

# DIRECTION: RECONCILIATION & DECOLONIZATION

Reconciliation and decolonization cultural strategies are critical to appropriately reflect and support the rich Indigenous arts, culture, language, and heritage of this place.

These goals and recommendations are aimed at creating more relevant, respectful ways to partner with Indigenous people to support the advancement of Indigenous arts and culture, as well as more reciprocal relationships between non-Indigenous and Indigenous people.

## PROPOSED GOALS & RECOMMENDATIONS:

### **GOAL 1** CENTRE MUSQUEAM, SQUAMISH, AND TSLEIL-WAUTUTH VISIBILITY AND VOICE ON THE LAND AND ACROSS THE CITY

- R1** Prioritize the development and preservation of self-determined Musqueam, Squamish, and Tsleil-Waututh arts, culture, and heritage assets including sites of significance, and cultural spaces.
- R2** Support the development of Musqueam, Squamish, and Tsleil-Waututh language revitalization, cultural, heritage, and design frameworks to inform city building.
- R3** Co-develop dedicated support programs for Musqueam, Squamish, and Tsleil-Waututh arts, cultural and **hə́ŋqəmiŋə́m** and **Skw̓wxwú7mesh** language organizations, events, projects, and public art (permanent and temporary).

## WHAT DO YOU THINK?

TOP PRIORITY? COMMENTS?

# DIRECTION: RECONCILIATION & DECOLONIZATION

## PROPOSED GOALS & RECOMMENDATIONS:

### **GOAL 2** INCREASE INVESTMENT AND LEADERSHIP OPPORTUNITIES FOR MUSQUEAM, SQUAMISH, TSLEIL-WAUTUTH, AND URBAN INDIGENOUS ARTS AND CULTURE

- R1** Co-develop grants, commissions, and cultural space programs to better support Musqueam, Squamish, Tsleil-Waututh, and Urban Indigenous artistic and cultural leadership.
- R2** Support the promotion of Indigenous artists, culture makers, and organizations and opportunities.

### **GOAL 3** SUPPORT DECOLONIAL PRACTICES AND CULTURES OF RECONCILIATION BETWEEN NON- INDIGENOUS AND INDIGENOUS PEOPLES

- R1** Support opportunities and resources for artists, organizations, and the public to learn about Indigenous stories, cultural protocols, cultural safety, cultural appropriation, intellectual property, and to develop reciprocal relationships between non-Indigenous and Indigenous Peoples.
- R2** Develop internal processes to decolonize the ways Cultural Services works.

## WHAT DO YOU THINK?

TOP PRIORITY? COMMENTS?


TOP PRIORITY? COMMENTS?




## DIRECTION:

# RECONCILIATION & DECOLONIZATION

## PROPOSED ACTIONS:

- 1 Facilitate opportunities for Musqueam, Squamish, and Tsleil-Waututh Nations to influence the planning and development of Vancouver's cultural and urban landscape.
- 2 Provide seed funding to Musqueam, Squamish, and Tsleil-Waututh Nations for planning of cultural centres and other cultural spaces.
- 3 Provide funding and land to support the development of Musqueam, Squamish, and Tsleil-Waututh cultural centres and other cultural spaces.
- 4 Review the City's procurement policies to explore selection criteria for reconciliation and decolonization related work that requires partners and contractors to demonstrate: relationships with Musqueam, Squamish, and Tsleil-Waututh Nations; knowledge of their distinct cultures and heritages; and, familiarity with the Truth and Reconciliation Commission Calls to Action.
- 5 Ensure Musqueam, Squamish, and Tsleil-Waututh Nations are offered space and other opportunities in the renewal and development of existing cultural spaces including Vanier Park Facilities planning, and Marpole Civic Centre.
- 6 Support the development and integration of hən̓q̓əmi̓n̓əm̓ and Skwxwú7mesh language naming signage, and visibility.
- 7 Create and facilitate public art opportunities to support Musqueam, Squamish, and Tsleil-Waututh visibility across all areas of the city of Vancouver.
- 8 Support further planning and development for a Multidisciplinary Urban Indigenous Presentation and Production Space.
- 9 Co-develop an Urban Indigenous subcommittee of the City's Arts and Culture Advisory Council.
- 10 Support opportunities for arts and cultural workers to learn about and respect Musqueam, Squamish, and Tsleil-Waututh cultural protocols.
- 11 Explore partnering with the Park Board to apply their Colonial Audit model to Cultural Services grants, commissions, supports and cultural space programs.

