exwts'áxwi7 Park**

ARC and Urban Park Activation teams continue to support local Nations community gathering days and culture sharing in sθəqəlxenəm ts'exwts'áxwi7 Park.

### **National Indigenous History Month (NIHM)**

Park Board and partners hosted and supported 24 events and initiatives across the Parks & Recreation system and developed a new CoV webpage for the NIHM Park Board initiatives & events.

Events included:

- Indigenous Art Park Hunt (fun competition to encourage folks to visit incredible Indigenous artworks in parks across the city and submit their selfies to be entered to win exciting prizes)
- 17 events and activations in community centers, in parks and on city streets
- 3 Recreation Sport and Wellness initiatives
- 1 staff education program
- Flags in Morton Park

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

In 2025 the Vancouver Public Library adopted new protocol for its Art Calls. The Art Calls are now sent directly to communities with the selection jury made up of members.

On Jan 27, 2026 VPL will host x<sup>w</sup>məθk<sup>w</sup>əy<sup>əm</sup> , Sk<sup>w</sup>xwú7mesh Úxwumixw, and səliłwətał as well as UNDRIP representatives to begin identifying ways the library can expand initiatives and community outreach, develop projects or programing, and enhance our relationship with host communities.

## Vancouver Fire Rescue Services (VFRS)

Our Indigenous-focused outreach and recruitment efforts continue to grow and strengthen relationships across communities and organizations:

- **Indigenous Youth Bootcamps:** Two successful bootcamps were held, each engaging approximately 20 Indigenous youth. These camps provided immersive experiences and introduced participants to career opportunities in fire services.
- **Community Engagements:** We participated in multiple speaking and recruitment events in partnership with ACCESS, the Northeast Community College (NECC), and the Musqueam Nation. These engagements focused on building trust, sharing career pathways, and encouraging Indigenous participation in public safety roles.
- **First Nations Firefighter Mentorship Program:** Four candidates from the FNFFDP are currently in the final stages of the recruitment process with Vancouver Fire Rescue Services, reflecting the program's success in fostering career readiness and mentorship.
- **Cultural Collaboration:** Members of our Indigenous Employee Resource Group (ERG) and FNFFDP have actively supported ceremonial and Sundance volunteer efforts across the province, reinforcing our commitment to cultural respect and community involvement.
- **Leadership and Planning:** Indigenous ERG Lead Mattias Ballantyne, along with ERG and FNFFDP members, have been present at all major events. Mattias is also coordinating with ACCESS and the Vancouver School Board to plan a third Indigenous Youth Bootcamp for February or March, aligning with the end of the fiscal year.
- In November, we proudly celebrated our officers who received long service medals and promotions during a ceremony at the Italian Cultural Centre.

Over 350 firefighters and their families attended, along with the Fire Chief and Sarah Kirby-Yung. We were honoured to begin the evening with a blessing and song from Alec Dan, knowledge holder from the Musqueam Indian Band.

We remain committed to deepening our engagement with Indigenous Nations and fostering cultural awareness among our staff.

# Appendix C — City of Vancouver MMIWG2S Response Update

Submitted by Indigenous Relations to Vancouver City Council

June 3, 2026



## Purpose of Memo

The purpose of this memo is to update City Council and the broader public on progress made by the City of Vancouver in advancing the recommendations outlined in the City of Vancouver's 2022 [MMIWG2S Response Report: Response to the National Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice](#) (Response Report), which includes 38 recommendations the City has committed to implementing. These 38 recommendations are 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 memo also identifies key steps taken to strengthen implementation, accountability, and alignment across City departments.

## Background

In 2022, City Council unanimously approved the City of Vancouver MMIWG2S Response Report. The Response Report was developed collaboratively by City Directors, staff, and the MMIWG2S Advisory Committee, establishing an initial foundation for a coordinated, city-wide implementation approach. The report outlines initial municipal actions to begin responding to:

- The 231 Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls (Reclaiming Power and Place), and
- The 200 recommendations from Red Women Rising.

The Response Report recognizes that these recommendations represent a starting point toward upholding the rights, safety, and self-determination of Indigenous women, girls, and Two-Spirit + people.

