



To: General Purposes Committee

Date: April 11, 2023

From: Jason Kita
Director, Intergovernmental Relations and Corporate
and Strategic Planning

File: 01-0152-01/2023-Vol
01

Re: Truth and Reconciliation Update

Staff Recommendation

That the report titled “Truth and Reconciliation Update” dated April 11, 2023 from the Director, Intergovernmental Relations and Corporate and Strategic Planning be received for information.

Jason Kita
Director, Intergovernmental Relations and Corporate and Strategic Planning
(604-276-4091)

Att. 4

| REPORT CONCURRENCE | | |
|--------------------------------------|-------------------------------------|----------------------------|
| ROUTED TO: | CONCURRENCE | SENIOR STAFF REPORT REVIEW |
| Arts, Culture, & Heritage | <input checked="" type="checkbox"/> | |
| Community Social Development | <input checked="" type="checkbox"/> | |
| Corporate Communications & Marketing | <input checked="" type="checkbox"/> | |
| Engineering | <input checked="" type="checkbox"/> | |
| Finance | <input checked="" type="checkbox"/> | |
| Human Resources | <input checked="" type="checkbox"/> | |
| Law | <input checked="" type="checkbox"/> | |
| Policy Planning | <input checked="" type="checkbox"/> | |
| Recreation & Sport Services | <input checked="" type="checkbox"/> | |
| Sustainability & District Energy | <input checked="" type="checkbox"/> | |
| | | APPROVED BY CAO |
| | | |

Staff Report

Origin

At the Regular Council Meeting on June 14, 2021, City Council received a delegation on the recognition of Indigenous Peoples and land. As a result, staff received the following referral:

That the presentation by Chaslynn Gillanders and Howard Grant on the recognition of Indigenous People be referred to staff for analysis, and report back.

At the General Purposes Committee Meeting on November 21, 2022, City Council received a delegation on establishing a Truth and Reconciliation Policy. As a result, staff received the following referral and the referral above is now considered closed:

In conducting the analysis mentioned in the referral resolution of Council made on June 26, 2021, staff be specifically directed to address the implications of a Truth and Reconciliation Policy which may include the following suggestions:

- *Regular meetings with the Musqueam Council (at least semi-annually, as requested by Musqueam Councillor Howard Grant at the June 14th, 2021, City Council meeting);*
- *Mandatory staff and City Council training on issues of Indigenous-specific racism and decolonization (e.g., Hummingbird Rising Consulting, Kairos Blanket Exercise);*
- *A plan to implement the Truth and Reconciliation Commission of Canada: Calls to Action, that are relevant to municipalities (#s 17, 23, 40, 43, 47, 55, 57, 64, 75, 76, 77, 82, 87, 88, 91, and 92);*
- *A plan to implement the articles of the United Nations Declaration on the Rights of Indigenous Peoples, that are relevant to municipalities (articles 11, 14, 15, and 19);*
- *Honouring culturally significant sites through public identification of historical middens and archaeological sites, in consultation with the Musqueam;*
- *Offering annual community events in recognition of the National Day for Truth and Reconciliation;*
- *Including Indigenous history on the City of Richmond's "History of Richmond" webpage; and*
- *Appoint a committee or task force or a person in charge of addressing Indigenous issues (e.g., Indigenous Relations Manager).*

The purpose of this report is to respond to the referral and provide a summary of findings on how the City could advance reconciliation in Richmond.

This report supports Council's Strategic Plan 2022–2026:

Strategy #1 Proactive in Stakeholder and Civic Engagement:

Proactive stakeholder and civic engagement to foster understanding and involvement and advance Richmond's interests.

