

## MEMORANDUM

September 28, 2021

TO: Mayor and Council

CC: Karen Levitt, Deputy City Manager  
Katrina Leckovic, City Clerk  
Lynda Graves, Administration Services Manager, City Manager's Office  
Maria Pontikis, Director, Civic Engagement and Communications  
Anita Zaenker, Chief of Staff, Mayor's Office  
Neil Monckton, Chief of Staff, Mayor's Office  
Alvin Singh, Communications Director, Mayor's Office  
Celeste Dempster, Director IGR, City Manager's Office

FROM: Paul Mochrie, City Manager

SUBJECT: Reconciliation Update Work and Efforts June 2020 – June 2021

RTS #: N/A

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This is the City of Vancouver's (the City) fifth City of Reconciliation update and provides an overview of the following:

1. The City's Reconciliation Framework
2. Work Underway on The United Nations Declaration on the Rights of Indigenous Peoples
3. Progress on Colonial Audit Scoping
4. Notes on Current Context: COVID-19 Pandemic
5. Key Achievements Since Last Council Report (by Department/Division)
  - A. City Manager's Office (CMO)
  - B. Arts, Culture, and Community Services (ACCS)
  - C. Civic Engagement and Communications (CEC)
  - D. Development, Building and Licensing (DBL)

- E. Engineering (ENG)
- F. Human Resources (HR)
- G. Planning, Urban Design, and Sustainability (PDS)
- H. Real Estate and Facilities Management (REFM)
- I. Vancouver Public Library (VPL)
- J. Vancouver Park Board (VPB)

## 1. OVERVIEW OF THE CITY OF VANCOUVER RECONCILIATION FRAMEWORK

The City's Reconciliation efforts occur across City departments and are based on the City's commitment to working towards reconciliation with x<sup>w</sup>məθk<sup>w</sup>əy əm (Musqueam Indian Band), S<sub>k</sub>w<sub>x</sub>wú7mesh (Squamish Nation), sə́lílwətaʔt (Tsleil-Waututh Nation), and urban Indigenous communities. For the purposes of this document we will use the collective term "local Nations" to refer to the Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation. Individual First Nations are referenced directly when the matter relates only to their Nation.

The City's reconciliation goals are to establish and maintain mutually respectful relationships between Indigenous and non-Indigenous peoples in the City of Vancouver and to uphold and advance the rights of local Nations and urban Indigenous peoples. To achieve its goals, the City uses the Reconciliation Framework, established in 2014, to guide its Reconciliation work.

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 Nations and urban Indigenous communities. Staff should strive to create opportunities for Indigenous community members 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 harmful impacts from the loss of land and culture. Continuing to build and strengthen relationships with local Nations, as well as with urban Indigenous communities, including the Metro Vancouver Aboriginal Executive Council <sup>1</sup>(MVAEC), is critical. Above all, it is important to recognise the history, heritage and protocols of the three local Nations, their presence, and achievements with respect.

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<sup>1</sup> MVAEC was incorporated as a society in 2009 and includes 25 Aboriginal [organizations](#) representing a diverse range of programs, services, and mandates across Metro Vancouver.

3. **Effective Decision-making:** Our work with local Nations requires a unique approach and understanding of the City's goals. Achieving mutual respect, strong relationships and economic empowerment requires flexibility, thoughtfulness and a principled and transparent approach in our work together.

Reconciliation work at the City requires continuous re-assessment and re-application of the Reconciliation Framework to the development of the City's business units operations and processes. In the last six years, the City has continued to learn alongside and from local Nations and urban Indigenous communities in the application of these principles.

## **2. WORK UNDERWAY ON THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES (UNDRIP)**

On March 10<sup>th</sup>, 2021, Mayor and Council unanimously passed a motion (the Motion) to implement UNDRIP within the City. The Motion outlined the Terms of Reference to establish a Task Force that will direct how the City will implement UNDRIP. The Task Force consists of a Steering Committee comprised of elected representatives from local Nations and the City, as well as a Technical Committee comprised of staff from the City, local Nations, and urban Indigenous organizations, and additional advisors and experts as needed. The Steering Committee began their work together in July 2021, at which time representatives from the City and local Nations began to co-develop joint priorities, a work plan and timeline to report back to council with an UNDRIP implementation plan by November 2022.

City staff have begun high level analysis and policy research work to better understand the municipal applications and intentions of UNDRIP legislation passed by senior levels of government- the 2019 provincial *Declaration on the Rights of Indigenous Peoples Act* (DRIPA) and federal *United Nations Declaration on the Rights of Indigenous Peoples Act* (Bill C-15) that was passed on June 21, 2021. The City is also working to determine how UNDRIP relates to work already ongoing under the City of Reconciliation Framework and complementary strategies, and how the City can meet its commitments under UNDRIP/DRIPA to urban Indigenous communities.

## **3. PROGRESS ON COLONIAL AUDIT SCOPING**

In 2019, Council directed staff to report back on the initial scoping of a colonial audit. This high-level scoping exercise requires staff to identify both short- and long-term opportunities and specific ways to improve the Cities' policies and practices with regard to reconciliation. To date, there has not been a full review of colonial influences on which the City was founded. The

scoping of the Colonial Audit began in early 2021, led by the City Manager's Office, (Intergovernmental Relations and Equity Office.

The City retained Reciprocal Consulting, an Indigenous-owned consultancy with the requisite skillset to conduct the Colonial Audit Scoping. Retaining Reciprocal Consulting to do this work also provided the necessary arms-length assessment to ensure an objective analysis and recommendations. The Colonial Audit Scoping is paying particular attention to a number of topics, including:

- A. Definitions of a Colonial Audit
- B. Parameters of a colonial audit, including timeline
- C. Review of Vancouver Board of Parks and Recreation - Exploring Park Board's Colonial Roots and Current Practices
- D. Options for dedicated Indigenous-portfolio staff and teams
- E. Potential actionable goals of a colonial audit
- F. Potential outcomes measurements
- G. Potential City accountability mechanisms
- H. Options to provide capacity funding for local Nations and urban Indigenous organizations for City engagement and partnerships
- I. Review of ongoing initiatives, and opportunities that may overlap with a colonial audit
- J. City educational training opportunities
- K. Resources required for a colonial audit, including staff and budget considerations.

The Colonial Audit Scoping report will be presented to Council in late 2021 for decision on next steps with this work, including resource allocation and any integration with the above-referenced work regarding UNDRIP.

#### **4. CURRENT CONTEXT – COVID-19 PANDEMIC**

The COVID-19 pandemic disproportionately impacted Indigenous communities and strained community capacity and resources. The City reacted quickly in adapting its practices and

projects in an effort to be a responsible government partner. An update to our strategy for engagement with local Nations has been an important part of this response. Staff cannot stress enough the importance of the City's interdepartmental coordination on reconciliation efforts at this time. Examples of evolving practices include:

- Ongoing communication and collaboration with local Nations staff about current priorities, community safety and mechanisms to respectfully handle emergency work arising.
- Collaboration of the City's Emergency Operations Centre (EOC) and MVAEC to advocate for resources to respond to the unique needs of urban Indigenous communities in Vancouver. In particular the Urban Indigenous Collaboration and Communication Hub, described in more detail below.
- Ongoing communication with urban Indigenous organizations to facilitate coordination with the EOC and responsiveness to cultural safety and priorities.
- Collaboration 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.
- Coordination among City departments to ensure regular communication and coordination with MVAEC, Vancouver Coastal Health – Aboriginal Health, the First Nations Health Authority, and other Indigenous organizations to assess the impacts of the pandemic and government directives for emergency response. This work included identifying any gaps in services and avenues to provide City assistance.

