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**CC:** "City Manager's Correspondence Group - DL"  
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**Date:** 7/6/2020 2:51:47 PM

**Subject:** Memo - Reconciliation Update - RTS 13695

**Attachments:** CMO - Memo re Reconciliation Update - RTS 13695 - 2020.07.pdf

Dear Mayor and Council,

Please see the attached memo regarding Reconciliation Update Work and Efforts – RTS 13695. This update focuses on an overview of the following:

- The City's Reconciliation Framework
- A high-level overview of the entirely unique challenges COVID-19 creates for Indigenous peoples and First Nation's
- Reconciliation efforts pursued since the 2019 City of Reconciliation Administrative report

Should you have any question, please contact Katelyn Crabtree, Indigenous Relations Manager at [Katelyn.Crabtree@vancouver.ca](mailto:Katelyn.Crabtree@vancouver.ca).

Best,  
Sadhu

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Pronouns: he, him, his



*The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh peoples.*

## MEMORANDUM

July 2, 2020

TO: Mayor and Council

CC: Paul Mochrie, Deputy City Manager  
Karen Levitt, Deputy City Manager  
Lynda Graves, Administration Services Manager, City Manager's Office  
Rena Kendall-Craden, Civic Engagement and Communications Director  
Rosemary Hagiwara, Acting City Clerk  
Anita Zaenker, Chief of Staff, Mayor's Office  
Neil Monckton, Chief of Staff, Mayor's Office  
Alvin Singh, Communications Director, Mayor's Office  
Katelyn Crabtree, Indigenous Relations Manager

FROM: Sadhu A. Johnston  
City Manager

SUBJECT: Reconciliation Update Work & Efforts, RTS 13695

This is the City of Vancouver's fourth City of Reconciliation update and is a part of the ongoing commitments established in the City's Reconciliation Framework, the January 14, 2016 Administrative Report on the Truth and Reconciliation Commission Calls to Action, and corporate and departmental project commitments.

This update focuses on an overview of the following:

- The City's Reconciliation Framework
- A high-level overview of the entirely unique challenges COVID-19 creates for Indigenous peoples and First Nation's
- Reconciliation efforts pursued since the 2019 City of Reconciliation Administrative report

The City's Reconciliation efforts occur across City departments and are based on the City's commitment to Reconciliation: to form sustained relationships of mutual respect and understanding with *x̱w̱məθḵw̱əy̱ əm* (Musqueam Indian Band), *Sḵw̱x̱w̱ú7mesh* (Squamish Nation), and *s̱é ḻilw̱ətaʔṯ* (Tsleil-Waututh Nation) and Urban Indigenous communities.<sup>1</sup> The Reconciliation *Vision & Goals* provide a high-level impetus to integrate Reconciliation considerations.

Reconciliation updates found in this memo are organized by department. For the purposes of this document "MST" is used to refer to the Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nations' government bodies collectively. If the individual communities are being

<sup>1</sup> <https://vancouver.ca/people-programs/city-of-reconciliation.aspx>

referenced, they will be referred to as such. If MST Development Corporation is being referenced, it will be as “MST DC”.

This update is structured as a review of the past year and an overview of how this work will move forward in the year ahead. Departmental gaps due to filling staff positions that directly support Reconciliation efforts, coupled with the impacts of the COVID-19 pandemic require that the 2019 Council motions directing staff to work on the following items are carried forward:

June 26, 2019 Reconciliation Administrative Report, Council motions:

- A. THAT Council direct staff to include in the 2020 Reconciliation Report an analysis of the status of the City’s Reconciliation Framework commitments, including recommendations for building on these commitments, with, where possible, measured and specific outcomes, and the steps taken to date, as well as associated budget implications to enable consideration with respect to annual budget planning and approvals.
- B. THAT Council direct staff to report back on initial scoping of a “Colonial Audit” in order to identify both short term and long term opportunities and specific ways to improve the City of Vancouver policies and practices with regard to Reconciliation and report back with their findings and recommendations to acknowledge any injustices uncovered as part of the “truth-telling” phase.

Reconciliation efforts completed to date and currently underway will provide context and will help to inform an analysis of the Reconciliation Framework commitments for building on these commitments and a colonial audit scope. The City’s Indigenous Relations Manager, Indigenous Planners, Liaisons, Reconciliation-focused staff including Engineering’s Strategies and Standards Archaeologist and Project Manager lead the Reconciliation *Vision & Goals* being woven into existing City policies, processes, and projects. By implementing Reconciliation into existing policies, processes, and projects, staff are able to identify gaps and needs for more meaningful and effective action towards Reconciliation.

The City of Vancouver strives to be an authentic leader in its government to government relationships with MST, and in its partnerships with urban Indigenous community representatives.

The motivation for this work is to continually move towards the goal of Reconciliation: that is to establish and maintain mutually respectful relationships between Indigenous and non-Indigenous peoples in the City of Vancouver. Work also includes establishing respectful and mutually beneficial government to government relationships.

Working towards this goal requires continuous re-assessment of the Reconciliation Framework to the development of the City’s business units operations and processes, the purpose of which is to ensure City processes and procedures are conducive and supportive of City relationships with MST and urban Indigenous peoples.

The City will continue to assess and analyze its Reconciliation work to establish mutual goals and create lasting relations with local First Nations and the urban Indigenous peoples.

## Context/Background

The City is continually learning and evolving its understanding of how Reconciliation may be imbedded into City policies, processes, intergovernmental relations, partnership opportunities and funding support. A significant piece of the City's learning has been to work with and incorporate MST and the urban Indigenous communities' knowledge, recommendations and advice. In doing so the City is establishing important relationships, both of which are part of the foundation for establishing respectful government to governmental working relationships and relations with the urban Indigenous communities.

The Indigenous Relations Manager (IR) provides strategic advice on the City's overarching approach to Reconciliation and intergovernmental relations across all City business units. This work is informed by a number of initiatives including CoV-MST staff intergovernmental meetings, Council to Council gatherings, convening monthly staff Reconciliation meetings, embedding Reconciliation on major City projects and coordination with Legal Services to ensure overall strategies are accurate, applicable and efficient in the municipal setting.

### Reconciliation Framework

The Reconciliation Framework is comprised of three main principles:

1. **Cultural Competency:** All City staff should have an opportunity to learn and work with local First Nation and urban Aboriginal communities. Staff should strive to create opportunities for Aboriginal Vancouverites to engage in partnerships with the City, supporting learning opportunities for both.
2. **Strengthened Relations:** Strengthening our relationships starts with acknowledging the history of residential schools and the impact of harm from the loss of land and culture. Continuing to build and strengthen relationships with Reconciliation Canada, MST, as well as with the urban Indigenous communities (including MVAEC), is critical. Above all, it is important to recognise the history, heritage and protocols of the three Host First Nations, their presence, and achievements with respect.
3. **Effective Decision-making:** Our work with First Nations requires a unique approach and understanding of our goals. Achieving mutual respect, strong relationships and economic empowerment requires flexibility, thoughtfulness and a principled and transparent approach in our work together.

These three principles guide the City's ongoing Reconciliation work across the City. In its application over the past five years, the City has learned alongside and from MST and the urban Indigenous communities how these components can guide various projects and efforts. These teachings and learnings will be incorporated in an analysis of the Reconciliation Framework to be carried out over the next 12 months and which will contain recommendations for building onto these commitments.

### Whole-Systems Approach

Cross-departmental approaches are being explored through initiatives such as the Vancouver Plan and One Water. These initiatives will provide the opportunity to explore the structural support needed for a whole-systems approach. In much of the City's and Park Board's joint

work with its partners a common theme that is raised is the need for the City to have a cross-departmental approach. A whole-systems approach would better support our partners' engagement with the City.

As City staff continue implementing Reconciliation into their work in 2020 staff will, where possible, continue to collaborate with the Park Board on Reconciliation implementation. In particular the City will collaborate and learn from the Park Board's new direction for a whole-systems approach.

#### Formal Agreements

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

There are current discussions between the Tsleil-Waututh Nation and the Indigenous Relations Manager regarding a high level Memoranda of Understanding proposal. This is in early stages and will be brought to the City's Corporate Management and Council when a draft proposal supported by both governments is complete.

In January 2016, the City signed a Memorandum of Understanding with Metro Vancouver Aboriginal Executive Council (MVAEC). The intention of establishing a cooperative relationship is to address the unique needs of the urban Indigenous population of Vancouver.

### **Current Context - Pandemic**

#### Emergency and Response Context

The COVID-19 pandemic has affected everyone in Vancouver, across Canada, and around the world. Canadian Indigenous peoples and communities face unique risks that create additional barriers to overcome with often much less support than non-Indigenous communities.

Indigenous peoples are especially vulnerable during the pandemic due to the underlying health issues that are a result of multigenerational trauma. Indigenous communities have poorer health outcomes and shorter life expectancies than the Canadian population as a whole. Some of the most vulnerable to the virus in Indigenous communities are elders, the knowledge keepers and community leaders who have a violent and traumatic past with diseases. Traumatized people are at risk of being re-traumatized.