GO INTO MORE DETAIL

## WHAT DO YOU THINK?

### TOP PRIORITY?

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# DIRECTION: EQUITY & ACCESS

Equity seeks to create fair systems for all people by correcting biases in existing practices. Colonialism, racism, ableism, audism, classism, transphobia, sexism, homophobia, ageism, xenophobia, language discrimination, and religious discrimination continue to be embedded in cultural policies and practices, sometimes unconsciously. Equity identifies barriers and works with those most impacted by discrimination to develop nuanced and collaborative measures to address them.

## PROPOSED GOALS & RECOMMENDATIONS:

### GOAL 1 IMPLEMENT EQUITABLE FUNDING DISTRIBUTION

**R1** Develop and apply a Cultural Services' equity framework to grants, commissions, supports, and informed by the City's emerging Equity Framework.

**R2** Develop and conduct ongoing equity and accessibility benchmarking of Cultural Services programs.

### GOAL 2 ADVANCE DIVERSE AND EQUITABLE LEADERSHIP AND PRACTICES

**R1** Support designated positions in cultural policy decision-making bodies for equity-seeking groups.

**R2** Support learning opportunities to advance diverse leadership and organizational equity practices.

## WHAT DO YOU THINK?

TOP PRIORITY? COMMENTS?

TOP PRIORITY? COMMENTS?



# DIRECTION: EQUITY & ACCESS

## PROPOSED GOALS & RECOMMENDATIONS:

### **GOAL 3** INCREASE ACCESSIBILITY IN THE ARTS AND CULTURAL ECOLOGY

**R1** Adapt best practices from arts and culture funders to develop an accessibility framework for Deaf and disabled artists, arts and cultural organizations within Cultural Services processes and programs.

**R2** Support the development of accessible arts and cultural spaces throughout Vancouver.

### **GOAL 4** RECOGNIZE INTANGIBLE CULTURAL HERITAGE AND PROMOTE CULTURAL REDRESS

**R1** Integrate intangible cultural heritage into planning and programs, including asset management for sites of cultural significance located on the unceded homelands of the Musqueam, Squamish, and Tsleil-Waututh Nations. Examples include: Chinatown, Hogan's Alley, Powell Street (Japantown), and Punjabi Market.

**R2** Integrate intangible cultural heritage and the living culture, history, and unceded homelands of the Musqueam, Squamish and Tsleil-Waututh peoples into planning and programs.

**R3** Develop strategies to contextualize, respond to and/or replace public art, monuments, and memorials in alignment with reconciliation and redress commitments.

## WHAT DO YOU THINK?

TOP PRIORITY? COMMENTS?

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TOP PRIORITY? COMMENTS?

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# DIRECTION: EQUITY & ACCESS

## PROPOSED ACTIONS:

- 1 Create an equity working group to inform the development of grants, awards and support program design.
- 2 Review the current interpretation of Vancouver Charter restrictions on granting to individuals.
- 3 Develop and conduct a regular equity survey of grantees to better understand representative diversity of the sector and organizational practices that are advancing equity within the field.
- 4 In line with existing City policy related to racial and gender equity in advisory committees, support criteria for priority groups on arts and cultural advisory committees and boards where the City convenes or appoints trustees. Examples include: Arts and Culture Advisory Committee, Public Art Committee, Vancouver Civic Theatres Board.
- 5 Increase accessible cultural spaces through support for the City Accessibility Priority Decision Making Framework, Accessibility Guidelines, and Small Grants support for accessibility projects.
- 6 Employ Musqueam, Squamish, and Tsleil-Waututh representatives or consultants to develop each Nation's Statement of Significance for all planning projects.
- 7 Support the Chinatown intangible cultural asset mapping and management plan.
- 8 Support further planning and development of ideas and proposals for a Multidisciplinary Urban Indigenous Presentation and Production Space.
- 9 Incorporate intangible cultural heritage into current policies and programs, including the Heritage Registry and incentives program.
- 10 Create and support opportunities for artist-centred practices for public art projects emerging from underrepresented communities.
- 11 Work with Park Board to develop a joint monuments and memorials framework.

GO INTO MORE DETAIL

## WHAT DO YOU THINK?

### TOP PRIORITY?

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# DIRECTION: EQUITY & ACCESS

## PROPOSED ACTIONS:

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Conduct an equity audit of Cultural Services grants, awards, and support programs to identify systemic barriers and emerging best practices related to:

- Programs - Policies and practices related to design, grant criteria, application processes, panel selection, training, and adjudication
- Staffing - Advisors, contractors, and staff recruitment, retention, and promotion
- Monitoring and Evaluation - data collection, reporting, and benchmarking

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Develop a 3-5 year phased plan to restructure the grants, awards, and support programs to foster more equitable and accessible approaches and outcomes.