Since the release of the report in 2022 implementation has evolved as senior levels of government and other public bodies advanced their responses to the Calls for Justice and to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Ongoing alignment has been necessary to ensure municipal actions complement rather than duplicate or conflict with broader reconciliation and Indigenous rights frameworks.

In August 2023, staff supporting this work were brought from Social Policy into the Indigenous Relations department within the City Manager's office at the City of Vancouver. This transition strengthened alignment between the MMIWG2S Response Report and the City's broader Reconciliation and UNDRIP commitments.

Through this shift, staff began supporting creation and implementation of UNDRIP Strategy Action Plan and Action Groups advancing the City's commitments under the UNDRIP. Staff who lead the MMIWG2S portfolio are also the lead on Urban Indigenous Engagement deliverables within the UNDRIP Action Plan, this alignment enabled coordinated progress on several MMIWG2S Response Report recommendations, particularly those related to Indigenous engagement, relationship-building, and public reporting.

# Progress to Date

This update highlights key actions undertaken to implement the MMIWG2S Response Report and outlines progress on the internal reporting template co-developed by the MMIWG2S Advisory Committee and Directors Table.

The 2022 MMIWG2S Response Report recommendations continue to serve as the foundation for municipal implementation of the Calls for Justice and Red Women Rising recommendations. Progress in advancing the Response Report recommendations is outlined below.

The MMIWG2S Response Report includes: 7 Main Recommendations

- 4.1 Cross Departmental Implementation Plan - **In Progress**
- 4.2 Evaluation Plan that Creates Accountability - **In Progress**
- 4.3 Commit to the 7 Principles for Change - **Complete**
- 4.4 Staff Development and Expectations - **Complete**
- 4.5 A Response Protocol for Missing Indigenous Women, Girls, and 2SLGBTQQA+ people - **In Progress**
- 4.6 Actions While Planning - **In Progress**
- 4.7 Implementation Across Reconciliation Initiatives - **In Progress**

## Progress Scale

0	Inactive/Not Started – Action has not yet been assigned or resourced.
1	Scoping – Actions are being defined, including objectives, deliverables, tasks, costs, and deadlines.
2	In Progress – Actions are actively being worked on.
3	Action Completed – Actions are finished. The entire section will only be marked as complete when all actions within it are done.
4	Evaluated – Completed actions have been reviewed to identify outcomes, best practices and opportunities for improvements.

# Progress in 2025

In the 2024 MMIWG2S Response Update, staff identified the following “Next Steps” for 2025:

1. Indigenous Relations staff to hold workshops for City staff on outcomes related to MMIWG2S and UNDRIP.

**Status:** Completed in collaboration with the UNDRIP program team.

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 corresponding to Response Report recommendations.

**Status:** In Progress. A city-wide database is currently being scoped to enable quarterly staff input, reduce duplication, and clarify reporting pathways between Reconciliation initiatives and the MMIWG2S Response Report.

Indigenous Relations staff are supporting departments in aligning projects with Response Report recommendations (e.g., UNDRIP Action Group #3: Training).

3. To ensure sustained progress, staff will also request support from the Strategy and Project Support Office (SPSO) to action key Response Report recommendation 4.1 Cross-departmental Implementation Plan.

**Status:** Paused due to capacity challenges limiting the City's ability to advance a comprehensive implementation plan for 2026.

In response, staff have prioritized advancing a city-wide Urban Indigenous Engagement Framework to maintain momentum and support coordinated implementation across departments.

## 4.1 Cross-Departmental Implementation Plan

### **Status:** In Progress

This recommendation advances the development of a coordinated, cross-departmental approach to implementing the Calls for Justice (CFJ) and *Red Women Rising* (RWR) recommendations. The intent is to improve safety, accountability, and outcomes for Indigenous women, girls, and Two-Spirit+ people by embedding these commitments consistently across City departments and initiatives. This work also supports greater alignment between existing City frameworks, plans, and reporting processes.

#### *Key Actions*

Current implementation efforts include ongoing coordination, pilot initiatives, and integration of related frameworks across departments. Actions underway include:

MMIWG2S Directors Table: Annual Directors Table meetings with representation from 12 City departments to advance implementation of the MMIWG2S Response Report and strengthen cross-departmental accountability.

