

## Mission

# Decolonize the Vancouver Board of Parks and Recreation

The Park Board recognizes the institution's colonial history and upholds the Board's commitment to the 11 Reconciliation Strategies

### **Vision:**

An evolvable organization in which every employee and Commissioner recognizes the humanity in themselves by recognizing and respecting the humanity of First Peoples; and an organization that sets a worldwide example in treating Reconciliation as a decolonization process.

### **Values:**

**PATIENCE:** Colonialism didn't happen overnight. Untangling it takes time. We will pace ourselves for the marathon, not the sprint. We will adjust deadlines to ensure things are done well and respectfully.

**CLARITY:** We will focus on how colonialism functions to exclude, not on how to include.

**PRAGMATISM:** All staff are inheriting a system not of our making. The Park Board Reconciliation Team (PBRT) are here to assist colleagues with examining the ways colonialism continues to damage others. Blame is unproductive.

**LEADERSHIP:** We will nurture and sustain each other, demonstrating Indigenous principles in the way we function as a team.

**LEARNING:** We consent to learn in public. We will make mistakes. We will sit with those mistakes, be transparent about them, and use them both to learn and to teach. Our mistakes will be diagnostic tools.