### Approaches

- Musqueam, Squamish, Tsleil-Waututh, and Urban Indigenous grant programs (such as dedicated grants, professional development, grant criteria, adjudication alternatives, panel training, partner agreements)
- Dedicated equity-seeking group programs (such as cultural ambassadors, low-barrier accelerated processes, recommender grants, DTES cultural endowment fund, and leadership pathways programs)
- Dedicated accessibility programs (such as Deaf and disabled artists grant programs; accommodation funds - projects and operational work that includes Deaf and disabled artist expenses and/or Deaf or disabled audience accommodation costs)
- Integrate equity and accessibility within all grant programs and processes (such as nominated award programs, grant criteria, priority group designations, operational and artistic equity and accessibility practices; equity and accessibility integrated within budgets, fair notice policies, accessibility accommodation funds and supports for application process; simplified and alternate application processes)
- Organizational equity and accessibility learning (such as cohort and workshop learning opportunities: decolonization, cultural safety, equity capacity, anti-racism and anti-oppression, anti-Black racism, Deaf culture, cultural appropriation, disability arts, anti-harassment, trans-inclusion)
- Partnership agreements with resident, civic or cornerstone organizations
- Streamlined applications: projects, operating, dedicated, and strategic programs
- Multi-year funding: projects, operating, dedicated, and strategic program

### Outcomes

- Musqueam, Squamish, Tsleil-Waututh, and Urban Indigenous arts and culture
- equity-seeking artists and arts and culture organizations
- Deaf artists and arts and culture organizations
- Disabled artists and arts and culture organizations
- Individual artists and unincorporated groups
- Support for small/ medium organizations
- Access for diverse audiences
- Partnership-oriented approaches and community-engaged processes
- Administrative ease for organizations

GO INTO MORE DETAIL

## WHAT DO YOU THINK?

### TOP PRIORITY?



# DIRECTION: INVESTMENT & VISIBILITY

Investing in and promoting arts and culture strengthens the cultural ecosystem by deepening a sense of place, combating social isolation and fostering growth.

The unique creative and adaptive capacity of the sector is critical to addressing accelerating development, income inequality, and the climate crisis. Without increased investment and support, arts, culture, creativity and heritage are at risk of displacement.

## PROPOSED GOALS & RECOMMENDATIONS:

### GOAL 1 CENTRE ARTS AND CULTURE WITHIN CITY BUILDING

- R1** Ensure the arts, cultural, and creative sectors are represented and engaged in significant ways throughout city planning processes.
- R2** Reduce the barriers to access and full participation in city planning processes experienced by artists, cultural creators, and creatives.
- R3** Integrate the music and creative industries as core elements of building more innovative, vibrant, and inclusive places.

### GOAL 2 INCREASE FUNDING AND INVESTMENT

- R1** Increase City funding for operational support and strategic initiatives across the sector, with focused support for underrepresented groups and existing and future cultural space operators.
- R2** Explore additional revenue sources and funding mechanisms.
- R3** Leverage the City's influence to raise the profile of Vancouver's cultural ecosystem and attract increased investment from government, philanthropic, corporate, and institutional partners.

## WHAT DO YOU THINK?

TOP PRIORITY? COMMENTS?


TOP PRIORITY? COMMENTS?




# DIRECTION: INVESTMENT & VISIBILITY

## PROPOSED GOALS & RECOMMENDATIONS:

### GOAL 3 SECURE LONG-TERM TENURE IN CULTURAL SPACES AND PREVENT DISPLACEMENT

**R1** Create no-net-loss and growth-oriented strategies to prevent displacement and foster expansion of arts and cultural spaces.

**R2** Expand planning, financing, and development tools, and streamline processes such as:

- Planning tools: density bonusing in commercial and industrial lands, cultural heritage incentives, community amenity contributions, and exemptions such as property tax, development cost levies, and floor space ratios
- Financing tools: mortgage supports, cultural legacy business subsidies
- Development tools: support potential space operators, real estate readiness capacity

**R3** Prioritize the planning and development of increased community ownership through mechanisms such as land trusts, cooperatives, real estate holdings, and partnership grants.

**R4** Explore the development of cultural precinct designations and planning frameworks.

**R5** Enhance regulatory tools to expand access for arts and cultural activities (expand arts event licences, encourage the Province to expand all-ages licences, explore ways to align building, zoning and business licences).

**R6** Expand supportive landlord practices across City-held properties (renewal and repair plans for all facilities, rent increase caps, and schedules).

## WHAT DO YOU THINK?

TOP PRIORITY? COMMENTS?

TOP PRIORITY?	COMMENTS?