- **Next Steps (2026):** Continue to advance the development of the implementation plan with ongoing training seminars for staff.

Missing Person Alert Protocol: An alert protocol has been developed and tested across 12 City departments and external partners, including the Vancouver Park Board, Vancouver Police

Department, and Vancouver Public Library. This work was guided by an internal working group with representation from participating departments.

- **Next Steps (2026):** Finalize the Privacy Impact Assessment, develop and implement training for staff, and launch the alert protocol

UNDRIP Action Group #2 Urban Indigenous Engagement: Implementation of the Truth and Reconciliation Commission (TRC) Calls to Action, the City's Reconciliation Framework, the Calls for Justice, and the MMIWG2S Response Report into the work of UNDRIP Action Group #2: Urban Indigenous Engagement.

- **Next Steps (2026):** Planned staff training on the Urban Indigenous Engagement Framework, including requirements to incorporate gender safety considerations into event planning, program design, and service delivery.

UNDRIP Action Group #3 Training: Ongoing scoping to further embed these MMIWG2S and Reconciliation into UNDRIP Action Group #3: Training for City Staff.

- **Next Steps (2026):** Delivering staff training sessions led by Indigenous Relations on the MMIWG2S+ Internal Alert Protocol; launching City staff UNDRIP training that touches upon City of Vancouver's MMIWG2S+ Response to the National Enquiry.

#### *Impact on Safety:*

- Enhances staff capacity to understand and apply the MMIWG2S Calls for Justice and Red Women Rising recommendations to their work.
- Advances the consistent application of culturally safe, trauma-informed, and gender-responsive engagement practices across departments.
- Integrates Indigenous ways of knowing into City processes, supporting more equitable, inclusive, and responsive service design and delivery.

#### *Early Outcomes:*

Early progress indicates:

- Improved alignment and collaboration across departments, reducing siloed approaches to implementation.
- Greater consistency in how Reconciliation, UNDRIP, and MMIWG2S commitments are understood, applied, and reported across the organization.
- Increased coordination between policy, engagement, and service delivery functions.

#### *Considerations*

As this work advances, the implementation plan will continue to ensure alignment with and attention to sub-recommendations **4.1.1, 4.1.2, and 4.1.3**, including requirements related to engagement, accountability, and sustained cross-departmental coordination.

## Sub recommendations

- *4.1.1 Support for Indigenous Women, Girls, 2SLGBTQQIA+ Survivors, and Families.*
- *4.1.2 Community Engagement Processes, Protocols, and Safe Engagement for Families and Survivors.*
- *4.1.3 Data Collection and Engagement Information.*

### *4.1.1 Support for Indigenous Women, Girls, 2SLGBTQQIA+ Survivors, and Families*

**Status:** In Progress

This recommendation was previously reported in the 2025 update. The following provides a summary of progress on key actions and next steps.

Both the Saaust Centre and Balmoral Space are being advanced as dedicated spaces for MMIWG2S survivors and family members. While access may extend to the broader community, these spaces are intentionally designed to prioritize the safety, healing, and support needs of Indigenous women, girls, and Two-Spirit+ people impacted by MMIWG2S.

#### *Key Actions:*

**Sa'aust Centre:** Progress has been made to advance the development of the Sa'aust Centre, including the completion of key pre-development requirements such as building permits and related approvals.

- **Next Steps (2026):** The City will work in collaboration with the Aboriginal Land Trust to identify and select an operator for the Centre. This will support the transition from development to service delivery and ensure the space is Indigenous-led and responsive to the needs of survivors and families.

**Balmoral Space:** Significant progress has been made at the Balmoral site, including completion of the outdoor space to support gathering, programming, and community use.

- **Next Steps (2026):** The City will recruit and hire an Indigenous coordinator to lead programming and activation of the space, with a focus on culturally safe, survivor-centered, and community-driven approaches.

**Community Partnerships and Event Planning:** The City continues to support Indigenous-led initiatives, including engagement with the MMIWG2S Advisory Committee, and participation in the FIFA Human Rights Action Plan to identify opportunities to advance safety and support for Indigenous women, girls, and Two-Spirit+ people.