## **5. KEY ACHIEVEMENTS SINCE LAST COUNCIL REPORT (JULY 6, 2020)**

### ***A. City Managers Office***

The City has a government-to-government relationship with the local Nations which is foundational to all intergovernmental work. The City's Indigenous Relations Manager provides strategic advice on the City's overarching approach to reconciliation and intergovernmental relations across all of the City's business units. This work is coordinated through a number of mechanisms including regular intergovernmental staff meetings, Council-to-Council gatherings, internal reconciliation staff team meetings, and standard interdepartmental Indigenous relations support and advisory processes.

In this past year, Council met with Musqueam Chief and Council, Squamish Co-Chairs and Council, and Tsleil-Waututh Chief and Council to strengthen their government-to-government relationships and discuss shared priorities. Due to pandemic restrictions, the Indigenous Relations Manager provided Nation staff with digital package updates of notifications, updates, and new referrals from City staff seeking to engage with local Nations.

### **i. Formal Agreements**

- Prior to 2013, when City Council first declared a year of Reconciliation, the City established formal working relationships through Memorandum of Understanding (MOU) with Musqueam Indian Band and Squamish Nation. Discussions are underway between the Tsleil-Waututh Nation and the Indigenous Relations Manager regarding a high-level MOU proposal. Still in its early stages, the MOU 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 an MOU with MVAEC with the intention to establish a cooperative relationship in order to address the unique needs of the urban Indigenous population of Vancouver.
- The City currently has a Service Agreement with Musqueam Indian Band and is in the process of negotiating a Service Agreement with Squamish Nation for their planned Seńákw development. The City is committed to providing municipal services to the Nations at the same level as other residents in Vancouver.
- On January 29, 2020, MST Development Corporation<sup>2</sup>, the City, and the University of British Columbia (UBC) signed a MOU advocating for the completion of the Millennium Line Skytrain to UBC.

### **ii. Local Nation Engagement Strategy**

- The City is encompassed by the traditional territories and consultation areas of the Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation. The City has formally acknowledged its place on unceded territories and takes a rights-recognition approach to intergovernmental engagement.
- The local Nations have released mandates stating their expectation to be engaged or consulted on projects that are located on their territories in keeping with their inherent, constitutionally protected rights and Title. Currently the responsibility for consultation

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<sup>2</sup> MSTDC is the land development company wholly owned by the Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation

with First Nations is with the provincial and federal governments and the City does not have this formal legal obligation in most instances; the City engages with the local Nations on the majority of its projects.

- Between February 2020 and February 2021, it is estimated that the City, Vancouver Park Board, and Vancouver Public Library sent over 250 referrals to staff from the local Nations for review and collaboration. In response to the increasing volume of referrals, the City has been called to implement a more coordinated internal engagement approach between departments and projects to respect the staff time and resources of local Nations. In response, the Indigenous Engagement Specialist and Indigenous Relations Manager developed and implemented a new city-wide Indigenous Engagement Strategy, launched in Summer 2021. The purpose of the new Engagement Strategy is to strengthen the staff-to-staff relationship between the governments and facilitate meaningful partnerships between the City and local Nations.

The renewed Indigenous Engagement Strategy includes:

- The establishment of a Reconciliation Directors Working Group
- New intergovernmental staff-to-staff meeting guidelines
- New minimum timelines for engagement
- A standardized and centrally coordinated engagement intake and referral process
- An engagement toolkit including an Indigenous Relations Protocol Guidebook, an Indigenous Style Guide, Indigenous Image Use Guidelines, hən̓q̓əmin̓əm̓ and Skwxwú7mesh Language Advice, and a standard Intergovernmental Relations Intake Form.

Urban Indigenous engagement is led and coordinated by the City's Arts, Culture, and Community Services (ACCS) department, with the Indigenous Relations Manager and Indigenous Engagement Specialist assisting with engagement as needed.

### **iii. Equity Office**

Since September 2020, the Equity Office has also provided the following services to Indigenous staff working for the City:

- a. Creation and ongoing administrative support for a staff-led Indigenous Employee Resource Group open to all staff who identify as Indigenous.

- b. Conceptualization and rounds of internal consultations on an Elder in Residence Program, the goal of which is to provide cultural, emotional and spiritual support to Indigenous staff.
- c. Safe disclosure, consultation and referral services available to any Indigenous staff experiencing racism or other forms of harm in connection with the workplace.
- c. In partnership with the Department of Human Resources, working towards enhancing culturally responsive mental health supports for Indigenous staff.

In partnership between the City's Social Policy team and the Equity Office, the Equity Framework (EF) was completed and adopted by Council on July 20<sup>th</sup>, 2021.

The Equity Framework is a conceptual, foundational document that describes what is meant by the word equity, why doing work on equity is essential, what key concepts orient the City's internal processes and decision making in this area, and how these concepts can be embedded into the City's work through individual and organizational commitments. Crucially, it defines the City's equity work to be centered on four notions: Indigenous Rights, racial justice, intersectionality, and systems approach to change.

The development of the Equity Framework included a series of conversations with Indigenous partners to ensure there was an appropriate relationship between the Equity Framework and the Reconciliation Framework. As a result, the Equity Framework reflects the history of settler colonialism and the priorities of Indigenous communities, without creating a false equivalency between the concerns of Indigenous communities and those of equity-denied communities such as Black and other racialized people. The Equity Framework articulates the unique and inherent rights of Indigenous Peoples and confirms that while equity denied groups have commonalities and need to stand in solidarity with Indigenous communities, the distinctness of Indigenous sovereignty must be upheld.

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

In January 2021, ACCS hired the first Senior Indigenous Planner to liaise with Cultural Services and Social Policy to develop internal and external strategies. The Senior Indigenous Planner works closely with the urban Indigenous communities such as MVAEC, and leads the City's efforts in this area. Their work includes stewardship of the City's MOU with MVAEC, supporting the City's healing and wellness responses, and coordinating Reconciliation efforts with the Indigenous Relations Manager and Directors of Social Policy and Cultural Services.



### **i. Murdered and Missing Indigenous Women and Girls Calls for Justice and Red Women Rising Report**

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 local report 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.

### **ii. Early Learning and Child Care**

- Funding from the BC Ministry of Children and Family Development (MCFD) enabled the City to provide \$292,500 in funding to MVAEC to fund an Early Learning and Child Care (ELCC) Planning and Capacity Development position for the period of January 2019 - March 2021.
  