There are other troubling, unique, and compounding facets of the pandemic for Indigenous communities but despite them all, Indigenous peoples continue to lead with their teachings and beliefs that are powerful tools for understanding the pandemic effects.

For thousands of years, despite the violence and adversity, Indigenous peoples' unique and distinct cultures continue to thrive. Musqueam, Squamish and Tsleil-Waututh teachings and practices have preserved because of their peoples' resilience and integral connection with the land. The resiliency and cultural richness of MST are an inspiration to the City and the City recognizes there are important lessons to be learned from MST and urban Indigenous peoples' management of the pandemic and recovery planning.

As a government partner, it is important to understand the impacts of the pandemic on MST and urban Indigenous communities. This includes being aware that the pandemic may be exhausting the financial and human capacity of Indigenous communities as it takes priority. For

many, leadership and staff time is being reallocated to the business of keeping their communities safe. An important measure taken by MST, and many other First Nations across Canada, is limiting access to their communities by non-members via direct or indirect measures, and creating new emergency bylaws.

It is important to appreciate that during the pandemic Federal, Provincial, and Municipal projects requiring and seeking input from MST and urban Indigenous communities continue. The City is reacting quickly and evolving practices and projects in an effort to be a reciprocal government partner and work as efficiently and responsively as is required. Staff cannot stress enough the importance of City interdepartmental coordination on Reconciliation efforts at this time. Examples of evolving practices include:

- a) Ongoing communication with MST staff about the current priorities and community safety. Collaborating on ways to respectfully handle emergency works that arise during this time
- b) City's Emergency Operations Centre (EOC) advocating alongside MVAEC for resources to respond to the unique needs of urban Indigenous communities in Vancouver. In particular the Urban Indigenous Collaboration & Communication Hub, described in more detail below
- c) Ongoing communication with other urban Indigenous organizations to facilitate the necessary coordination with the EOC to understand safety and cultural needs
- d) Collaborating with the Missing and Murdered Indigenous Women and Girls Street Team to deliver nightly meals to Indigenous peoples in the Downtown Eastside, Stanley Park, Commercial Drive and other neighbourhoods

The City's EOC, in coordination with other staff, are ensuring regular communication and coordination with MVAEC, Vancouver Coastal Health – Aboriginal Health, First Nations Health Authority, and other Indigenous organizations to assess the impacts of the pandemic and government directives for emergency response. This work includes identifying any gaps in services and ways the City can assist with filling these gaps.

MVAEC, Vancouver Coastal Health and other partner organizations are forming an Urban Indigenous Collaboration & Communication Hub. Terms of Reference to guide the Hub's work are collaboratively being drafted for effective and meaningful short term, medium term, and long term responses to the needs of urban Indigenous residents and organizations in the wake of COVID-19. The Hub's principles will include but are not limited to; decolonization; reciprocity; and Indigenous collective impact. Deliverables so far include:

- Survey of urban Indigenous non-profits
- Newsletter encouraging collaboration and connection
- Dialogue circles on outbreak prevention, housing, health and food
- Inventory of community care and available services
- Funding opportunities
- Policy recommendations

## **Reconciliation Focused/Affected Works**

A summary of the Reconciliation-focused work carried out by various City departments over the last twelve months can be found below:

## ***Engineering***

In February 2019, Engineering Services, in collaboration with representatives from MST, created and hired for a full-time Archaeologist position. MST representatives worked closely with Engineering Services throughout the recruitment process, partaking in the interview panel and helping select best candidate for this position.

Engineering Services delivers infrastructure projects within the city that differ in size and scope. Most of the construction projects involve ground disturbances in the urbanized environment, and occasionally near or within archaeological or culturally sensitive areas. With more than 800 work orders per day, understanding appropriate responses when ground disturbance is planned in or near an archaeological site is of utmost importance. In collaboration with MST, a number of initiatives have been identified to foster strong and cooperative relations, including policies and processes that directly impact MST.

The Engineering's Strategies and Standards (ESS) Indigenous Liaison Coordinate position works with the ESS team to support reconciliation work, engagement and relationship building with MST. This position is vacant and has been prioritized for being filled.

### Archaeological Work Practice

As a result of the 2018/2019 in-house maintenance programs gap analysis that included 18 Engineering branches and over 90 employees, a number of improvement opportunities were identified and implemented in the past year:

- Archaeological checks to take place at various points prior dig. Including BC One Clerk, Dispatch, Records Clerk, Operations Supervisor and/or Superintendent
- Expansion of archaeological management buffer area to encompass areas of archaeological potential
- General criteria for what constitutes emergency work, followed by emergency protocols
- Task specific protocols for those conducting ground disturbance within known archaeological sites and archeological managed buffer areas
- *Geographical Information System* improvement to flag street segment addresses in permitting and asset management system
- First Nation specific archaeological training for all Engineering staff involved with ground disturbance projects

### Staff Training

Since 2017 more than 1,400 City Engineering staff have been trained on issues related to Archaeology Management and Indigenous Awareness. In 2019 alone, more than 550 staff received training in the following:

#### Chance Find Management course

- An hour-long technical skills based course delivered in-house targeted to support Engineering operations staff in the event that staff working in the field encounter archaeological materials in chance find zones, or otherwise non-recorded archaeological sites, on City lands
- More than 400 staff trained in 2019; 30 in 2020; and over 1,200 staff trained in total
- A new staff and refresher course is being offered

#### Archaeology Policy, Process and Management course

- An hour-long technical skills-based course delivered in-house and targeted to support all Engineering staff with the potential to complete archaeological due diligence when deciding which zone(s) the scope of the works falls within for compliance of standard procedures
- More than 150 staff trained in 2019; 50 in 2020; and more than 250 staff trained in total
- A new staff and refresher course is being offered

#### Training Partnerships

- həŋqəmiŋəm̓ & Skwxwú7mesh language recordings
- MST regularly participate in the Chance Find Management Training Course
- MST provided positive feedback to staff regarding the Chance Find Management Training Course material and increased awareness of staff resulting from training – this was shared at the Water Works and Sewer Operations AGM in March 2020
- Lunch and learn sessions providing cultural awareness training
- More than 250 Engineering staff have attended the voluntary learning opportunity during their personal lunch hour.

#### Tools for Implementing Staff Training and Capacity Building

In 2019 the ESS team, in collaboration with MST staff, established the following tools and opportunities to provide informed, respectful frameworks for managing particular tasks that arise in Engineering:

#### City-wide Heritage Conservation Act Permit

- The City, in collaboration with MST, has obtained a *Heritage Conservation Act* Multi-Assessment Permit (s.12.2) from the Provincial Archeology Branch. The permit represents the collective efforts of the City and MST and will allow for immediate response to emergency infrastructure failures, while maintaining compliance with Provincial regulations and First Nations engagement commitments. Small-scale routine operations work is also authorized under this permit.

#### Archaeology Wet Screening of Material

- In collaboration with MST and local archaeologists, the City designed and fabricated wet screens to facilitate the processing of large amounts of material suspected to contain archaeological materials. The processing of the material was undertaken by field technicians and archaeologists from MST. During the course of the screening, Musqueam and Squamish provided two First Nation field assistants with no previous experience in archaeology. This work provided an opportunity for capacity development and the training of inexperienced field assistants.

#### Design and Consulting Request for Agreement

- The City is collaborating with MST to establish requirements for archaeology work to increase efficiencies in order to minimize the frequency of the City going to market for Engineering Services.

#### Artifacts Analysis and Repository Preparation

- In 2019, the City's Engineering Archaeologist and MST technicians and heritage managers identified more than 50 artifacts during an Emergency repair. The City worked in collaboration with MST to undertake the artifact analysis, repository preparation and to



update the provincial archeological site record. MST Archaeologists are also providing support during the reporting phase.

#### City of Vancouver Family Day

- In May 2019, ESS invited MST to co-host a booth at Vancouver Family Day celebrations. The City and Musqueam's archaeologist educated children about archaeology and showcased the City and Musqueam's artifact teaching kit.

#### Procurement and Employment opportunities

- The City is working with MST to determine how it may better support procurement opportunities

#### Continuous Improvement

- Updates to Archaeology/Heritage Resource Protection Policy
- Updates to staff VanMap Archaeology/Heritage Management Areas in collaboration with MST

#### One Water – Integrated Utility Planning

Vancouver's sewage, drainage and water services are experiencing many pressures requiring thoughtful planning and investments to meet current and future community needs. Protecting water quality, improving climate resilience and responding to new service capacity for population growth combined with the pressures of aging infrastructure have prompted the City to rethink water management in our urban environment. Vancouver is striving for an integrated approach, known as a 'One Water' approach, to support critical sewer, drainage and water infrastructure in a way that helps to restore and support healthy and resilient urban watersheds and communities. The waterways in Vancouver are integral to MST's relationship with the lands for over thousands of years. One Water would like to coordinate with MST on these projects where possible.