- **Next Steps (2026):** Strengthen Indigenous outreach within FIFA-related planning and implementation, with a focus on ensuring that supports and engagement extend beyond the duration of the games and contribute to longer-term community benefit.

#### *Impact on Safety:*

- Provides dedicated, culturally safe spaces centered on the needs of MMIWG2S survivors and family members, supporting healing, connection, and access to services.
- Strengthens Indigenous-led and survivor-centered approaches to care, while maintaining inclusive access for the broader community.
- Expands collaboration with Indigenous partners and major event planning processes to proactively address safety risks and opportunities.
- Contributes to reducing systemic marginalization by embedding Indigenous priorities and safety considerations into the design and operation of City-supported spaces.

#### *Early Outcomes:*

- Increased availability of dedicated spaces for MMIWG2S survivors and families.
- Strengthened foundation for culturally grounded programming and partnerships.
- Improved coordination between City initiatives and external partners.
- Increased visibility of Indigenous-led, survivor focused priorities within City work.

#### *4.1.2 Community Engagement Processes, Protocols, and Safe Engagement for Families and Survivors.*

##### **Status:** In Progress

This recommendation was previously reported in the 2025 update. Since that time, the Urban Indigenous Engagement Framework has been finalized, establishing a consistent, culturally safe approach to engagement with Indigenous communities, including MMIWG2S survivors and families.

#### *Key Actions:*

**Urban Indigenous Engagement Framework:** Progress has been made to advance the development and Implementation of the UNDRIP Action Group #2: Urban Indigenous Engagement Framework. the Development of training and internal supports has guided staff in applying the Framework consistently across departments.

- **Next Steps (2026):** The Framework will be brought forward to the MSTV Intergovernmental Table for endorsement and will be shared publicly. Staff will also lead training sessions across departments to support understanding and implementation of the Framework in City processes and engagement practices.

#### *Early Outcomes:*

Early feedback from Indigenous engagement participants indicates positive shifts in how the City is engaging and creating relationships with communities:

- Participants report increased visibility of MMIWG2S-related work within City initiatives.
- Indigenous women have expressed that they feel heard and meaningfully listened to through engagement processes.

- Increased trust is being built through consistent report-back mechanisms and ongoing communication from staff.

#### *4.1.3 Data Collection and Engagement Information*

##### **Status:** In Progress

This recommendation supports the development of ethical standards for Indigenous engagement data collection, storage, consent, and transparency, using an Indigenous-informed and gender-based analysis approach. It also advances practices aligned with Indigenous data governance principles, including community expectations regarding ownership, control, access, and stewardship of information shared through engagement processes.

##### *Key Actions:*

**Urban Indigenous Engagement Data Dashboard:** A centralized internal platform has been established to securely store Indigenous engagement data collected across City departments. This provides a coordinated approach to how engagement information is retained and accessed internally.

- **Next Steps (2026):** Indigenous Relations will maintain oversight of the platform, including managing permissions for staff access to anonymized engagement data. This will enable departments to draw on existing engagement findings to inform projects, reduce duplication, and support more consistent and ethical use of information across the organization.

##### *Impact on Safety:*

- Strengthens ethical handling of Indigenous engagement data, including improved consent, transparency, and responsible use of shared information.
- Reduces repeated data collection from Indigenous participants, helping to address engagement fatigue and build trust in City processes.
- Supports more culturally safe and accountable engagement practices grounded in Indigenous data governance principles.

##### *Early Outcomes:*

- Improved internal coordination and visibility of Indigenous engagement data across departments.
- Early adoption of shared engagement information to inform project planning and reduce duplication.
- Strengthened foundation for more ethical, transparent, and consistent engagement practices.

## 4.2 Evaluation Plan that Creates Accountability of City Actions

### **Status:** In Progress (Development and Implementation Planning)

This recommendation supports the development of an evaluation approach to strengthen accountability for City actions related to the Calls for Justice and *Red Women Rising* reports.

#### *Key Actions:*

**Evaluation Scorecard:** A scorecard model has been developed and is currently being introduced across departments to support consistent understanding of progress in reconciliation and MMIWG2S-related work.