- MCFD has re-invested funding to continue the position until March 31, 2023. The funded position supports meeting the early learning and childcare needs of urban Indigenous families in the Vancouver area by:
  - Providing strategic planning and coordination of Indigenous early learning and childcare services to ensure families can access culturally safe and supported ELCC services
  
  - Supporting data collection to inform the BC Childcare Plan, developing linkages between Indigenous service providers and partners, the City, and MCFD
  
  - Supporting capacity development of Indigenous ELCC service providers.

### **iii. Indigenous Healing and Wellness**

Ongoing work in Indigenous Healing and Wellness in Social Policy will continue in 2021. There are currently three opportunities being undertaken by staff.

1. 52-92 East Hastings - Mixed-use project led by Aboriginal Land Trust in partnership with BC Housing, Lu'ma, Vancouver Native Health, and Raincity. Includes Single Room Occupancy (SRO) replacement, Indigenous family housing, and an Indigenous Healing & Wellness Centre.

2. 41 East Hastings - Early explorations to develop Indigenous Healing and Wellness Centre with focus on Indigenous women in partnership with Atira (Olivia Skye) and VCH Aboriginal Health. City will contribute \$700K in approved capital dollars through DTES Plan action.
3. Crab Park - Indigenous Healing Centre - In May of 2019, the Park Board requested that the VFPA identify and support five different initiatives laid out by the Board. These initiatives included exploring the feasibility of a new healing centre and/or cultural centre in the Central Waterfront area. Further to this, the Park Board requested that staff explore the initiation of a working group to partner with the City of Vancouver and community stakeholders with a goal to transition the development and construction of an Indigenous-focused healing, wellness and/or cultural centre out of the theoretical and into action and reality. The renewed requests from the Park Board were echoed by City Council with further amendments in July 2019.

#### **iv. 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 an 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 and in other Vancouver neighbourhoods.

#### **v. Anti-Racism**

The City's anti-racism and cultural redress efforts respond to direction from Mayor and Council and community recommendations and calls to action that specifically seek to address racism, hate, and discrimination, including anti-Indigenous racism.

This work continues to inform and reflect a range of City strategies including, but not limited to the Framework for City of Reconciliation, Healthy City Strategy, the Equity Framework (recently adopted by Council on July 20, 2021), and the proposed Accessibility Strategy. This also includes informing Vancouver community members and staff about the truth of what happened in residential schools and the ongoing legacy of colonialism and its impact on our communities.

## **vi. Decolonizing Data**

City staff continue to leverage partnerships to access customized and disaggregated data on Indigenous populations and publishing information in media such as demographic profiles and research on a more equitable recovery from the pandemic. Data on Indigenous populations also intersects with sovereignty, rights and title, and the city has a responsibility to develop datasets, methods, workflows and governance structures that support a more decolonized and community-led approach to working with Indigenous data. City staff are convening internal working groups, including an Equity and Decolonization of Data Community of Practice, to explore these questions and build capacity and relationships.

## **vii. Social Grants**

In April 2021, the Social Policy team initiated a “Solutions Lab” to bring together representatives from all grant programs administered by the City to build the City’s internal capacity to support public benefit organizations and develop stronger alignment and a unifying vision for granting at the City grounded in furthering the City of Reconciliation and Equity Framework goals. Please see Appendix A for a comprehensive overview of all grants distributed by the Social Policy Grants and Data team in July 2020- May 2021.

## **viii. Chinatown Transformation**

The Chinatown Legacy Stewardship Group (LSG), comprised of key organizations and individuals in Chinatown, has reached out to local First Nations to begin an engagement process to better understand Chinatown as a neighbourhood on the unceded traditional territories of the local Nations and Chinatown’s historic and contemporary relationship with Indigenous communities. A special guest from the Musqueam Indian Band was invited to give an address at the LSG inaugural meeting. Members of LSG participated in cultural visits to the Musqueam Indian Band and Tsleil-Waututh Nation as a first step towards establishing renewed relationships.

## **ix. Sex Worker Safety**

Staff undertook a wide range of initiatives to support sex workers and to support sex work-affected Indigenous communities. This includes people that 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.

- Vancouver Plan Engagement: In partnership with Vancouver Plan, staff hosted an engagement session facilitated by a community consultant, and including Elder Annie Johnson. Themes from the engagement included: overdose crisis & harm reduction,

reconciliation, decolonization, housing & evictions, peer led initiatives, affordable food, and law enforcement.

- COVID-19 Response Emergency Operations Centre: CIRES Peer Stewardship Program-Increased peer employment opportunities for Indigenous peers, prioritizing women, Two-Spirit, trans, and gender diverse folks, to conduct research, assess needs and identify service gaps related to COVID-19 protocols, food security, and safety plans.
- Two Spirit and Trans Indigenous Sex Worker Consultation Group- Ongoing engagements with Indigenous Two-Spirit and Trans sex workers to identify service gaps, including but not limited to: culturally specific housing, reduced access to employment, impacts of development to sex work areas, and support services.

#### **x. Health Equity Collaborative**

The City of Vancouver has supported the work of the Health Equity Collaborative with dedicated staff time. The Collaborative released their final report “Believe Me: Identifying Barriers to Health Equity for Sexual and Gender Diverse Communities” in 2020. Unique to the study was a focus on hearing experiences of Indigenous, Black and People of Colour. Presentation of the report was in the form of ceremony held by Elder Bill White, Elder Roberta Price, and Elder Shane Pointe.

#### **xi. Urban Health**

In the City’s health work there is a priority to work with Indigenous health leaders, Indigenous non-profit organizations, community-based organizations with a strong Indigenous focus, and Indigenous peoples with lived experience. The following initiatives are examples of work underway in Urban Health:

- *Section 56 Exemption to Decriminalize Simple Possession of Illicit Substances:* As part of the City’s development of the Vancouver model for decriminalization, a number of engagement sessions with key partners were held, this included roundtable discussions with representatives from Indigenous organizations who are part of the Vancouver Community Action Team (CAT), such as: First Nations Health Authority, Aboriginal Community Policing Society, and Western Aboriginal Harm Reduction Society. Key themes included, but were not limited to: concern with VPD involvement, ongoing meaningful engagement, Indigenous cultural programming, and culturally safe health services, and gaps in addressing existing services.
- *Vancouver Community Action Team (CAT):* A number of community based initiatives were funded, including an Indigenous mentorship program in the DTES, films on stigma and substance use impacting Indigenous people, Indigenous peer wellness, and training

on trauma informed approaches. Priorities for 2021 CAT activities include maintaining a focus on: overdose prevention and harm reduction services for Indigenous peoples, cultural safety, and centering Indigenous people in ongoing overdose crisis and COVID response.

- *Astoria Alcohol Harm Reduction:* In collaboration with numerous partner organizations including First Nations Health Authority, Vancouver Aboriginal Health, PHS Drinkers Lounge, WISH, DTES Neighborhood House, Strathcona Business Improvement Association, VANDU and people with lived experience the City is leading actions to find safer spaces for drinkers in the DTES near the Astoria by expanding the existing PHS-led drinker's lounge. In addition, a washroom trailer program with peer employment and support services has been installed adjacent to the Astoria with a focus of supporting drinkers and sex workers.
- *Our Park Project:* In collaboration with Parks, Vancouver Coastal Health, the Western Aboriginal Harm Reduction Society and people with lived experience, staff are implementing a project in Andy Livingstone Park focused on destigmatizing substance use. A steering committee including people with lived experience, Parents from Crosstown School, local residents association, the Overdose Prevention Society, Vancouver Moving Theatre and representatives from Chinatown is engaged on the project.