A One Water approach aims to manage water more resourcefully, sustainably, and equitably. Several initiatives underway that use the One Water approach include:

- *Rain City Strategy* – On Nov 5, 2019, Council adopted the Rain City Strategy, a long-term rainwater management strategy and roadmap for implementing green rainwater infrastructure (GRI) in the public and private realm. City staff continue to engage with MST representatives as well as the Burrard Inlet Action Plan initiatives led by Tsleil-Waututh Nation and other initiatives as they emerge to ensure the City is integrating MST's work.
- *Sewage and Rainwater Management Plan (SRMP)* – On May 26, 2020, staff brought forward a report to Council recommending the development of a Sewage and Rainwater Management Plan for Vancouver. The SRMP will guide policy, regulation, advocacy and strategic long-range investments in sewage and rainwater management all of which have the potential to impact MST. More dialogue is required with MST to understand their interests, desired level of involvement and collaboration approach.
- *Development utility service planning*
  - *Jericho Lands*: The City is working with the MST DC and Canada Lands Company to develop a policy statement that will guide the development of a 90 acre site on the west side of Vancouver. The developer's consultant team is

currently investigating concepts and opportunities that embrace sewer, drainage and water utility servicing approaches that are well aligned with 'water sensitive city' principles, the Rain City Strategy and the City of Vancouver's One Water approach.

- *Señákw Development lands*: Several Engineering Services Branches reviewed the preliminary utility servicing plan for servicing Señákw Development lands and provided feedback to Squamish Nation's Nch'kay Development Corporation representatives and their developer and consultant team. The Integrated Water Management Branch completed a computer simulation model to assess the capacity of the sanitary and storm sewers adjacent to the site. The Green Infrastructure Implementation Branch identified opportunities to improve the quality of rainwater run-off from both the site as well as nearby City infrastructure to help enhance aquatic and salmon habitat in False Creek. The Engineering Services Branches have offered to continue discussions with Nch'kay Development Corporation representatives and their developer and consultant team regarding utility servicing of Señákw.
- *Locarno-Jericho Flood Mitigation Study* – A number of branches within Engineering are jointly engaging with MST on a series of options for addressing storm water flooding near Locarno Beach and the Jericho Works Yard. As part of this work, a computer simulation model for the Point Grey watershed sewer system was created to development flood mitigation options. It will also be used to support servicing assessments for Jericho Lands. Given the highly sensitive archaeology of the coastal area, staff are not making any flood mitigation recommendations until the Nations can provide advice on the options, which have a varying degree of ground disturbance.
- *Reconciled Futures Indigenous Youth Art Camp* - An art camp for Indigenous youth delivered by the Museum of Vancouver in partnership with the City of Vancouver Green Infrastructure Implementation Branch. The program involved nine Indigenous youth and six Indigenous artist mentors and provided an opportunity for the youth to express themselves through public art while learning about careers in art, museum curation and green rainwater infrastructure. The art installation at the 63<sup>rd</sup> and Yukon green rainwater infrastructure demonstration project is expected in July 2020 and will help raise public awareness about nature-based approaches for managing water.

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

### Indigenous Planning Staff

The Social Policy Indigenous Planner position works closely with the urban Indigenous communities, MVAEC, and leads the City's efforts in this area. The work includes stewardship of the City's MOU with MVAEC, acting as staff liaison to the Urban Indigenous Advisory Committee, leading the City's healing and wellness responses, and coordinating Reconciliation efforts with the Indigenous Relations Manager.

The Indigenous Arts and Culture Planner position works in many areas within Cultural Services, including, but not limited to: providing advice on arts, culture, and heritage aspects of projects, and coordinating Reconciliation efforts of this Division with Indigenous Relations Manager, Intergovernmental Relations team. This position has been vacant since March 2020 and has been prioritized for being filled.

### Year of Indigenous Languages Proclamation

November 25, 2019 Mayor Kennedy Stewart issued a proclamation recognizing 2019 as the International Year of Indigenous Languages. Vancouver City Council was joined by MST elected and community representatives for the proclamation where the City was provided a unique opportunity to hear MST elders and representatives share the important living history of hə́nqəmiṇəm and Sk̓wx̓wú7mesh which is integral to their distinct and unique cultures.

The City endeavors to honour its commitment to Reconciliation and to continue to find ways that it can support revitalization of Indigenous languages. Through 2020-2022 ACCS will be developing an Indigenous Languages Action Plan. This work will explore appropriate ways for the City within its jurisdiction to support hə́nqəmiṇəm and Sk̓wx̓wú7mesh to be incorporated across the City with the necessary educational support.

### Culture|Shift Blanketing the City in Arts and Culture

Culture|Shift is a 10 year culture plan framework with strategic direction and actions to align and increase support for art and culture, approved by Council in fall 2019. Culture|Shift grounds its work in recognizing that Vancouver is located on the traditional, unceded territories of MST. MST peoples have lived throughout this region for thousands of years. Their ancient continuity on these lands is reflected in their oral histories, art and culture practices, and deep relationships with the lands and waters, as well as in the archaeological record. For further details on the framework, principles and works please refer to Culture|Shift: Blanketing the City in Arts and Culture Vancouver Culture Plan 2020-2029.<sup>2</sup>

### Music Strategy

The Vancouver Music Strategy supports music and musicians working and living in Vancouver by addressing gaps and opportunities in the City's music ecosystem and embracing Vancouver's vibrant and diverse music communities. This work is done in alignment with the City's commitment to equity, diversity, and Reconciliation.

The framework for action, approved by Council in September 2019 as part of *Culture|Shift*, includes strengthening collaboration between government, community, and industry, engaging audiences, generating economic growth, promoting music tourism and education, and removing municipal barriers, to create a dynamic, sustainable, and resilient music sector for generations to come.

### Cultural and Social Grants

There has been a notable increase in support for MST and urban Indigenous-lead arts and culture projects, artists and organizations through Culture|Shift, policy, and assessment committee members.

The 2019-2020 grants and awards have and will provide a range of supports through its funding of \$887,888. There is \$174,000 in grants currently pending Council approval. This includes grants totalling \$75,000 (\$25,000 for each Nation) that has already been identified and discussed with MST. Those funds are a crucial commitment for the implementation of Culture|Shift as well as providing the necessary support to increase capacity for MST's engagement over the next year.

For a detailed list of cultural and social grants please see Appendix A.

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<sup>2</sup> <https://council.vancouver.ca/20190910/documents/rr1.pdf>

### Missing and Murdered Indigenous Women and Girls

Social Policy and Projects have a dedicated staff member working on an analysis to identify and recommend opportunities to integrate key recommendations from the Missing and Murdered Indigenous Women and Girls National Inquiry final report, Reclaiming Power and Place; and the Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside (the "Reports"). This review and analysis will identify alignments and misalignments between the Reports and City policies and priorities. The work will include comprehensive engagement and liaising with community subject matter experts, agencies, leaders and government to ensure this knowledge is applied in the consideration of policies, programs and investments that may fill the gap.

### Carnegie Community Centre

Indigenous Community Programming at the Carnegie Community Centre supports urban Indigenous peoples programs to provide an avenue for connecting urban Indigenous peoples within the geographical area of Vancouver with one another, to celebrate and practice cultural aspects of the rich Indigenous cultures from across Canada, and to connect with and learn from local First Nations. Carnegie Community Centre also provides culturally safe and relevant support for Indigenous peoples with the Elder in Residence Program.

One of the many highlights of 2019 was the founding of **lexwst'i:lem Drum Group**. This group arose from the community's deep desire and interest in learning Indigenous languages and song. The urban Indigenous community initiated this work from a place of wanting to honour the lands that they drum and sing on. lexwst'i:lem means "always singing" in the Coast Salish Halq'eméylem language. A Potlatch feast along with witnessing was held to receive the territorial permissions to hold the name lexwst'i:lem with representatives from MST.

Here are a few of the other programs Carnegie's Indigenous Community Programming supports:

- Lessons of the Button Blanket
- Traditional Salish Weaving
- MMIWG awareness/teachings and Red dress pins
- Cultural trips to local First Nations
- Kwantlen Salmon Fest and Big House

### Public Art

The overarching goal of the City's Public Art team is to increase MST visibility on the land and to further integrate Indigenous living culture and art into other departmental projects with processes. The following is a brief highlight of significant and ongoing projects:

- Responding to a Council motion passed on June 19, 2018<sup>3</sup> public art staff have been working to develop an opportunity for Signature Public Artworks lead by MST. They have been discussed at CoV-MST staff intergovernmental meetings and at meetings at Tsleil-Waututh and Squamish Nations. Next steps are to scope the opportunities with the Nations and make plans for how the commissions should be developed.
- The current artist-initiated public art call was adjudicated by a panel including members of Squamish Nation and Musqueam Indian Band. Through the call, six artworks have

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<sup>3</sup> <https://council.vancouver.ca/20180619/documents/regu20180619min.pdf>

been commissioned, including a carved artwork by Tsleil-Waututh artist Zachary George titled *cecəwánəx<sup>w</sup> síʔem*.