The scorecard shows different stages of progress, starting from identifying a problem or barrier, to having no action in place, to reacting after issues come up, to taking proactive steps in partnership with community, to emerging good practices, and finally to best practice where real and lasting improvements are being made for Indigenous women, girls, and Two-Spirit+ people.

- **Next Steps (2026):** Staff will focus on embedding the scorecard within the Citywide implementation plan (4.1) and strengthening consistent application across departments. Continued engagement with staff will support understanding of how to apply the continuum to track progress and identify opportunities to advance from reactive to best practice approaches. Further work will explore any additional resources or support required for long-term implementation.

#### *Impact on Safety:*

- Supports organizational learning and cultural change by normalizing incremental progress along the continuum toward best practice.
- Improves consistency in how reconciliation and MMIWG2S-related actions are understood, assessed, and advanced across the organization.

#### *Early Outcomes*

- Scorecard model developed and introduced as a learning and assessment tool
- Increased staff understanding of systemic harm, reactive responses, and pathways toward best practice.
- Early alignment underway to integrate the approach into the Citywide implementation plan (4.1).

## 4.3 Commit to the Seven Principles for Change

### **Status:** Complete (Ongoing implementation)

The Seven Principles for Change, guide how the City responds to the Calls for Justice and *Red Women Rising* recommendations. These principles are:

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.

#### *Key Actions:*

The following actions reflect implementation across the full scope of this recommendation, including Council commitment, communications protocols, training, and participation in MMIWG2S and Indigenous led events.

**Committing to the 7 Principles for Change:** City Council approved the recommendation to commit to the Seven Principles for Change.

- **Next Steps (2026):** These City will continue to apply the 7 Principles for Change across all relevant work.

**Communication Protocols and Awareness:** Civic Engagement and Communications has developed internal processes to support consistent messaging and recognition of key dates related to MMIWG2S events and days of significance.

- **Next Steps (2026):** Staff will refine communication practices to ensure alignment with Indigenous protocols and community expectations.

**Participation in MMIWG2S and Indigenous Events:** Mayor and Council, City leadership, and staff have participated in Indigenous-led events and MMIWG2S days of awareness, including the February 14 Women's Memorial March, May 5 National Day of Action, and October 4 Sisters in Spirit Day. Staff working in reconciliation and related areas have been supported to attend an event as part of professional development, relationship-building, and ongoing learning. Training opportunities, including those related to Red Dress awareness and broader MMIWG2S education, have been advanced.

- **Next Steps (2026):** Priorities include strengthening training and internal awareness, supporting continued participation in Indigenous led events.

#### *Impact on Safety:*

- Staff are more consistently considering how their work affects the safety of Indigenous women, girls, and Two-Spirit people.

### *Early Outcomes*

- Greater organizational awareness of the 7 Principles for Change and how to apply them in day-to-day work.
- Increased participation by Mayor and Council and City staff in Indigenous led event and days of significance.
- Improved consistency in how MMIWG2S and Reconciliation related dates are recognized and communicated across the organization.

## 4.4 Staff Development and Expectations

### **Status:** Complete

#### *Key Actions:*

The City's Performance Development and Planning (PDP) process continues to support staff in integrating learning and development related to Reconciliation into their work

- **Next Steps (2026):** Staff continue to learn how to implement reconciliation and MMIWG2S priorities to their work through cultural safety training, webinars on the 7 Principles for Change, and department wide learning sessions focused on MMIWG2S

#### *Impact on Safety:*

- Strengthens staff understanding of MMIWG2S commitments

#### *Early Outcomes:*

- Greater integration of Reconciliation and MMIWG2S Calls for Justice Principles into staff development discussions and planning processes, and increased collaboration between the Indigenous Relations team and all City departments

## 4.5 A Response Protocol for Missing Indigenous Women, Girls, and 2SLGBTQQIA+ people

### **Status:** In Progress

#### *Key Actions:*

**Missing Person Alert Protocol:** A Missing Person Alert Protocol has been developed and piloted seven times since May 2025. The protocol involves coordination across 12 City departments and external partners (Vancouver Public Library, Vancouver Parks and Recreation, and Vancouver Police Department) to rapidly share missing person alerts when individuals go missing in Vancouver.

Through these activations, staff across departments have supported the distribution of alerts to help increase awareness and assist in locating missing persons, in alignment with privacy requirements and police-led notification processes.