## **xii. Carnegie Community Centre**

The Cultural Sharing and Indigenous Programs at the Carnegie Community Centre contribute in many ways towards the robust cultural connections within the Urban Indigenous community. Through respectful, inclusive, and holistic relationship-building, the Carnegie Community Centre offered Indigenous programming in a culturally responsive way to the Downtown East side area and beyond by branching out to all areas of Vancouver, onsite and virtually.

The Carnegie Elders-in-Residence program has grown to include not only an Elder in Residence, but also a Matriarch in Residence. This provides community members with an opportunity to engage in dialogue on traditional knowledge, language, and share connection to wisdom, support and teachings. The Elders are integral to supporting the Indigenous commitment at the Carnegie Community Centre, and foster innovation in programming to address community needs.

During the past year the Carnegie Community Centre Indigenous Advisory Group (IAG) was formed, comprised of Vancouver Urban Indigenous and Tsleil-Waututh community members. The IAG serves as an advisory body and a channel for communication. The IAG has advanced

relationship building with local Nations, given community members a voice, and created opportunities for Urban Indigenous Peoples to engage in culturally safe programming.

Several Indigenous Programs offered by the Carnegie Community Centre contributed to a sense of belonging and community connection during a challenging year. These programs include:

- Elders Mask making – 4000+ Indigenous designed hand sewn masks distributed.
- Elders in Residence – Virtual connection, including medicine teachings.
- Cedar Weaving – Virtual workshops.
- National Indigenous Peoples Day and ‘Hearts Beat’ Community Celebration – Socially distanced in-person and virtual event.
- Cultural Drumming and Song – Socially distanced in-person and virtual events.

### **xiii. Homelessness Action**

Through Homelessness Action Week funding, the City works supports partners, including the Aboriginal Mothers Centre Society and DUDES Club- Street Squad to support homelessness outreach, support, and connection services. Descriptions below provided by community partners.

1. Aboriginal Mothers Centre Society – Homelessness Action Week
  - Targeted to those experiencing absolute homelessness, Indigenous people that hang out on the streets of Vancouver. Our people that are immobilized by their addiction and cannot walk up to the union gospel to stand in line for hours to be fed. We walk the alleys to find the most vulnerable people. Giving them warm meals and handing out warm jackets, toques, gloves, and mitts. Also, COVID-19 care packages with facemasks, hand sanitizers and gloves.
  - Strathcona Park, we get in contact with the people that are living in tent city to help find housing.
  - Make sure staff are safe and able to support people that do not have the means to find housing on their own.
  - Applying for assistance and funding, to pay rent and sustain housing.

- Grandview Park, where there are more indigenous people, and they are reaching different parks in Vancouver. Sleeping in tents and parkades that they can find to keep warm and feel safe.
- Giving resource information packages to help support people to get into warm housing. Help give information and phone numbers for housing supports in the DTES.

## 2. DUDES Club - Street Squad COVID Outreach

- The project is a full-scale launch of the DUDES Street Squad (DSS) pilot program to meet the exponential increase in demand for outreach and support services driven by the COVID-19 pandemic. After the launch, DSS would run three days per week (as opposed to one), relying on 12 peer outreach volunteers and one peer facilitator volunteer. DUDES Club is proposing an increase in the geographic area served by DSS from the current three block range on East Hastings Street to other key neighbourhoods in East Vancouver including Strathcona Park (which has reached out several times to request DSS presence), and Grandview Woodlands around DUDES Clubs' new office space. Currently, the DSS runs as a pilot program one day per week, and engages four men, who are led by a peer facilitator, to do outreach along East Hastings Street.

### **xiv. Indigenous Arts & Culture Grants**

- Cultural Services continues to allocate annual funds to the local Nations to support self-determined arts and culture projects.

### **xv. Cultural Infrastructure Grants**

- A grant allocation of \$75,000 each to Musqueam Indian Band, Squamish Nation and Tsleil-Waututh Nation to support cultural space planning and research.

### **xvi. Indigenous Cultural Mapping**

- This is a multi-year project which supports local Nations self-determined processes to incorporate Indigenous methodologies and relevant ways of working with cultural asset mapping, including tangible and intangible heritage assets, sites of significance, language and place names, traditional ecological knowledge frameworks with consideration for protected and archaeological sensitive sites.

## **xvii. Indigenous Language Revitalization**

- Further to the Council Motion recognizing 2019 as the International Year of Indigenous Languages, Cultural Services staff are working on an action plan to increase the visibility of hən̓q̓əmi̓n̓əm̓ and Sk̓wx̓wú7mesh.

## **xviii. Vancouver Music Fund**

- This granting programing is delivered in partnership with Creative BC to support three program streams: Demo Recordings, Music Videos, and Industry Catalyst projects. For the last completed intake, 24% of projects were from Indigenous artists including: Michelle Heyoka, Lady Sincere, Caitlin Goulet, Edzi'u, DJ O Show, KeAloha, Nite Sun, Biawanna, and Christie Lee Charles.

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

CEC provides internal and external communications support, engagement support, and media management services for all City departments, including on topics related to Reconciliation and Indigenous Relations. An Indigenous Engagement Specialist role was filled by the department in February of 2020. In the past year, some key work undertaken by the CEC team on the Reconciliation portfolio has included:

- i. Initiating a full review and update of Reconciliation web content on [www.vancouver.ca](http://www.vancouver.ca), and convening a working group to develop a new Reconciliation digital strategy;
- ii. Supporting the recognition of significant events including Orange Shirt Day, MMIWG Memorial March, Indigenous Peoples' Day and Indigenous History Month on City social media and communications channels;
- iii. Working with colleagues in Engineering and Musqueam Indian Band staff on the development of a Heritage Awareness Communications Plan to support the protection of heritage sites.
- iv. Holding a department in-service training session on Indigenous Engagement, Intergovernmental Relations and best practices for respectful communications in March 2021.
- v. Offering strategic advice, process design, project review, and implementation support for engagement with local Nations and urban Indigenous communities on a range of key City projects and initiatives.



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

In January 2020, DBL's newly created Indigenous Liaison position was filled. Representatives from the local Nations provided input for the job description and recruitment process, participated in the interview panel and helped select a candidate. This dedicated role has responsibility for the coordination of departmental projects and initiatives that relate to First Nations DBL.

In 2018, the City's mapping and permitting system (called POSSE) was updated to alert City staff by flagging properties of archaeological concern, including those within and adjacent to provincially regulated archaeological sites. Utilizing this tool, DBL staff help manage cultural heritage sites through increased awareness, early notification to local Nations and applicants, coordination with the Government of BC's Provincial Archaeological Branch within the Ministry of Forests, Lands, Natural Resource Operations and Rural Development, and by taking appropriate actions, such as asking for archaeological studies to be undertaken or finding alternatives to avoid ground disturbance. DBL actively seeks direction from cultural heritage managers and archaeologists from the local Nations on development applications on private property that involve ground disturbance, and ensure that City permits 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. This property management tool has helped avoid inadvertent issuance of City permits that may damage or destroy First Nation cultural heritage. DBL continues to update and refine its management system and provide training to new employees.