- Staff are working on a set of public art workshops that will provide an opportunity for City staff and Indigenous artists to share knowledge and develop stronger ways to work together. The workshops will lead to opportunities for temporary artwork commissions for the Arbutus Greenway. Work on this has been postponed due to the COVID-19 Emergency but it remains an important project in this work plan.
- Staff are preparing to support Squamish Nation's public art plans for the Seḥákw development, if the support is sought. Staff are also working with the partnerships engaged in the Heather Lands and Jericho Lands developments.
- Public Art Committee has recommended in its April 2020 meeting the commissioning of a Musqueam artist for a major art opportunity at the St. George's School's new campus
- Public Art and the Murals Program partner to offer annual indigenous mural opportunities, with a focus on local nations.

#### Sex Worker Safety & Prevention and Awareness Of Exploitation

Staff undertook a wide range of initiatives to raise awareness about and prevent the exploitation of Indigenous peoples, support sex worker safety, and to support sex work-affected Indigenous communities. This includes people who are not directly involved in sex work, but who are impacted through personal, familial, or intergenerational connections to sex workers or people at risk of exploitation. Recommendations from this work included:

- **Nora Hendrix Modular Housing Tenants Community Consultation Group** – Workshops with sex workers who self-identify as Black, Indigenous, or Indigenous and Black explored issues around colonization, oppression, and poverty with a focus on criminalization, police involvement, incarceration, recidivism, housing security, employment needs, and the impacts of gentrification of sex work areas (Hastings Corridor, Kingsway). Recommendations included actions to reduce criminal justice system involvement, adjust restrictive guest policies that exclude extended and chosen family, and facilitate supportive and peer employment opportunities.
- **Two Spirit and Trans Indigenous Sex Worker Consultation Group** – Workshops with self-identified Indigenous two-spirit and trans sex workers explored ways that stigma related to sexual orientation and gender identity result in increased involvement in the criminal justice system, gendered and sexualized violence within the criminal justice system, additional barriers to access housing based on real/ perceived gender identity and/or sexual orientation, reduced access to employment opportunities, and decreased access to key services for people experiencing gendered and/ or sexual violence.
- **Suicide Prevention & Awareness on Prevention of Exploitation Events** – Artists and elders with experience of sex work affected communities facilitated programs for Indigenous youth at risk of exploitation opportunities to explore ways to build mental health, prevent links between risk of exploitation and suicide, and foster community connection to reduce harm and build personal and community resilience.
- **Educational Workshop for Land Use Planners on History of Exploitation of Indigenous Women in Gastown** – The workshop explored the history of sex work and

sexual exploitation of Indigenous women, girls, two spirit and trans people, including an overview of Gassy Jack's exploitation of a Squamish youth, as a formative influence in Gastown history and heritage that continues to have implications today and for future planning efforts.

- **Gastown Gassy Jack monument** - The *Gassy Jack* sculpture has been a focus of community criticism for a number of years because John "Gassy Jack" Deighton took a 12-year-old Squamish girl Xáliya to be his wife when he was 40 years old. Staff have been aware of the call to action from Indigenous and other community partners and planned to consider the statue and its future as part of larger Reconciliation and equity-related policy work set for this and coming years, including through the Commemorations Policy review. Updates to Mayor and Council on the situation will be provided as necessary.
- **Health Equity Collaborative** – Along with partners including First Nations Health Authority and TransCare BC, staff participated in research to identify and address health inequities for 2SLGBTQI+ people. Staff participated as a part of the Indigenous Caucus and Leadership Committee to decolonize the process, including advocating for a White Caucus to respond to the concerns of Indigenous people, Black people, and People of Colour. Recommendations included increased opportunities for 2SLGBTQI+ to lead and inform the design and development of initiatives to decrease stigma systematized forms of violence within health services, and to increase specialized services for sex work affected communities in general health, sexual health, mental health, violence prevention and response, substance use, and harm reduction services.
- **Hastings Corridor Safety Plan Development – Sister Watch Committee** – Staff presented ways to reduce the negative impacts of gentrification, land use planning, and real estate development that result in increased displacement and violence on sex workers and people at risk of exportation.

#### Early Learning & Child Care

The City supported MVAEC to hire an Indigenous Early Learning & Child Care Planner to use First Nations, national, and provincial frameworks to develop a community engaged plan for Indigenous-Led Early Learning & Child Care. The plan is to identify service gaps and strategies to develop Indigenous-Led Early Learning Child Care Centres, increase recruitment and retention strategies to advance the capacity of Indigenous early childhood education staff, and integrate cultural safety into Indigenous-led and 'Universal' child care centres. The COVID-19 crisis has resulted in a need to delay the engagement timeline to re-scope engagement methods according to public health measures and a reduction in City funds available to support more robust engagement. Contractors with specialties in virtual circles, surveys, and social media broadcast and engagement methods are in the process of adjusting the engagement timeline.

#### Healing and Wellness Strategy

Ongoing work in Indigenous Healing and Wellness in Social Policy will expand and continue in 2020-21. It is expected that an Urban Indigenous Senior Planner will join the ACCS team to play a leadership role in this work. In 2019, Council directed staff to review the findings and recommendations of the MMIWG Inquiry as well as the Downtown Eastside Women's Centre Red Woman Rising report which staff anticipate will also inform this strategy.

### Saa'ust Centre

The Saa'ust Centre was established to support families and community members for the duration of the 2018 MMIWG National Inquiry's stop in Vancouver by providing trauma-informed counselling services, ceremony space and access to Elders and knowledge keepers. Following the Inquiry, the City of Vancouver continued to support Saa'ust to remain open until such a time that a new Indigenous Healing and Wellness Centre opens in the Downtown Eastside.

Staff continue to work with the community, health sector, and government partners to identify opportunities to create more spaces and places for Indigenous healing and wellness centres in the Downtown Eastside. Future opportunities include:

- The successful delivery of the proposed Aboriginal Land Trust and Healing Centre at 52-92 E Hastings. Development permit submitted in January 2020.
- The new mixed use development at 1<sup>st</sup> and Clark. Staff have worked with partners to complete a functional program and business plan for an Indigenous social enterprise portion of the development.

### Equity Framework

The Equity Framework (EF) will support the City of Reconciliation Framework and any subsequent updates. The EF is focused on internal change within the City of Vancouver that includes developing a shared understanding of equity as both an ongoing process and a series of outcomes. The EF will provide high level direction across all of the City's plans, projects and business units, including the Vancouver Plan.

Together with partners, staff are developing a vision, equity commitments, objectives and actions. To date staff have:

- Heard the need for a 'Race Forward, Indigenous-Centered, Intersectional Approach' to the City's equity work, specifically focusing on systemic inequities for Indigenous, Black, and People of Colour (IBPOC) in Vancouver
- Undertaken decolonization training with internal City departments on the Equity Leadership Team
- Piloted Anti-Black Racism training for Vancouver Plan and other Planning staff, HR/Equity Diversity and Inclusion Office, and Arts, Culture and Community Services division staff
- Collaborated with Vancouver Plan to integrate and align Equity Framework work into engagement, policy development and decision-making processes

### Indigenous Food Systems Projects

As part of the City's COVID-19 Emergency Response, the Give a Hand program and Community Resilience Branch Food and DTES teams supported the assessment of needs, developed options, and brokered partnerships and donations to channel key food assets to address acute areas of food insecurity exacerbated by the pandemic. The City was able to receive and direct donations of prepared meals, hamper items, shelf-stable items, bottled water, take out containers, and other supplies to Indigenous-led organizations such as Aboriginal Front Door, Aboriginal Mother's Centre, Culture Saves Lives, Healing Spirit Lodge, and the Pacific Association of First Nations Women, as well as Indigenous-serving organizations such as Battered Women's Support Services (BWSS), DTES COVID Response Group, Watari and the WISH Drop In Centre/ MAP Van.

### Homelessness Services and Affordable Housing Programs

The lack of safe, secure and affordable housing is an issue facing many Vancouverites and are further compounded by the inequality, racism and stigma facing Indigenous people. The 2019 City of Vancouver Homeless Count found that Indigenous residents are significantly over-represented in the population experiencing homelessness. 39% of respondents identified as Indigenous compared to 2.2% of the total population (2016 Census). Furthermore, Indigenous people were overrepresented on the street, with 55% of the Indigenous respondents unsheltered compared to 41% of non-Indigenous respondents.

As a City of Reconciliation, the City of Vancouver is committed to working with Indigenous leaders including MVAEC, its members, and other organizations to prioritize the creation of a new Indigenous-lead, culturally-appropriate housing supply that meets the needs of the diverse make up of urban Indigenous people. Lu'ma Native Housing Society and the Aboriginal Homelessness Steering Committee continue to be City partners of the annual Homeless Count, collaborating on the design, training and implementation of the Count since 2002.

During the COVID-19 pandemic, and response, the City has worked with partners to identify spaces for Indigenous residents. In partnership with City of Vancouver, the Province has worked to secure 686 hotel and community centre accommodations in Vancouver, over 100 of those spaces are prioritized for urban Indigenous, particularly elders experiencing homelessness.

The City collaborated with Lu'ma Native Housing Society and MVAEC to create a position within MVAEC to support the identification and development of Indigenous housing and homelessness indicators, data collection and analysis. The position supports Home Front, a regional collective impact initiative with the goal of making homelessness rare, brief and one time. The development of culturally appropriate and significant indicators will also help support MVAEC in the development of their Urban Indigenous Housing Strategy.