- **Next Steps (2026):** Finalize alert protocol and develop staff training to support consistent and appropriate activation of the protocol across departments.

*Impact on Safety:*

- Enables timely, coordinated dissemination of missing person alerts across City departments upon initiation by the Vancouver Police Department.
- Expands the reach of critical information through frontline staff networks, supporting faster community awareness.
- Strengthens interdepartmental coordination while ensuring compliance with privacy and information sharing requirements.

*Early Outcomes:*

- Protocol has been successfully piloted seven times since implementation in May 2025.
- Improved coordination across 12 departments and external partners in responding to missing person alerts.
- Increased staff awareness and readiness to support coordinated response efforts.

## 4.6 Actions While Planning

### *Sub recommendations*

*4.6.1 Financial Issues: Capacity, Sustainability, and Accountability*

*4.6.2 Develop Implementation Tools for Staff*

*4.6.3 Staff Training*

*4.6.4 Resource List*

*4.6.1 Financial Issues: Capacity, Sustainability, and Accountability*

**Status:** In Progress

*Key Actions:*

**Honoraria Policy Update:** This recommendation was previously updated in the 2025 report. Since then, staff have continued to implement the updated Honoraria Policy (2023), which incorporates Indigenous protocols for gifting and recognition.

A key development this year has been increased use of the Handshake Protocol by staff when working with Indigenous partners and community members. This approach supports culturally

appropriate recognition practices and has been positively received by Indigenous participants, who have shared that it contributes to more respectful and meaningful engagement.

- **Next Steps (2026):** Indigenous Relations staff will develop a step-by-step training guide outlining best practices for applying the Handshake Protocol and Honoraria Policy consistently across departments. This will support greater clarity, consistency, and culturally safe application of financial and recognition practices.

#### *Impact on Safety:*

- Strengthens culturally safe engagement practices by ensuring appropriate recognition of Indigenous knowledge, time, and participation.
- Supports trust-building through respectful and consistent application of Indigenous protocols.
- Reduces barriers to participation by reinforcing equitable and transparent honoraria and recognition practices

#### *Early Outcomes:*

- Increased use of the Handshake Protocol across City engagement processes.
- Positive feedback from Indigenous participants regarding respectful and culturally appropriate recognition practices.
- Improved staff awareness of Indigenous protocols related to honoraria and engagement.

#### *4.6.2 Develop Implementation Tools for Staff*

##### **Status:** Scoping

The initial recommendation identified the need for a suite of tools that include:

- An overview and fact sheet on MMIWG2S, including the City's commitments and response actions to CFJ and RWR.
- Information and data on systemic barriers experienced by Indigenous women, girls, and 2SLGBTQQIA+ Peoples, and the rationale for City action.
- Guidance on applying a gender-based analysis to implementation of recommendations.
- Resources on cultural safety and trauma-informed approaches.
- Definitions of key terms to support shared understanding across departments.
- Guidance on when work should be Indigenous-led and when Indigenous staff involvement is advisory or supportive in nature.

#### *Key Actions:*

This action is in the scoping phase and focuses on identifying and developing practical tools to support City staff in implementing the Calls for Justice and *Red Women Rising* recommendations in ways that improve outcomes for Indigenous women, girls, and 2SLGBTQQIA+ Peoples.

Indigenous Relations staff are currently supporting departments through ongoing strategic advising on MMIWG2S-related work. This includes sharing relevant context, information on systemic barriers, and considerations related to Indigenous engagement and safety to inform project planning and decision-making. This work is helping to identify priority areas where formal tools and guidance would be most effective.

- **Next Steps (2026):** Staff will continue to scope and refine the development of implementation tools, including prioritizing which resources are most needed by staff and how they should be structured for ease of use. Further work will explore how these tools can be developed in a consistent format that supports organization-wide understanding and application of the CFJ and RWR recommendations.

*Impact on Safety:*

- Supports more consistent application of gender-based analysis, cultural safety, and trauma-informed approaches to City work.

*Early Outcomes:*

- Increased demand for structured guidance and information to support MMIWG2S-related work.
- Identification of key content areas required for staff-facing tools.