In 2020, DBL handled approximately 65 permit enquiries and applications for work on properties identified within areas of archaeological concern. The department continues to work with local Nations staff to refine the development and building application process with the goal to protect significant cultural heritage sites.

#### **i. Locarno Archaeological Management Plan**

During Fall, 2020, a collaborative effort between the City and local Nations staff was renewed to develop the Locarno Archaeological Management Plan (LAMP). The idea of the LAMP was initiated in 2015. The project is a cross-departmental effort in the City with staff from Business Planning and Project Office, Engineering, Parks, City Managers Office, and DBL. The Plan is a response to ongoing development, on private and public property, in the Locarno area, that has the potential to disturb sensitive heritage sites.

It is anticipated that as a result of LAMP, a multi-jurisdictional committee, made up of representatives of LOCAL NATIONS, the City, and provincial ministries, will be formed to steward LAMP.

## **F. Engineering Services**

Many Engineering 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 outmost importance. In collaboration with local Nations, a number of initiatives have been identified to foster strong and cooperative relations.

The Engineering's Strategies and Standards (ESS) Indigenous Liaison Coordinator position works with the Archaeology and Indigenous Relations team to support reconciliation work, engagement and relationship building with local Nations. This position was recently filled in fall 2020. For summer 2021, the team has also hired an archaeology student intern – for a four-month term. The student will support the City's Archaeologist to gain hands-on experience managing heritage in a municipal setting in partnership with local Nations.

### **i. Archaeological and Indigenous Relations Work Updates**

Local Nations and the City co-developed and obtained a Multi-Use *Heritage Conservation Act* Permit from Province of BC in 2020:

- The City co-developed the methodological approaches outlined in the BC *Heritage Conservation Act* permit application with local Nations heritage managers and experts. Field directors and specialists from local Nations actively conduct heritage management activities under the permit.
- This permit authorizes immediate response to address emergent issues such as failing infrastructure located within areas of archaeological and cultural heritage significance without the need for a separate permit for each occurrence/incident. This results in cost- and time- savings. Routine work (e.g., service connections) is also conducted under the permit – the same benefits apply.
- To date, 24 projects have occurred under the permit – several have been led by the Musqueam Indian Band Archaeology Department with support from other Nations.

### **ii. Update to Engineering Archaeology/Heritage Resource Protection Policy**

Policy updated to include additional areas of archaeological significance and increased internal review of potential areas of archaeological/heritage significance and has been shared with local Nations.

### **iii. Heritage Review Process**

- Both internal (public) and external (private) heritage management processes have been updated to allow for: increased collaborative co-management of heritage with local Nations; and, to help prevent inadvertent impacts to registered and unregistered archaeological sites.
- Hiring of Indigenous Liaison in DBL department will oversee heritage aspects with support from Engineering and Parks.

### **iv. Expanded Archaeological Heritage Management Zones**

- Through discussions with local Nations, the City expanded heritage management zones and added this to the updated VanMap (staff) to increase heritage management oversight and awareness with the aim of preventing inadvertent impacts to unregistered and registered archaeological sites.
- Internal systems were updated to flag areas of potential archaeological/heritage significance on both public and private land.
- Authorizations are now required from City Archaeologist and local Nations prior to ground disturbance in areas of sensitivity.

### **v. Increasing the Public's Heritage Awareness**

- City Archaeologist and local Nation representatives presented at the BC Professional Archaeologists Annual General Meeting on the City's process and co-management of heritage successes.
- City and Park Board Archaeologist contributed to Musqueam Indian Band Archaeology On-Line Lecture Series.
- Together with Musqueam Indian Band, the City is developing key messaging and an online campaign for the public, to allow for greater awareness of heritage management in the City.
- City and Musqueam Indian Band Archaeologists presented Archaeology and Heritage Awareness Training to the realtor community.

- City Archaeologist provided archaeology and heritage awareness briefings to third party contractors (e.g., drillers) and utility providers (e.g., Telus, BC Hydro, Shaw) to further increase awareness of sensitive heritage areas and outline City/local Nations heritage management expectations/process.
- Indigenous Liaison Development Building and Licencing Department provides ongoing education to the public to outline responsibilities of developers/homeowners under the Heritage Conservation Act and to increase heritage awareness in the City.
- City and Park Board Archaeologists participated in career panel co-hosted by UBC and Musqueam Indian Band.
- At the request of local Nations and municipalities directly, City Archaeologist provides review of heritage management best practices and processes to assist local governments with understanding how to co-manage heritage in a respectful and collaborative way with local First Nations.

#### **vi. Seḥákw Boundaries and Processes**

- Engineering developed an access request form for City staff requiring access to under the Burrard Bridge and surrounding Seḥákw area with Nch'kaḡ Development Corporation
- Supported development of service agreement.

#### **vii. Engineering Staff Training**

- Since 2017, more than 1,700 City Engineering staff have been trained on issues related to Archaeology Management and Indigenous Awareness. Training that has continued from 2019 includes the Archaeology Chance Find Management course and Archaeology Policy, Process, and Management Course.
- Engineering Services has hosted two Lunch and Learns in 2020 and 2021 attended by 200+ staff each: one on incorporating social value into procurement; and, one on environmental stewardship at Tsleil-Waututh Nation.
- In 2021, the Indigenous Liaison Coordinator developed Indigenous Relations Overview Training. This includes, but is not limited to, an overview of Land Acknowledgements, the City's commitments as a City of Reconciliation, defining

colonization and reconciliation, and best practices for engaging with First Nations and the urban Indigenous population.

### **viii. One Water – Integrated Utility Planning**

The City 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 City is engaged with host Nations on a number of One Water projects and will continue to collaborate on protection of local waterways going forward.

- a. Development utility service planning: Jericho Lands:* The City is working with 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.
- b. Seḥákw Development lands:* Several Engineering Services Branches reviewed the preliminary utility servicing plan for servicing Seḥákw Development lands and provided feedback to Squamish Nation’s Nch’kay Development Corporation representatives and their developer and consultant team.
- c. Locarno-Jericho Flood Mitigation Study:* This project has been completed. The draft report was reviewed by *local Nations*. The final report was delivered to the City in December 2020.
- d. Reconciled Futures Indigenous Youth Art Camp:* An art camp for Indigenous youth delivered by the Museum of *Vancouver* in partnership with the City 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 63rd 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. This project recently came in 3<sup>rd</sup> place for the GSI Trailblazers award given by the Green Infrastructure Leadership Exchange.

## **H. Human Resources**

The City of Vancouver has a long standing commitment to equity, diversity and inclusion and the City's work in these areas is increasingly woven into all aspects of City business.

### **i. Training and Development**

In 2021 several Indigenous cultural competency training courses for staff were successfully re-initiated, including the following:

- Residential Schools and Colonization
- Working Effectively with Indigenous People

In collaboration with the Indigenous Relations group and the Equity Office, HR also led the development of a *Land Acknowledgement* training course for staff this year, which will be finalized shortly. This course provides staff with the context and knowledge to ensure that land acknowledgements are being effectively integrated into City meetings, gatherings and other engagement activities.