There are currently 117 units of affordable housing are under construction, 49 of which are expected to open later this year and will be operated by Lu'ma. In January 2020, 162 units of affordable housing were approved at 52-95 E Hastings to be operated by Lu'ma and BC Housing.<sup>4</sup>

In partnership with BC Housing, 663 new units of temporary modular housing (TMH) have come on stream in the last two years, including 98 units directly operated by Lu'ma. The City of Vancouver's Homelessness Services Outreach Team, BC Housing, non-profit operators and other referral agencies have supported the tenanting of the buildings. Over 40% of individuals housed in the TMH units identify as Indigenous.

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<sup>4</sup> Since 2017 over 350 units of Indigenous operated social housing have been approved, which will be managed by Vancouver Native Housing(VNHS) and Lu'ma. In 2018 VNHS was selected as the housing operator for 2 buildings delivered through the West End Inclusionary Zoning policies.



The City's goal of 600-700 social housing units owned and operated by an Indigenous non-profit housing provider by 2022 is well under way:

YEAR	Approved Units	Completed Units
2017	26	0
2018	216	27
2019	0	98
TOTAL	242	125

### ***Planning, Urban Design, and Sustainability***

#### Vancouver Plan

The Vancouver Plan is endeavoring to address the necessary internal work required to meaningfully partner and create safe and supported space for the incorporation of MST's knowledge in Planning Vancouver Together. Over the past year, City staff and MST staff have been in discussions about the values and expectations of working together including how voices of each Nation are intended to be meaningfully reflected in and influence the outcomes of the Vancouver Plan.

In response to the challenges of the pandemic, the Plan's engagement focus has shifted to include public consideration of potential short-term recovery actions, in addition to the long-range focus originally scoped. City staff have reconnected with our partners at MST in the aim of advancing agreements in a timely way to ensure the voices and perspectives of the Nations can be reflected in a Fall report to Council on both the early actions for short-term recovery, as well as guiding principles for the long-range planning. This Report will also provide Council with an update on the status of these partnerships.

The Vancouver Plan has also endeavored to learn how the City can meaningfully work with and create safe and supported space to incorporate MVAEC as the lead for urban Indigenous communities' expertise and its incorporation in Planning Vancouver Together. The intention is to work with MVAEC to help remove barriers to involvement for Urban Indigenous communities in the Vancouver Plan process, while also bringing their organization's expertise into the process to help ensure that the voice, values and principles of these communities, and the organizations who serve them, are integrated into the resulting plan.

The Project Facilitator II - Indigenous Liaison position will work with the Vancouver Plan team on many areas, including, but not limited to: coordinating the involvement, input and feedback from MST and urban Indigenous peoples towards development of the City-wide Plan. This position is vacant and has been prioritized for being filled.

#### Women Deliver Legacy Project

The land at 2502 Franklin St is being considered as a site for the Women's Legacy Project, which is a direct result of the City's role as host of the 2019 Women Deliver Conference. The innovative women-led housing project will feature an integrated services hub and dedicated childcare centre. From initial planning to construction and operation, all stages of this initiative will be led by women. The project will be co-created with MST representatives, the urban Indigenous communities, and local women-serving organizations to ensure that, once approved, it would meet the needs of women and prioritize Indigenous women-led families.

The City have achieved a balanced governance model with matriarchs from MST, as well as the urban Indigenous communities, women and Indigenous-serving organizations, Two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual and gender diverse communities, and organizations representing Housing operators in a way that represents 'co-creation' and contributes significantly to decisions, shares authority, while demonstrating reciprocity.

The City staff participating in the shared governance Steering Committee have now completed de-colonization training. Steering Committee meetings with community experts will begin this summer.

Canadian Mortgage and Housing Corporation approved seed funding for the project in the amount of \$150,000 which will, in part, enable the first phase of the project to begin.

### Broadway Plan

The Broadway Plan will be a 30-year comprehensive area plan to integrate new housing, job space and amenities around the new Broadway Subway. In fall 2019, Council approved a set of guiding principles that set direction for the creation of the plan. One of the principles is, *Support Reconciliation with First Nations and Urban Indigenous Peoples*.

The Broadway Plan area is within the unceded homelands of the MST. It is also home to diverse Urban Indigenous communities. MST voices and visibility on the land should be supported, along with opportunities to support Indigenous peoples' cultures and art.

Due to the COVID-19 pandemic and delays to community engagement, staff anticipate an approximately six-month extension of the planning process with a draft plan for Council's consideration by mid-2021.

### Heather Lands

Unanimously approved by Council in May 2018, the Heather Lands Policy Statement establishes a vision for the future redevelopment of a 21-acre site which is part of a joint venture between MSTDC and Canada Lands Company ("CLC"). Development of the plan was a collaborative effort between the City, MSTDC, CLC and the local community. The plan calls for a new mixed use community with approximately 2,300 housing units. At least 20% of the units will be allocated toward social housing (approx. 530 units) and 20% of the units have been slated for "attainable home ownership". The plan also includes a robust package of amenities including a new MST-owned cultural centre, a 69-space childcare centre located at the heart of the plan, 4 acres of parks and open space, and a one-acre site for a new Conseil Scolaire Francophone (CSF) elementary school. Through the process, MSTDC, MST, and the City concluded that removal of the Fairmont building from the site is in keeping with the spirit of Reconciliation and as a result, the building is proposed to be located off-site in an effort led by staff.

### Jericho Lands

In July 2018, Council approved a multi-year planning program to establish a Policy Statement to guide redevelopment of the Jericho Lands, a 90-acre site located in West Point Grey. The site is co-owned by MSTDC and CLC. The process launched publicly on March 2, 2019 at an event co-hosted by the co-landowners and the City. Since March 2019, staff have connected with over 2,500 community members from MST, the local community and the broader city. Staff anticipate that the Policy Statement will be presented to Council for decision in late 2021, though the timeline may be subject to revisions as a result of the COVID-19 pandemic. This project

represents a unique opportunity to continue to advance the City's relationship with MSTDC, MST, and CLC, while envisioning a future for this signature site.

### Employment Lands and Economy Review

The Employment Lands & Economy Review (ELER) began in January 2019 and is a long-range land use policy plan to ensure Vancouver has an appropriate supply of land and business space to support jobs and the growth of the economy. The ELER's External Advisory Group includes representatives from the various interest groups, including space for MST DC representatives. The BC Liquor Distribution Centre at Rupert St. SkyTrain Station is now owned by MSTDC which is within an area designated as mixed employment and therefore related to the ELER work.

The ELER External Advisory Group will convene this summer to review the draft recommendations and the final drafts will be presented to Council in the early fall. In addition, the Metro Vancouver Industrial Land Strategy is now in its final phase. The final report was taken to the Metro Vancouver board who referred it back to staff for further consultation and finalization.

### Sea2City

A sub-component of Vancouver Plan and the City's ongoing Coastal Adaptation Plan initiative, Sea2City is an innovative coastal planning and design challenge to be launched in 2021. Final outputs will be used to inform a framework and vision to guide urban development and ecological revitalization in False Creek and along the Fraser River Foreshore. Public engagement work will take place in 2020 to prime the 2021 work. A letter of understanding between Musqueam and Sea2City is in place to support collaboration. In preparation for future work, Sea2City is working on engaging with the Nations further so as to be informed by the wealth of information they have of the waterways integral to their communities.

### Señákw Development

Señákw is a 10.48 acre land parcel on the south side of the Burrard Bridge directly across the water from Downtown Vancouver, and holds tremendous cultural significance for Squamish Nation. The Señákw village site was home for many Squamish peoples. The history of Señákw is a painful one. In 1913, the Provincial government induced the residents to relocate by coercing them to sell, an action which was later found to be illegal. Many families were placed on a barge and towed to other communities in the Burrard Inlet area.

In 2002, as a result of a BC Court of Appeal ruling (the "CPR Decision"), a settlement was reached and the 10.48 acres of land previously possessed by the Canadian Pacific Railway was restored to Indian Reserve status for the use and benefit of Squamish Nation.

Squamish Nation is now developing the Señákw site ("Señákw Development"). The Señákw Development proposes a sustainable, mixed-use project of primarily purpose-built rental housing that will benefit the Squamish Nation economically for generations to come. As the Señákw Development describes:

*[T]he project will tell the story of the Squamish Nation and the history of their lands, while realizing the potential this initiative represents for the Nation, Vancouver, and Canada.*

While acknowledging and respecting that the Señákw Development is not within the City's jurisdiction, the City is working with Señákw Development on a number of areas which may be appropriate for collaboration in order to support this new community and existing communities to

thrive in this area. In addition, there are ongoing discussions around City services that may be required. The City looks forward to continuing these discussions with the Señákw Development.

### ***Development, Buildings and Licensing***

In 2019, Development, Buildings and Licencing (DBL) created a Project Facilitator - Indigenous Liaison position with responsibility for the coordination of projects and initiatives that relate to First Nations, notably MST. MST representatives provided input throughout the development of the job description and recruitment process, participated in the interview panel and helped select a candidate. In January 2020 DBL's Indigenous Liaison position was filled and it is anticipated that through this dedicated role DBL will be in a better position to embed the principles and actions related to Reconciliation within the department.