1.1 Continue fostering effective and strategic relationships with other levels of government and Indigenous communities.

Strategy #6 A Vibrant, Resilient, and Active Community

6.1 Advance a variety of program, services, and community amenities to support diverse needs and interests and activate the community; and

6.3 Foster intercultural harmony, community belonging, and social connections.

Background

Since the publication of the Truth and Reconciliation Commission's (TRC) of Canada final report in 2015, all levels of government have been called upon to address actions that advance meaningful reconciliation with Indigenous Peoples. The TRC defines reconciliation as follows: "Reconciliation is about establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country. In order for that to happen, there has to be awareness of the past, an acknowledgment of the harm that has been inflicted, atonement for the causes, and action to change behaviour." While each municipal government is at a different point in its reconciliation journey, a number of municipalities have made it a priority to rebuild trust and mutually respectful relationships with Indigenous Peoples.

Overview of the UNDRIP and the TRC Calls to Action

The following outlines an overview of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the TRC 94 Calls to Action and their respective roles in advancing reconciliation.

The UNDRIP is at the centre of the TRC's vision for reconciliation between Indigenous Peoples and non-Indigenous Peoples. The first principle in the TRC's Ten Principles for Reconciliation states that UNDRIP provides the framework for reconciliation at all levels and across all sectors of Canadian society. In addition, the TRC's Call to Action 43 calls on federal, provincial, territorial, and municipal governments to fully adopt and implement UNDRIP as the framework for reconciliation.

The UNDRIP was adopted in 2007 by the United Nations General Assembly and establishes the global minimum standard for the survival, dignity, and well-being of the Indigenous Peoples of the world and elaborates on the existing human rights standards and the fundamental freedoms as they apply to the specific situation of the Indigenous Peoples. Both the Government of Canada and the Province of British Columbia (BC) have endorsed UNDRIP as a framework for reconciliation.

The TRC was established in June 2008 to document the history and lasting impacts of the Indian Residential Schools system on Indigenous students and their families. It provided those directly or indirectly affected by the legacy of the Indian Residential Schools system with an opportunity to share their stories and experiences. In June 2015, the TRC released an executive summary of its findings along with 94 Calls to Action regarding reconciliation between Canadians and Indigenous Peoples. The 94 Calls to Action are policy recommendations meant to address the history and legacy of the residential schools and the systemic racism that lead to worse health outcomes, premature death, and limited economic opportunities for Indigenous Peoples in Canada.

Of the 94 Calls to Action, 12 actions call on either all levels of government or specifically municipal governments to address. As provincial and municipal jurisdictions vary across Canada, some of the Calls to Action meant for local governments or all levels of government do not fall under the purview of the City.

Analysis

After the November 21, 2022 General Purposes Committee Meeting referral was received, a staff working group was formed. Based on the analysis conducted, the following information provides an overview about what the City has been doing to support reconciliation; a scan of what other local governments are doing; and responds directly to the eight referral items and provides additional items to advance reconciliation for Council's consideration.

Current City Initiatives

A list of initiatives, including various training, programming, and project-related activities that the City is currently involved in was compiled by the working group (Attachment 1). Examples include:

- The City provides ongoing internal training and education on the history and impacts of Residential Schools in Canada;
- The City recognizes the National Day for Truth and Reconciliation on September 30 as a statutory holiday;
- The City offers community events in recognition of National Indigenous Peoples Day and National Indigenous History Month in June; and
- The City, through various departments and stakeholders, has been hosting programs, events and projects to contribute to learning, education, and reconciliation.

The City will continue to work collaboratively with community partners to share in the responsibility to further reconciliation in Richmond through various initiatives.

Local Government Scan

Staff also conducted a local government scan that focused on four areas directly related to the referral to increase awareness of what others are doing to support reconciliation. The four areas include: a City webpage on reconciliation, the number of specific TRC Calls to Action that each local government focuses on, dedicated staff resources for Indigenous relations or reconciliation,

and endorsement of UNDRIP. The summary table below identifies what each of the six local governments scanned are currently undertaking in these four areas.