### **ii. Employee Benchmark Survey**

In the spring of 2021 the City conducted its first Employee Benchmark Survey in an effort to collect disaggregated workforce demographic data and employee experience data. The survey included several Indigenous identity questions that will allow the City to compare its workforce demographics with community demographic data from the Canadian census. The survey results will serve as a benchmark for future surveys and will help to inform City programs, policies and initiatives moving forward.

### **iii. Collective Bargaining**

In addition to the long standing inclusion of employment equity commitments in collective agreements with CUPE Locals and the City, new provisions have recently been incorporated in the latest round of bargaining.

- CUPE Local 1004 and the City have agreed to provisions providing special paid leave to indigenous employees who are carrying out responsibilities or obligations during Indigenous spiritual/ ceremonial events.
- CUPE 391 and VPL have developed a process for Indigenous Elder representation to attend with shop stewards in supporting members, and new provisions that broadly support employees' attendance and participation in observances required by faith or culture.

## ***I. Planning, Urban Design, and Sustainability (PDS)***

PDS has recently hired a Social Planner I position to assist with building capacity and Indigenous cultural competency within the department.

### **i. Marine Landing Review**

In Fall 2020, staff began an area analysis for Marine Landing in Marpole which responds to recent Council policy changes supporting delivery of affordable housing and intensification of job space around the Marine Drive Station. Feedback on the draft guidelines is currently being sought from Musqueam given both historical and on-going presence and stewardship in this part of Marpole.

### **ii. Vancouver Plan**

The Vancouver Plan (city-wide plan project) continues to embed Indigenous Knowledge(s) through the planning process and has developed partnership agreements with capacity funding support with each of Musqueam, Squamish and Tsleil Waututh (MST) First Nations and with Urban Indigenous communities through Metro Vancouver Executive Aboriginal Council (MVEAC) to ensure ongoing engagement in the work. Engagements on MST cultural heritage and on sea level rise planning in Vancouver Plan are underway as well as policy development on advancing Reconciliation through land use planning. Vancouver Plan's key deliverable is a high-level land use plan that identify areas and directions for future housing, jobs, community amenities, parks and transportation systems informed by the plan's provisional goals and lenses of reconciliation, equity, and resilience. Further information on VanPlan work related to reconciliation is outlined in Appendix C.

### **iii. Jericho Lands**

- The City is working on two joint venture partnership projects between the Musqueam, Squamish and Tsleil-Waututh ("MST" Partnership) and Canada Lands Company ("CLC"). The first project, the Heather Lands, is a 21-acre site located within the Cambie Corridor. A rezoning application for the site was received in Fall 2020. The application includes new parks and open space, a cultural centre, a childcare centre and approximately 2600 housing units, of which 540 are social housing and 400 are rental housing units. It is anticipated that Council will consider this rezoning application later this year.
- The second project, is a 90-acre site located within the West Point Grey neighbourhood. ʔəy̓ alməxw / l̓y̓ álməxw / Jericho Lands planning program is a comprehensive planning process initiated in 2019 to create a Policy Statement to guide the future development of the site. Earlier this year, Council endorsed draft Guiding Principles and Emerging Ideas to guide development of conceptual site plans. These

site concepts form the basis of upcoming public engagement. It is anticipated that the ʔəy̓ alməxw / l̓y̓ álməxw / Jericho Lands Policy Statement will be considered by Council in Spring 2022.

## ***J. Real Estate and Facilities Management (REFM)***

Through the renewal of civic facilities and the redevelopment of existing infrastructure, REFM aims to work with local Nations to respectfully increase the visibility of First Nations histories and cultures. This approach is different for every project and REFM is open to tailoring each project process to meet the needs of local Nations and Urban Indigenous communities. Selected projects are outlined below.

### **i. Britannia Renewal – Rezoning**

In 2018, project partners (the City of Vancouver, Vancouver Board of Parks and Recreation, Vancouver School Board, Vancouver Public Library and Britannia Community Services Society) adopted a Master Plan that sets out the vision for the renewal of the Britannia Community Services Centre. The project is now on the next phase of the renewal, which is to submit a site-wide rezoning application. Project partners have developed engagement opportunities and space created specifically for Britannia’s diverse Indigenous communities to share their thoughts in a safe and culturally appropriate way to ensure that Indigenous perspectives, Knowledge, and protocols are meaningfully considered and reflected in decisions regarding the rezoning and functional programming. Sky Spirit Consulting has been hired as part of the consulting team to lead this Indigenous engagement and to collaborate on design work using a ‘Two-Eyed Seeing’ approach, which infuses Indigenous Knowledge into architecture design.

### **ii. Ray-Cam Cooperative Centre Renew**

This project is being lead by BC Housing with the support of project partners (the City of Vancouver, the Vancouver Board of Parks and Recreation, and the Ray-Cam Cooperative Centre Board). This project builds on community-based work to date that envisions a renewed Ray-Cam community centre, childcare, and non-market housing to meet the needs of the local population, including a large and diverse urban Indigenous community. Project partners are working together to develop an Indigenous-centred engagement process that provides flexible options to support cultural visibility and inform facility development including Indigenous-specific programming space through community-led, capacity-building engagement opportunities.

### **iii. West End Community Renewal Plan**

This is a collaborative project between partners (the City of Vancouver, Vancouver Board of Parks and Recreation, Vancouver School Board, Vancouver Public Library) to create a shared vision with the community for the redevelopment of the West End Community Hub. The potential renewal and expansion of existing facilities includes the West End Community Centre, Joe Fortes Library, King George Secondary School, Fire Hall No. 6, park space, and addition of childcare facilities. The project team is working with artists and Knowledge Keepers from each local Nation to set the foundation for the Renewal Plan. Acknowledging that the West End peninsula has many areas of significance for MST, the artists and Knowledge Keepers will share stories of place and provide input into how to respectfully weave these into the redevelopment of the West End Community Hub to increase the visibility of MST cultures/histories in the West End.



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

### **i. New Indigenous Planner Position**

VPL has completed hiring for their first Indigenous Planner position. Reporting to the Manager, Policy and Planning, the Indigenous Planner will provide support and leadership to the development and implementation of a range of Library priorities, including VPL's Truth and Reconciliation Plan and initiatives that address the TRC Calls to Action. The Indigenous Planner position will also support the development and monitoring of Library plans and policy, and work to increase internal organizational capacity and Indigenous relations initiatives.