# DIRECTION: INVESTMENT & VISIBILITY

## PROPOSED ACTIONS:

- 1 Integrate arts, cultural, and creative work and life as core within the City Plan objectives, process, and outcomes.
- 2 Develop a planning engagement toolkit and process to engage with ACAC, neighborhood arts and cultural advisories for relevant plans.
- 3 Align City staffing, structure, and processes related to arts and culture.
- 4 Pilot concierge services to better connect arts and cultural organizations to Engineering, Development, Buildings and Licensing, Planning, Real Estate and Facilities, and other relevant departments.
- 5 Work with stakeholders to review the private development public art policy and process to diversify public art sites, processes, and artistic and community representation.
- 6 Develop a comprehensive Special Events Policy framework to better support hosting events of all sizes across the city.
- 7 Explore developing reserve funds, including an Arts and Culture Strategic Reserve Fund and an Indigenous Cultural Reserve Fund, to promptly respond to large scale opportunities and emerging priorities.
- 8 Work with partners to explore ways to increase support for creative entrepreneurs and industries.

GO INTO MORE DETAIL

## WHAT DO YOU THINK?

### TOP PRIORITY?

Form area for providing feedback on the top priority.



# DIRECTION: INVESTMENT & VISIBILITY

## PROPOSED ACTIONS:

- 9 Establish city wide arts and cultural space targets with an aim to reflect community need, population growth, and no net loss of arts, cultural, and community spaces due to displacement.
- 10 Support research and knowledge networking related to land trusts and cooperative ownership.
- 11 Explore the establishment of a land trust to advance community ownership.
- 12 Explore expanding critical assistance funds for urgent support related to tenure and relocation.
- 13 Provide subsidies for code consultants and project managers to support community capacity to meet the accelerated rate of development.
- 14 Facilitate outreach and support through Cultural Infrastructure Grants to community run spaces (both community owned and City owned) to address accessibility and trans-inclusive upgrades.
- 15 Explore support for safe assembly and fire safety upgrades for DIY spaces and music venues.

GO INTO MORE DETAIL

## WHAT DO YOU THINK?

### TOP PRIORITY?

# DIRECTION: COLLABORATION & CAPACITY

Creative collaboration is the hallmark of a vibrant and resilient cultural sector.

The capacity to drive innovation, work across differences, build reciprocal partnerships, and share knowledge and resources are defined by the quality of collaboration. This requires experimenting with new ways of working together and supporting relationship-building.

## PROPOSED GOALS & RECOMMENDATIONS:

### GOAL 1 DEMYSTIFY AND SIMPLIFY CITY PROCESSES

**R1** Facilitate engagement that demystifies and simplifies City processes and engages communities in the ongoing implementation of the Creative City Strategy.

### GOAL 2 STRENGTHEN COLLABORATION AND FACILITATE RELATIONSHIPS

**R1** Support knowledge and resource sharing between individuals and organizations to increase collective capacity across the ecology (workshops, peer to peer learning, professional development, mentorships, and internships).

**R2** Support initiatives that foster collaboration across commercial and non-commercial sectors, disciplines, cultural practices, and generations (convenings, priorities for co-productions, and funding partnerships).

**R3** Support initiatives and platforms that broaden awareness of arts and culture and opportunities for collaboration.

**R4** Work with intergovernmental, regional, and interdepartmental partners to align resources and increase impact.

## WHAT DO YOU THINK?

TOP PRIORITY? COMMENTS?

TOP PRIORITY? COMMENTS?



# DIRECTION: COLLABORATION & CAPACITY

## PROPOSED ACTIONS:

- 1 Facilitate more robust engagement through arts and cultural advisory committees and boards where the City convenes or appoints trustees (Public Art Committee, Vancouver Civic Theatres Board, new Nightlife Council).
- 2 Create opportunities to demystify the public art development process for artists new to creating works in the public realm, particularly underrepresented artists.
- 3 Produce an annual report highlighting program impact and progress of strategic initiatives.
- 4 Increase knowledge sharing opportunities including peer to peer learning, workshops, intergenerational connection, and mentorships focused on:
  - Administration and governance
  - Revenue generation
  - Reconciliation, decolonization, equity, and accessibility
  - Real estate readiness
  - Public art commission readiness
  - Permitting, licensing, and safe assembly
  - Audience engagement
- 5 Facilitate regular convenings with stakeholders from across the cultural ecology to foster cross-sectoral, interdisciplinary, intercultural, and intergenerational knowledge sharing.
- 6 Work with the Vancouver School Board to align support for arts and cultural opportunities for young people.
- 7 Explore ways to work with partners to promote Vancouver as a year-round arts and cultural destination.

GO INTO MORE DETAIL

## WHAT DO YOU THINK?

### TOP PRIORITY?