Following the successful implementation (2017) and subsequent enhancement (2018) by DBL to the City's permitting system (POSSE) to alert City staff to the potential of culturally sensitive sites on private property, DBL has continued to provide training to new staff involved in permitting on how to use the archaeological layer in POSSE in order to identify sensitive sites and take appropriate action before issuing ground disturbing permits. This work includes cross-departmental coordination and direct input from MST representatives regarding development applications on private property located on and near Provincially-protected archaeological sites. The City's practice confirms that a building or development permit on property within a Provincially-protected archaeological site will not be issued until the appropriate Provincial and First Nation's archaeological permits are in place. The department continues to work with the City's partners to refine the development and building application process with the goal to protect significant cultural sites.

### ***Human Resources, Equity, Diversity and Inclusion***

The City of Vancouver has a long standing commitment to equity, diversity and inclusion. As a City of Reconciliation, the City continues to build meaningful relationships of mutual respect and understanding with local First Nations and the Urban Indigenous community. In support of the three foundational components of the Reconciliation framework the Equity, Diversity & Inclusion office coordinates the provision of cultural competency training to build and enhance staff learning and skills to effectively engage and work with the local First Nations and urban Indigenous communities.

In 2019 HR offered cultural competency training to an additional 344 staff. In total, over 2000 staff have been trained in cultural competency skills-building; raising awareness of historical and contemporary MST and urban Indigenous peoples histories; engaging and working effectively with local First Nations and Urban Indigenous communities.

#### **City-Wide Indigenous Cultural Competency Training Review**

In June 2018, MST representatives met with the City Manager to review events relating to culturally-significant sites and discuss training enhancements for staff. A commitment was made to provide Indigenous cultural competency and archaeological training to operational staff and to hire an additional Archaeologist, who was hired in February, 2019. In pursuance of these commitments, a review of current cultural competency training has been underway. Recommendations with respect to strategy, funding and delivery to further enhance City-wide cultural competency training program are expected to be submitted to the City Manager for consideration. Once finalized, these recommendations will be shared with MST and urban Indigenous communities' representatives.

### Recruitment Outreach

As an integral part of building a workforce representative of the diverse community it serves, the City is committed to the recruitment and retention of Indigenous staff. In 2019, the CoV recruitment team received training in recruitment and retention of Indigenous persons. In late 2019 and in early 2020, members from Recruitment, Archeologist and Social Procurement teams met with representatives from each of the MST nations to discuss ways in which the City could partner with their employment and training centres. Strategic and specific roles for Indigenous staff have been created in many departments, including Engineering; Parks & Recreation; DBL, PDS and ACCS. Recruitment and EDI staff attend MST Career Fairs on a regular basis. Additionally, job postings seeking underrepresented applicants are shared with community organizations and MST encouraging Indigenous applicants to apply for job vacancies.

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

From March 2019 to March 2020, Vancouver Public Library (VPL) *Connections to the Kith and Kin* program supported 70 participants as they explored their Indigenous family heritage using the library's genealogy resources. The impacts informally disclosed by participants suggest that some found profound personal understanding and family healing, and others were able to take life-changing steps such as applying for Indian Status based on the documents they found. This community-led program sprung from Indigenous community leaders' request of VPL and Library and Archives Canada (LAC) to make family history documentation available in the Grandview-Woodlands neighbourhood. Over the course of this year, the partnership between VPL, LAC, and the Indian Residential School Survivors' Society blossomed on the foundation laid by Northwest Indigenous Council, Aboriginal Life in Vancouver Enhancement Society, Britannia Community Services Society, and Our Place. VPL looks forward to resuming this program when possible.

Nova Weipert, a multidisciplinary artist, filmmaker, and MFA student at Emily Carr University starting this fall, is about to complete their four month residency as VPL's thirteenth storyteller in residence. Nova delivered many successful events, initially in-person and then online at [vpl.ca](http://vpl.ca) due to physical distancing restrictions of the coronavirus pandemic. During their events, Nova shared their personal films, storytelling, and experiences of transition as a Two-Spirit person. Through the storyteller in residence, VPL seeks to honour Indigenous cultures and to promote intercultural understanding and communication between Indigenous and non-Indigenous peoples.

In February 2020, VPL launched the Central Library Indigenous Collection. This Collection contains material for children, adults and young adults and features fiction and nonfiction in a variety of formats. An additional 724 titles were purchased for the Central Indigenous collection which now has 13,000 items. The City also purchased another 25 titles to add to the Indigenous Book club sets.

To date, 450 staff have completed the session "Cultural Competency: Indigenous and Urban Indigenous Peoples – Impacts of Residential Schools and Colonization."

**Civic Engagement and Communications**

Civic Engagement and Communications (CEC) filled a vacant Indigenous Engagement Specialist role in February 2020. The Indigenous Engagement Specialist provides strategic advisory support on urban Indigenous engagement across City projects and departments and works with the Indigenous Relations Manager to coordinate select City engagement with MST.

CEC is working collaboratively on the development of an honorarium policy and guidelines to enable respectful compensation for the engagement of Indigenous community members, particularly Elders and Knowledge Keepers, and to coordinate and streamline practices across City departments.

Overview of Indigenous Engagement Strategies in 2020:

- Launching second phase of Britannia Renewal. The Britannia Renewal Visioning and Master Plan process was the recipient of a 2018 International Association of Public Participation (IAP2) Award for Indigenous engagement. The rezoning phase will be continuing a dedicated Indigenous engagement stream with a unique, community-integrated, collaborative process
- Advising on Indigenous engagement on the Marpole Civic Centre, the renewal of the West End Community Centre, and the upcoming City Hall Campus update
- Working collaboratively across City Communications to update City guidelines on land acknowledgements and local Indigenous languages to ensure correct and respectful representation in City documents
- Coordinating to complete the Indigenous Style Guide to ensure consistency and accuracy in City documents
- Continuing to develop a coordinated Indigenous engagement framework to guide City engagement with the MST and urban Indigenous communities

**CONCLUSION**

The City and its staff are undertaking precedent-setting intergovernmental work with Musqueam, Squamish, and Tsleil-Waututh peoples and equity work with urban Indigenous peoples. Staff have led an immense amount of Reconciliation work to date. These experiences shed light on new areas that require improvement and areas that are working well. Staff experiences and lessons learned from Musqueam, Squamish, Tsleil-Waututh, and urban Indigenous peoples sharing their knowledge will continue to be undertaken and integrated into the City’s Reconciliation work. From diagnosing systemic issues to implementing Reconciliation project work and affected works, the City continues to evolve its approach as learnings are applied. The City is well positioned to continue to develop its Reconciliation work and guide policy outcomes for measurable and tangible systemic changes; however, there is much work still to do.

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## Appendix A

### Reconciliation Report – Results for Grants and Awards for 2018- 2019

There has been notable increase in support for Musqueam, Squamish, Tsleil-Waututh, and urban Indigenous-lead projects, artists and organizations recently through new pilot programs to support artists and groups under-represented in the grants and awards portfolio, a change in policy to diversify assessment committee members and a call for a local Indigenous Poet Laureate. The investment summary is as follows:

Program	Recipient	Value	Year
Van. Book Award	Carleigh Baker, Bad Endings	\$3,000	2017
Creative Spark Vancouver Program	3 Indigenous artists: DeVries Todd, Kearsley Cody, Jacko Michael (X2 Grantee)	\$5,100	2017/18*
Poet Laureate	Christie Lee Charles, Musqueam	\$10,000**	2018-2020
Host Your Own engagement	Kwi Awt Stelmexw (KAS Cultural Soc.) Savage Production Soc. Van. Native Housing Soc. TABLE 1	\$32,000	2018
Creative City Strategic	19 projects, please see TABLE 1	\$315,500	2018
Arts Capacity Cohort	Urban Ink Productions	\$7,500	2018
Community Arts	6 projects, please see TABLE 1	\$51,000	2018
Projects	3 projects: SKwxwu7Mesh Uxxwumixw Squamish Nation, Van. Poetry House, V'ni Dansi	\$25,500	2018
Operating and Annual	4 organizations: Bill Reid Gallery, Full Circle First Nations, Raven Spirit Dance, Urban Ink Productions	\$151,500	2018
Assessment Ctee	6 members: PR - Samantha Nock CCSG - Doreen Manuel, Robert Thomson CAG - Olivia Davies Host Your Own - Dory Nason Book Award - Dory Nason	\$7,560	2018
Community Arts	13 projects, please see TABLE 2	\$89,380	2019
Projects	5 projects: Capilano Review, CARFAC BC, Cloudscape Comics Soc, Savage Productions Soc, V'ni Dansi	\$34,800	2019
Operating and Annual	4 organizations (same as in 2018)	\$180,000	2019

Assessment Ctee	7 members: AN/OP: Corey Payette, Olivia Davies, Chief Janice George PR - Anne Riley, Kristina Shelden CAG - Renae Morriveau, Jessica Adamson	\$10,315	2019
<b>TOTAL</b>		<b>\$923,155</b>	