### **ii. Initiating Engagement with Local Nations**

In early 2021 VPL sent referrals to local Nations to share the VPL Strategic Plan 2020-2023 priorities, including the response to the TRC and the libraries' implementation of UNDRIP. VPL invited local Nations to partner in three particular areas:

- Ensuring children and youth have access to early literacy and support for lifelong learning
- Providing resources and services for Elders
- Contributing to greater awareness and understanding of Indigenous cultures, histories, and heritage and fostering cultural pride among Indigenous Peoples

### **iii. Ongoing Programming**

VPL continued public programming to enhance understanding of Indigenous ways of knowing, being, and doing in 2021, which included:

- Welcoming the 14<sup>th</sup> Indigenous Storyteller in Residence, Kung Jaadee. Originally from the village of Old Massett, Haida Gwaii, Kung Jaadee belongs to the X̱aayda (Haida), x̱w̱məθḵw̱əy̱əm (Musqueam) and S̱ḵw̱x̱w̱ú7mesh (Squamish) First Nations. During her residency, Kung Jaadee planned a number of online programs for all ages at the library, bringing Indigenous storytelling to the Vancouver public. These events were aimed at encouraging connection and included storytelling workshops and performances, a film screening, virtual potluck, and more.
- Continuing the Kith and Kin Indigenous Genealogy Program supporting Indigenous community members to access online records and family documents. This program is delivered in partnership with the Indian Residential School Survivors Society (IRSSS) which provides culturally appropriate support to participants.

## **L. Vancouver Park Board**

The Park Board has created a new role of Decolonization, Arts and Culture Manager. This position oversees three areas:

1. *Reconciliation* provides Park Board-wide support for integrating decolonization and Reconciliation into all areas of work, as well as leading initiatives such as the Park Board colonial audit and the decolonization strategy.
2. *Arts and Culture planning* oversees the Park Board Arts Policy, the art, monuments and memorials collection, and applies a decolonizing arts and culture lens to park planning and development.
3. *The Arts, Culture and Engagement team* are the programming arm, managing long-term relationships and providing support to community-engaged artists, the community, and cultural practitioners.

The DAC group as a whole supports the Park Board's goal to decolonize itself, and to position arts and culture as a pillar of wellness amid the other wellness services the Park Board provides, which include physical activity, community connection, and green spaces.

## **APPENDIX A: SOCIAL GRANTS JULY 2020 – MAY 2021**

In April 2021, the Social Policy Grants and Data teams initiated a "Solutions Lab" to bring together representatives from all grant programs administered by the City to discuss the ongoing and evolutionary nature of working on equity and decolonization within city funding programs. The goals of this seven month process are to build the City's internal capacity to support public benefit organizations and develop stronger alignment and a unifying vision for granting at the city grounded in furthering the City of Reconciliation and Equity Framework goals.

### ***Grant Programs***

In addition to the regularly scheduled Community Services, Indigenous Healing and Wellness and Childcare Enhancement Grant programs, in response to the pandemic social policy also implemented two special streams: Rapid Response Grants for Urban Indigenous Child and Family Programs; and, COVID Recovery Grants.

In total, from July 2020 to present, 14 Indigenous-led organizations have received 22 individual grants, totalling \$923,478 [Table 1]. An additional 16 non-Indigenous organizations received 18 grants totalling \$700,720 for programs reporting greater than 50% of participants were Indigenous [Table 2].

Social Policy staff continue to work on adapting their grant programs to be more responsive and accessible to the urban Indigenous community, and are currently leading a 12-week multi-department Grants Learning Lab to identify how granting processes in all City departments can understand and embed an equity approach in their granting processes.

**Table 1: Grants to Indigenous-led Organizations**

	<b>Organization</b>	<b>Program</b>	<b>Program Description</b>	<b>Amount</b>
1	Aboriginal Front Door Society	Community Services Grants	A drop-in service offering respite to Indigenous people who are homeless and/or living below the poverty line. AFDS offers support circles, cultural programming and youth services.	\$55,900
2	Aboriginal Mother Centre	Rapid Response Grants for Urban Indigenous Child and Family Programs	Double the enrolment (of the AMC day care by enabling hiring of extra staff to increase staff-to-child ratios, and implementing enhanced sanitation measures.	\$30,000
		Community Services Grants	Provides housing for Aboriginal mothers and their children in a culturally relevant and supportive environment with access to a variety of essential services Under One Roof.	\$75,000
		Childcare Enhancement Grants	Supports 25 licensed childcare spaces for 3-5 year olds.	\$26,842
3	First Funds Society	Aboriginal Youth Mentorship & Housing Program	Provides aboriginal youth with mentorship, housing supports and basic life skills in their transition from foster care to adulthood.	\$25,000
4	BC Aboriginal Child Care Society	Rapid Response Grants for Urban Indigenous Child and Family Programs	Supporting COVID-related sanitization costs and outreach to isolated and food insecure families connected to the Singing Frog and	\$30,000

	<b>Organization</b>	<b>Program</b>	<b>Program Description</b>	<b>Amount</b>
			Eagle's Nest AHS Preschools.	
5	Helping Spirit Lodge Society	Rapid Response Grants for Urban Indigenous Child and Family Programs	Provide high risk Indigenous youth with support and guidance in a period when pandemic measures have eliminated all programming they would normally access.	\$40,000
		Community Services Grants	Provides housing support to episodically and chronically homeless individuals and families, following the housing first model that advocates housing people first regardless of their housing readiness.	\$25,376
6	Metro Vancouver Aboriginal Executive Society (MVAEC)	Rapid Response Grants for Urban Indigenous Child and Family Programs	Support the development and launch of MVAEC Indigenous Early Learning and Childcare Project's COVID-appropriate Engagement Strategy.	\$45,000
		COVID Recovery Grants	Interactive leadership team established to respond to the holistic needs of the Urban Indigenous community over the COVID-19 pandemic.	\$50,000
		Community Services Grants	MVAEC represents and advocates for 23 member agencies, strategically planning for programs and services for the urban Indigenous population.	\$140,000
7	Mothers Matter Centre	COVID Recovery Grants	Evaluation of the COVID responsive virtual Indigenous HIPPY (Home Instruction for Parents of Preschool Youngsters) program launched in September in East Vancouver.	\$30,000

	<b>Organization</b>	<b>Program</b>	<b>Program Description</b>	<b>Amount</b>
8	NEC Native Education College	Community Services Grants	Program targets the multitude of complex issues that prevent current and potential learners from engaging with the college and further completing programming that would better position the individual to attain post-secondary education.	\$67,000
9	Pacific Association of First Nations Women	COVID Recovery Grants	Support integrated culture program for urban Indigenous women, 2SLGBTQQIA and gender diverse people, including access to ceremony.	\$20,000
10	Urban Native Youth Association (UNYA)	Community Services Grants	Develops and delivers a range of dynamic, prevention-focused programming, provides advocacy, and facilitates access to programs and services to support the needs of Indigenous youth (11-24 yrs).	\$58,360
		Indigenous Healing and Wellness Grants	Creates opportunities for Indigenous Elders to share their spiritual and cultural teachings with Indigenous youth, especially young women and those who are most disconnected and seeking cultural and community connection.	\$20,000
11	Vancouver Aboriginal Community Policing Centre Society	COVID Recovery Grants	Indigenous Tools for Living for Front Line Workers; and, Smoke Signals: Peer Navigation, Outreach and Digital Communication Hub.	\$30,000
		Indigenous Healing and Wellness Grants	Council of Grandmothers of the DTES provides cultural guidance to individuals and	\$20,000