#### 4.6.3 Staff Training

**Status:** Scoping

*Key Actions:*

Human Resources, as the lead of UNDRIP Action Group #3: Training, is currently in the scoping phase of developing enhanced Indigenous-related training for City staff that incorporates MMIWG2S content.

- **Next Steps (2026):** Staff will continue to scope the development of a consistent training approach for City staff through UNDRIP Action Group #3. This includes defining core learning objectives, required content areas, and delivery methods to ensure accessibility across departments and roles. Further work will focus on determining how MMIWG2S content can be integrated into broader Indigenous training programs in a way that connects historical context to present-day municipal decision-making and responsibilities.

*Impact on Safety:*

- Supports more informed decision-making by linking historical context, human rights frameworks, and municipal responsibilities.

#### *Early Outcomes:*

- Increased organizational recognition of the need for more comprehensive and mandatory Indigenous-related training that includes MMIWG2S content.
- Identification of core content areas and learning priorities to inform future training design and development.

#### *4.6.4 Resource List*

**Status:** In Progress (ongoing updates)

#### *Key Actions:*

Staff have developed internal resource lists to support City staff in working in a culturally appropriate and safe way with Indigenous communities. These resources are available upon request through Indigenous Relations and support a range of engagement and project needs.

Current resources include guidance and contacts for opening meetings and ceremonies, welcoming protocols, local healing practices, Indigenous and urban Indigenous catering options, organizations supporting MMIWG2S, as well as childcare providers for meetings and engagement activities. This work is ongoing and continues to be expanded based on staff needs and requests.

- **Next Steps (2026):** Staff will work to publish these resource lists on Currents to improve accessibility and ensure broader awareness across all City departments. The list will continue to be expanded and updated, including additional categories such as Indigenous-owned consulting services, developers, and graphic design and communications professionals, to further support Indigenous inclusion in City projects and procurement processes.

#### *Impact on Safety:*

- Strengthens City staff relationships with Indigenous communities and service providers.

#### *Early Outcomes:*

- Early expansion of Indigenous service provider networks connected to City work.

## 4.7 Implementation

**Status:** In Progress

As noted earlier, a citywide implementation plan will continue to be scoped and piloted across select initiatives to support more consistent application of a gender-based analysis within reconciliation efforts.

This work is intended to ensure that City actions are coordinated, measurable, and responsive to the needs of Indigenous women, girls, and Two-Spirit people. Over time, this approach will support more meaningful outcomes, strengthen relationships with Indigenous communities, and build confidence in the City's reconciliation efforts.

## Strategic Priorities & Way Forward

The City's ongoing implementation of the MMIWG2S Response Report continues to shift toward a more coordinated, accountable, and impact-focused approach across all departments. This work is grounded in the understanding that progress must be measured not only by activity, but by meaningful change experienced by Indigenous women, girls, and Two-Spirit+ people.

As the City advances this work, the focus will remain on strengthening systems that support timely response, culturally safe engagement, and consistent application of Indigenous rights-based approaches across all areas of service delivery. This includes ensuring that tools, protocols, and evaluation approaches are embedded into everyday practice and supported through staff training and organizational alignment.

## Overarching Next Steps (2026)

Key priorities include:

1. Finalizing and implementing the Missing Person Alert Protocol across all relevant departments.
2. Delivering staff training sessions on the Alert Protocol and Urban Indigenous Engagement Framework.
3. Supporting consistent application of MMIWG2S-related tools, protocols, and evaluation approaches across City departments through ongoing learning and implementation support.
4. Continuing to strengthen alignment across Reconciliation, UNDRIP, and MMIWG2S commitments to ensure coordinated, citywide implementation.

This work represents an ongoing organizational commitment to public safety and addressing the Calls for Justice and Red Women Rising recommendations in a way that is sustained, accountable, and grounded in partnership with Indigenous communities. The City recognizes that meaningful progress requires continued learning, collaboration, and a willingness to shift internal systems to better reflect Indigenous rights, safety, and lived experience.

Through continued implementation of the Response Report, the City is working toward a future where Indigenous women, girls, and 2SLGBTQQIA+ Peoples experience greater safety, dignity, and trust in their interactions with municipal systems and services.