\* 2017 Creative Spark recipients do proposed activities in 2018

\*\* Poet Laureate Award of \$5,000/year plus applicable project fees

\*\*\* 13 project recommendations from the Community Arts Grant is set to go to Council in late May 2019

PR – Project grants

OP – Operating grants

AN – Annual assistance grants

CAG – Community arts grants

CCSG – Creative City Strategic Grants

HYO – Host Your Own Engagement Grants

**TABLE 1**  
**2018 Community Arts, Creative City Strategy, Host Your own Grants**

<b>Organization</b>	<b>Program</b>	<b>Project Description</b>	<b>Amount</b>
Downtown Eastside Centre for the Arts (DTES Vancouver Centre for the Arts Soc.)	Community Arts	The Connecting Threads project consists of four 11-week courses which will include: expressive arts, beading, shawl-making, cedar and Salish weaving that will culminate in two exhibitions. The project will be based in fabric arts practice with a strong emphasis on traditional Indigenous cultural teachings.	9,500
Downtown Eastside Women's Centre Assn.	Community Arts	Healing through Culture – A holistic approach to healing for women in Vancouver's DTES includes cultural activities and artistic expression led by local artists and Indigenous Elders, focused on healing through arts and culture for marginalized women around the multiple issues of residential school recovery, substance use, cultural isolation, safety, and violence against women.	9,000



Kwi Awt Stelmexw (KAS Cultural Soc.)	Community Arts	Building on the success with the dance and singing group Ta Na Wa Káwstem (the Descendants), Salishology, will showcase artists from the Sk̓w̓x̓wú7mesh and local host nations, celebrating contemporary and traditional art of our peoples.	8,500
Native Daughters of B.C., Post No. 1	Community Arts	The Native Daughters of BC Post #1, owners of Vancouver's oldest building and its artifact collection, offer a unique perspective of Vancouver's early history through permanent displays of pioneer and First Nations artifacts, enhanced by tours, lectures, performances and other special events.	9,000
Van. Aboriginal Friendship Centre Soc.	Community Arts	National Indigenous Day at Trout Lake is a community-based, full day of events that showcases and celebrates the diversity of Indigenous people in Vancouver and nationwide. First Nations, Métis and Inuit people gather to share their spirit, experiences, stories, songs, art and dance with each other and the general community.	10,000
Vines Art Festival Soc.	Community Arts	Vines Art Festival is Vancouver's eco-arts festival; a free 10-day community-oriented event where artists, performers and audiences deepen their connections to each other on beautiful Coast Salish landscape our home with an animated celebration of environmental and social justice inspired art and performance.	5,000
221A Artist Run Centre Soc.	Creative City	Located at its public art site Rewilding Semi-public Land is an indigenous species garden offering mentorship programs for ten Indigenous youth, while providing access and multiple points of engagement to citizens at large.	20,000

ArtStarts in Schools	Creative City	Supports 15 queer, two spirit and/or transgender artists who are also Black, Indigenous and / or People of Color in their career development to work with young people, leading to an increase in QTBIPOC artists in schools.	15,000
Battery Opera Performing Arts Soc.	Creative City	In 2019 battery opera will publish Chris Bose's first novella "Nshaytkin" (the one's left behind), an account of the failures of the Highland Valley Mine's tailing pond dam. Book readings, performances and events to be held featuring Bose.	18,000
Capture Photography Festival Soc.	Creative City	Partnership and collaboration between the Capture Photography Festival, Museum of Vancouver's Curator of Indigenous Collections and Engagement, and MOV's First Nations Board Members will see an emerging Coast Salish artist commissioned to provide a contemporary counterpoint to the MOV's collection of archival photographs of everyday life at St. Mary's residential school in Mission, BC. Exhibited at MOV in tandem with the touring exhibition "There is Truth here", featuring artworks by residential school survivors.	15,000
Carnegie Community Centre Assn.	Creative City	A series of workshops aimed to promote, restore and strengthen Indigenous cultural traditions and practices. The Carnegie Elder in Residence provides guidance, direction and support to build better relations with local First Nations communities and Indigenous perspectives into the Carnegie Centre's ongoing programs.	20,000

Collectif des Artistes Visuels de Colombie-Britannique Soc.	Creative City	Workshop leaders will explore factors that influence arts and culture today, such as the resilient renaissance of Indigenous artists, the cultural impacts from the Truth and Reconciliation Commission's calls to action on changing demographics of Indigenous peoples and immigrants of color.	5,000
DanceHouse (Seismic Shift Arts Soc.)	Creative City	Partnering with Full Circle to co-present Australian Indigenous artist Jacob Boehme's Blood on the Dance Floor alongside masterclasses and discussions led by Boehme. The project demonstrates inclusion of indigenous dance and networking opportunities.	10,000
Full Circle: First Nations Performance Soc.	Creative City	A capacity building project which mentors Indigenous arts professionals to move into leadership roles within the organization. Funding for the position of Production Manager.	20,000
grunt gallery (Visible Arts Soc.)	Creative City	A series of talks, gatherings and events organized by emerging Indigenous curator, Whess Harman in April 2019. A focus on Indigenous queer, two Spirit and non-binary voices in conversation around ideas of representational sovereignty in conjunction with Kali Spitzer's exhibition of Indigenous women, two spirited and non-binary tin-type portraits.	20,000
Mortal Coil Performance Soc.	Creative City	Provides the 50- member Tsatsu Stalquayu (Coastal Wolf Pack) dance group with organizational development, mentoring and direct support to develop work, complete a studio recording of existing music, and build traditional regalia.	15,000

Pacific Assn. of First Nations' Women	Creative City	An indigenous-led, four day celebration of contemporary fashion design. A gathering for sharing of indigenous arts, culture and creativity. The high-end event demonstrates wide-rippling impact in the cultural sector locally and nationally.	20,000
Port Moody Ecological Soc.	Creative City	Demonstrates a good arts-based community development model where in local First Nation artists, cultural leaders and knowledge keepers collaborate, decolonize spaces, and make visible local First Nation culture and traditions on their own lands and water.	20,000
Roundhouse Community Arts and Recreation Soc.	Creative City	An exhibition, performances and a workshop series of Indigenous arts and culture. Creates a good model for non-indigenous cultural venues creating safe and supportive environments for Indigenous people to collaborate, build skills, nurture and share their practice.	20,000
Savage Production Soc.	Creative City	A new play by Musqueam artist Quelema Sparrow with animation work by Indigenous filmmaker, Amanda Strong.	19,000
Urban Ink Productions Soc.	Creative City	An emotional support program for audiences at the <i>Children of God</i> , a musical about residential school by local Indigenous playwright, Crey Payette and engagement for a new play development about Single Room Occupancies in collaboration with the Aboriginal Front Door Society.	16,500

Van. Aboriginal Friendship Centre Soc.	Creative City	Tipi Raising Ceremony will prepare the site and erect a tipi next to the Aboriginal Friendship Centre. Elders will engage indigenous youths with the teachings of the tipi as a way to inspire and explore their identities and cultural expression.	10,000
Vines Art Festival Soc.	Creative City	Presented in the 2019 Vines Festival, with contemporary Indigenous dancers from Raven Spirit Dance, performing a remount by Yukio Waguri. Situated in Stanley Park, Senaqwila Wtyss will also bring forward stories of Indigenous village sites and plant species during the festival.	18,000
West Coast Feminist Literary Magazine Soc.	Creative City	An Indigenous-led quarterly reading series featuring emerging and established women writers from First Nations, Metis, and Inuit communities to showcase their work.	19,000
Women in Film and Television Vancouver Soc.	Creative City	The last stage of a project that supports the development of Indigenous women writers and their screenplays. This final stage is a five-month rewriting and editing that cumulates to a public presentation for funders and producers in film.	15,000
Kwi Awt Stelmexw (KAS Cultural Soc.)	Host Your Own Engagement	Engaging practitioners, cultural keepers and artists, and knowledgeable elders from the Squamish People around developing interpretations of growing Squamish culture.	13,000
Savage Production Soc.	Host Your Own Engagement	Engaging creative Musqueam community members, Elders, knowledge keepers around equity and access, reconciliation for Musqueam peoples.	6,000

Van. Native Housing Soc.	Host Your Own Engagement	Engaging Indigenous and POC artists, performers, producers, arts administrators, directors, instructors, curators, to identify barriers to equity and access experienced by Indigenous artists living in Vancouver.	13,000
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**TABLE 2 Community Arts Grants 2019**