	<b>Organization</b>	<b>Program</b>	<b>Program Description</b>	<b>Amount</b>
			agencies mainly in the DTES of Vancouver.	
12	Vancouver Aboriginal Friendship Centre Society	Rapid Response Grants for Urban Indigenous Child and Family Programs	HIPPY Program offers, intensive, one-to-one and group support for Indigenous families with young children, providing early childhood and parenting education, food and other supports.	\$45,000
		Community Services Grants	Family Place programs build education foundations by utilizing parents as the primary teachers and building community through peer supports.	\$45,000
13	Vancouver Native Housing Society	Indigenous Healing and Wellness Grants	Expands access to cultural practices led by Elders and other traditional knowledge keepers to women at risk, seniors and low-barrier SRO occupants across the city.	\$20,000
14	Warriors Against Violence Society	Community Services Grants	The program is committed to ending violence in Aboriginal communities by providing information and tools so families can live in a non-violent home and community.	\$25,000
	<b>14 Organizations</b>	<b>21 Grants</b>		<b>\$923,478</b>

**Table 2: Grants to non-Indigenous Organizations for Programs Reporting More than 50% Indigenous Participants**

	Organization	Program	Program Description	Amount
1	Atira Women's Resource Society	Community Services Grants	Encourages the development of intergenerational relationships between older and younger women facing multiple barriers to contribute to the wellness of their communities.	\$10,152
2	Aunt Leah's Independent Lifeskills Society	Community Services Grants	Offers youth from foster care the tools, resources and supportive community necessary to help them secure housing, increase their quality of life, and achieve their goals.	\$58,178
3	Collingwood Neighbourhood House Society	Community Services Grants	SAFE (Sex work Awareness for Everyone) provides outreach and drop-in support services for sex workers along the Kingsway corridor.	\$44,249
4	Downtown Eastside Women's Centre Association, The	Community Services Grants	The Centre assists an average of 500 women and children daily, providing a place of safety and basic needs including meals, clothing, phone, showers, and toilets, as well as a bridge to accessing intensive support services.	\$40,000
	Downtown Eastside Women's Centre Association, The	Community Services Grants	The administrative team works to build capacity, and oversees and supports operations at multiple low-barrier locations where we assist women and children.	\$90,572
5	Dudes Club Society	Indigenous Healing and Wellness Grants	Supports young adult men (gender-inclusive) to connect through drop-ins, safe social gatherings, and online sessions. Activities focus on	\$20,000

	<b>Organization</b>	<b>Program</b>	<b>Program Description</b>	<b>Amount</b>
			spiritual, physical, emotional and social aspects of wellness.	
6	KidSafe Project Society, The	Community Services Grants	Program for youth who are 'graduating' from Kidsafe's Break Program and transitioning into high school.	\$10,000
	KidSafe Project Society, The	Community Services Grants	Provides comprehensive programming to referred, at-risk children attending twelve Vancouver elementary schools when schools are closed for winter, spring, and summer break.	\$10,000
7	Makeway (formerly Tides Canada Initiatives Society)	Community Services Grants	Brings together binners to achieve greater recognition of their contribution to society and new, informal economic opportunities.	\$25,000
8	Mom2Mom Child Poverty Initiative	Community Services Grants	Increasing the social, emotional, and financial resources of program participants decreases poverty-related stress, which has a tremendously positive impact on family life. When moms thrive, children thrive.	\$25,000
9	Mount Pleasant Neighbourhood House (ANHH)	Community Services Grants	Provides hands-on services and supports to Indigenous people at MPNH, works in supporting and developing strategic partnerships with other agencies to address the needs of Indigenous people living in our community.	\$35,000
10	Network of Inner City Community Services Society	Community Services Grants	A flexible, inner city, community-based outreach program that connects, engages and supports youth and their families through attachment-based work that emphasizes a youth's	\$31,401



	<b>Organization</b>	<b>Program</b>	<b>Program Description</b>	<b>Amount</b>
			strengths and personal goals to ensure positive results.	
11	Pacific Community Resources Society	Community Services Grants	Broadway Youth Resource Centre offers wraparound youth service program in Midtown Vancouver providing a variety of social, housing, education, cultural, and health supports to youth ages 13-24 experiencing vulnerabilities and marginalization.	\$108,000
12	Providing Alternatives, Counselling & Education (PACE) Society	Community Services Grants	Provides peer-led educational workshops and resources for sex workers of all genders, and provides public education and advocacy to reduce stigma and the resulting violence.	\$85,300
13	Ray-Cam Community Association	Community Services Grants	Builds capacity by supporting local parents through training, community workshops, skills development, and providing opportunities.	\$10,000
14	Red Fox Healthy Living Society	Community Services Grants	Deliver free recreation, arts, cultural, environmental and food security programs to children, youth and families and train and mentor local youth to lead the programs and become positive role models.	\$45,000
15	W.A.V.A.W./R.C.C: Women Against Violence Against Women/Rape Crisis Centre	Community Services Grants	Provides support to Indigenous survivors of sexualized violence in Vancouver, and violence prevention education to the community, which in turn supports survivors to access services, and experience inclusion, belonging, and safety.	

	<b>Organization</b>	<b>Program</b>	<b>Program Description</b>	<b>Amount</b>
16	Watari Research Association	Community Services Grants	Provides outreach to vulnerable youth in Vancouver's Downtown Eastside so that youth learn life skills, maximize their safety, experience community inclusion, and have access to dignified housing.	\$72,868
	<b>16 Organizations</b>	<b>18 Grants</b>		<b>\$720,720</b>

## **APPENDIX B: VANPLAN RECONCILIATION POLICY DIRECTIONS AND CULTURAL HERITAGE PROJECT**

Vancouver Plan hired an Indigenous Planner to coordinate with local Nations in October 2020. Staff met with Musqueam, Squamish, Tsleil-Waututh representatives on several occasions for project updates and to explore partnership opportunities in the fall and winter 2020. Vancouver Plan updates were included in the overall government-to-government Quarterly Update to Musqueam, Squamish, and Tsleil-Waututh in spring 2021. MVAEC renewed its partnership agreement with the City, which continues to commit strengthening the partnership to support Urban Indigenous Peoples.

Vancouver Plan's Policy Working Group developed several draft Key Policy Directions (KPDs) that will inform a meaningful perspective on reconciliation in the project's work moving forward. The KPDs will help strengthen and support greater self-determination through resource sharing and shared decision-making processes that align with local Nations protocols. One key example is working towards increasing visibility of local Nations on the land, through the Cultural Heritage project (as local Nations deem culturally appropriate).

The Indigenous Cultural Heritage Project's intentions and objectives are to:

- Support a process of self-determination for Musqueam, Squamish and Tsleil-Waututh Nations to share and express their cultural heritage and relationship to the land.
- Develop processes and tools to shift City of Vancouver decision-making to be guided by and incorporate Musqueam, Squamish and Tsleil-Waututh cultural heritage.

The Cultural Heritage Project is currently in early project-planning phase in partnership with the local Nations. It is anticipated to be a 3-5 year project.

Internal to the City, this Project is a partnership between the Vancouver Plan and Cultural Services, with strong cross-departmental involvement from Planning, Parks, Engineering, and ACCS.

Please let me know if you have any questions.

A handwritten signature in black ink, appearing to read 'Paul Mochrie', enclosed within a hand-drawn oval shape.

Paul Mochrie  
City Manager

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