Organization	Description	
Vancouver Mural Festival	VMF's <b>Indigenous Visual Sovereignty Program</b> is an active commitment to building authentic partnerships and promoting visibility with local First Nations communities and artists in order to contribute to the ongoing process of reconciliation and redress in the public spaces of Vancouver.	6,000
Downtown Eastside Centre for the Arts	The <b>Connecting Threads</b> is a program that focuses on traditional practices used by women and the history/teaching behind those practices such as weaving (salish and cedar), beading, sewing. These traditional practices are shared with the stories of how they came to be in the Musqueam tradition with demonstrations.	8,000
Downtown Eastside Women's Centre Assn.	<b>Healing through Culture</b> is a project led by local artists and Indigenous elders focused on healing through arts and culture for marginalized women around multiple issues, including residential school recovery, substance use, cultural isolation, safety, and violence against women.	7,500
Kwi Awt Stelmexw (KAS Cultural Soc.)	<b>In Our Own Words</b> aims to build awareness of our culture, art, and language through the creation of multilingual (Squamish, Halkomelem, and English) illustrated poetry book that highlights the work of poet Wil George and visual artist Ocean Hyland.	8,000
Langara College Fdn.	Langara College is celebrating its 49th year on 49th avenue with a one day community festival, featuring multicultural events and activities, highlighted by local Indigenous artists.	2,000
Nisga'a Ts'amiks Van. Soc.	The <b>Hobiyee Celebration</b> is an annual three day celebration where the public is invited to share/experience the beautiful and diverse indigenous westcoast cultures, including the vibrant and living culture of the Nisga'a people.	10,000
O.Dela Arts Soc.	<b>Matriarchs Uprising</b> is a 3-day festival platform to showcase the work of Contemporary Indigenous dance choreographers from Canada, the US, and Australia;	6,130

	hosted at The Dance Centre, the program includes master classes and evening performances accompanied by circle talks and community workshops.	
The Writers' Exchange Soc.	The <b>Indigenous Art Project</b> will have inner-city kids collaborate with an Indigenous artist to create a permanent artwork at the Writer's Exchange's main location to promote awareness and appreciation of Indigenous arts and culture.	3,000
Van. Aboriginal Friendship Centre Soc.	<b>National Indigenous Day</b> at Trout Lake is a community-based, full day of events that showcases and celebrates the diversity of Indigenous people in Vancouver and nationwide. First Nations, Métis and Inuit people gather to share their spirit, experiences, stories, songs, art and dance with each other and the general community.	10,000
Vines Art Festival Soc.	<b>Vines Art Festival</b> is Vancouver's public eco-arts festival; a ten day free, community-oriented event where artists, performers and audiences deepen their connections to each other on beautiful Coast Salish landscape our home with an animated celebration of environmental and social justice inspired art and performance.	8,500
WePress Community Arts Space Soc.	<b>Indigenous Languages &amp; Art-Making Community Engagement</b> project provides opportunities for Indigenous artists to lead community-building art workshops in the DTES while providing training in art facilitation and interview techniques for Indigenous members of the DTES community and opportunities for community members to share Indigenous Language knowledge.	10,000
B.C. Artscape Soc.	The participatory <b>Creative Cafe</b> Series brings the local community together to share around storytelling, performance and food related to intercultural and intergenerational experiences.	1,250
Native Daughter's of BC	The Native Daughters of B.C. Post #1, owners of Vancouver's oldest building and its artifact collection, offer a unique perspective of Vancouver's early history through permanent displays of pioneer and First Nations artifacts, enhanced by tours, lectures, performances and other special events.	9,000
		<b>89,380</b>

### Reconciliation Report – Results for Grants and Awards for 2019-2020

C|S direction – Reconciliation and Decolonization

C|S goal - 2) Increase Investment & Leadership Opportunities for Musqueam, Squamish, Tsleil-Waututh, & Urban Indigenous Arts & Culture

Program	Recipient	Value	Year
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Indigenous Grants  Note: grant recommendations pending Council approval	Musqueam Indian Band	\$55,000	2019/20
	Squamish Nation	\$55,000	
	Tseil-Waututh Nation	\$55,000	
	\$25,000 for each Nation pending Council approval	\$75,000	2020
	Carnegie Comm. Ctre. Assn. (Elder in Residence)	\$20,000	2019/20
Vancouver Book Award	Robert Watt & Susan Point	\$3,000	2019
Poet Laureate	Christie Lee Charles, Musqueam (\$5,000/yr for 3 years)	\$5,000	2018-2020
Cultural Learning and Sharing (arts capacity)	Minaq Indigenous Editors Association (Indigenous Editors Circle)	\$7,500	2020
	Indian Residential School Survivors Society (cedar weaving workshop) - granted but returned due to COVID	\$5,000	
	Full Circle First Nations Performance (Leadership workshop)	\$575	
	Pacific Assn. of First Nations Women (capacity building for Indigenous Fashion Week)	\$15,000	
Community Arts  Note: all grant recommendations pending Council approval	Atira Women's Arts Society (expansion of Indigenous Arts Workshop series)	\$9,000	2020
	Britannia Community Services Centre Society (East Van Hip Hop Drop)	\$3,500	
	Dr. Sun Yat-Sen Garden Society of Vancouver (Cultivating Indigenous Connections at Dr. Sun Yat Sen Classical Chinese Garden)	\$7,500	
	Golden Eagle Rising Society (Butterflies In Spirit)	\$12,000	
	Holy Crow Arts Society (theatrical production of So Damn Proud)	\$13,000	
	Little Mountain Neighbourhood House Society (Youth-created mural led by Indigenous artist)	\$4,500	
	Metro Vancouver Aboriginal Executive Council (National Indigenous Peoples' Day 2020)	\$10,000	
	Native Daughters of BC, Post No. 1 (Decolonizing Vancouver's Pioneer Past: increase diversity & revitalize living cultures in Old Hastings Mill Store Museum's Indigenous collections)	\$10,000	
	Nisga'a Ts'amiks Vancouver Society (2021 Hoobiyee - Ts'amiks Edition)	\$12,500	
	Vancouver Cantonese Opera (Workshops of The Prop Master's Dream, an opera based on the life of Wah-Kwan Gwan who was born to Indigenous parents but lost	\$7,000	



	contact at an early age)		
	Vancouver Native Health Society (Heart to Art, collaborative art project facilitated by artist and Elders)	\$10,000	
Operating	Bill Reid Gallery	\$37,500	2020
	Full Circle First Nations Performance	\$90,000	
Annual Assistance	Raven Spirit Dance	\$25,000	2020
	Urban Ink Productions	\$55,000	
	Savage Society Productions	\$25,000	
	Kwi Awt Stelmexw (KAS Society)	\$17,500	
Annual Assistance (one-time strategic investments)	Savage Society Productions	\$22,000	2019
	Kwi Awt Stelmexw (KAS Society)	\$22,000	
Projects	Aphotic Theatre (Production of The Café, a day-in-the-life exploration of the cultural mosaic in a Vancouver coffee shop. Includes Indigenous collaborators in a significant contributory role.)	\$10,000	2020
	Chapel Sound Art Foundation (Current: Feminist Electronic Art Symposium presents Pacific Perspectives Exhibition. Includes Indigenous collaborators in a significant contributory role.)	\$12,500	
	Compaigni V'ni Dansi Society (15th annual Louis Riel Day Celebration)	\$8,000	
	Create Vancouver Society (local Indigenous curator for Vancouver Mural Festival)	\$10,000	
	Doryphore Independent Curators Society (Publication: "What Are Our Supports?" providing artists and writers a space of intercultural critical reflection. Includes Indigenous collaborators in a significant contributory role.)	\$8,000	
	Love Intersections Society (research and development of arts funding model centring decolonial and anti-racist values)	\$5,000	
	Made in BC - Dance on Tour (Made in BC Creative Residency 2020 for emerging BIPOC artists. Includes indigenous collaborators in a significant contributory role.)	\$15,000	
	Mortal Coil Performance Society (Salish Myths and Stories: Our Creation Story - continued. Collaboration with Coastal Wolfpack).	\$17,000	
	O.Dela Arts Society (Matriarchs Uprising: 2020 highlighting Indigenous contemporary dance choreographers)	\$10,000	
	Pacific Association of First Nations Women (Indigenous Women Rise Drum Group)	\$10,000	

	re:Naissance Opera (#IndieOperaWeek celebrates new forms of opera, featuring Indigenous practice)	\$16,000	
	Street Corner Media Foundation (Beyond the Frame: collaborative visual storytelling. Includes Indigenous collaborators in a significant contributory role.)	\$11,150	
	Vancouver Choral Arts Society ("Coast": choral concert featuring music from Indigenous communities across Canada)	\$5,000	
	Vancouver Independent Music Centre Society (2020 Concert Series. Includes Indigenous collaborators in a significant contributory role.)	\$5,000	
	Vancouver Poetry House Society (Verses Festival of Words 2020: celebration of spoken word through an Indigenous lens)	\$8,800	
	Vetta Chamber Music Society ("Seasons of the Sea": new work in collaboration with Indigenous artists)	\$7,500	
	Western Canada Community Projects Society (Canoe Cultures: traditional canoe carving by local Indigenous carvers)	\$16,250	
Theatre Rental and VCT	Indigenous Fashion Week (Pacific Assn of First Nations Women)	\$ 16,000.00	2019
	Indigenous Lift Collective (RavenSPEAK)	\$ 2,088.00	2019
Assessment Committee	Joseph Dandurand	\$1,600	2020
	Sandy Scofield	\$1,300	
	Michelle LaFlamme	\$1,450	
	Sierra Tasi Baker	\$1,175	
<b>TOTAL</b>		<b>\$887,888</b>	
	Without approval of pending grants	<b>\$713,888</b>	