Table 1: Local Government Scan of Reconciliation Actions

| Local Government | Webpage | Calls to Action | Dedicated Staff Resource(s) | UNDRIP Endorsed |
|------------------|---------|-----------------|-----------------------------|-----------------|
| Burnaby | Yes | 8 | 1 | Yes |
| Coquitlam | Yes | 3 | 1 | No |
| New Westminster | Yes | 15 | 1 | Yes |
| Surrey | Yes | Not identified | 0 | Yes |
| Vancouver | Yes | 27 | 3 | Yes |
| Metro Vancouver | Yes | 3 | 10 | No |

All local governments scanned have a webpage on Indigenous Relations and/or Reconciliation which outlines the actions they are taking to promote Truth and Reconciliation and links to resources. Many of them have identified specific TRC Calls to Action they intend to focus on and the dedicated staff position(s) to oversee reconciliation efforts. Burnaby, New Westminster, Surrey, and Vancouver have endorsed UNDRIP. For detailed information, please refer to Attachment 2.

Aside from these initiatives, some municipalities such as Burnaby, New Westminster, and Vancouver have initiated or will start formal relations on a government-to-government level with local First Nations. Such connections aim to establish effective working relationships which are anticipated to further guide processes, projects, and efforts to advance reconciliation at the municipal level.

Response to the Referral Items

- *Regular meetings with the Musqueam Council (at least semi-annually, as requested by Musqueam Councillor Howard Grant at the June 14, 2021, City Council meeting).*

Richmond City Council and the Musqueam Indian Band Council met on January 11, 2023. Meetings will continue at the discretion of the two Councils. This action can be addressed with existing resources.

- *Mandatory staff and City Council training on issues of Indigenous-specific racism and decolonization (e.g., Hummingbird Rising Consulting, Kairos Blanket Exercise).*

The 4 Seasons of Reconciliation online training is available to all City staff, including Oval, Library, Gateway, and Community Associations/Societies staff. To date, 1,068 staff have completed the training. An in-depth experiential workshop was offered in 2021 for smaller groups of staff to learn about Truth and Reconciliation. An online Anti-Indigenous Racism Circle workshop was also available to staff in October and November 2022. This self-reflective workshop was offered for smaller groups to explore their understanding of Anti-Indigenous Racism and work towards reconciling relationships. In addition to the above noted City trainings, individual staff and departments are completing other Indigenous training opportunities. The City has also provided training

opportunities in anti-Indigenous racism and decolonizing practices to its community partners through the annual Diversity Symposium. The City will continue to provide a variety of training and educational opportunities to staff, which could also be made available to City Council. This action can be addressed with existing resources.

- *A plan to implement the Truth and Reconciliation Commission of Canada: Calls to Action that are relevant to municipalities (17, 23, 40, 43, 47, 55, 57, 64, 75, 76, 77, 82, 87, 88, 91, and 92).*

Staff have reviewed the Calls to Action relevant to municipalities, including those noted in this referral. Staff have identified eight Calls to Action that can be addressed by the City and eight Calls to Action that do not directly fall under the City's jurisdiction which will not be addressed by the City at this time (Attachment 3). Three Calls to Actions can be advanced with existing resources and five Calls to Action can only be initiated with additional resources.

- *A plan to implement the articles of the United Nations Declaration on the Rights of Indigenous Peoples, that are relevant to municipalities (articles 11, 14, 15, and 19).*

In November 2019, British Columbia became the first Canadian jurisdiction to incorporate the UNDRIP into law through an Act which required the Province to prepare and implement an action plan to achieve the objectives of the Declaration. In June 2021, the Government of Canada passed the UNDRIP Act, which provides a roadmap for the Government and Indigenous Peoples to work together to implement the Declaration based on lasting reconciliation, healing and cooperative relations. Should Council wish to consider advancing this action, additional resources would be required to monitor federal and provincial legislation related to UNDRIP and analyze the potential implications of UNDRIP on local governments. This action can only be addressed with additional resources.

- *Honouring culturally significant sites through public identification of historical middens and archaeological sites, in consultation with the Musqueam.*

Archeological sites are protected under the *Heritage Conservation Act*. The Province maintains a list of archaeological sites, known as the Provincial Heritage Register. However, the location is typically not publicly disclosed other than for planning and development purposes unless in consultation with First Nations and the provincial Archeology Branch to prevent the invasion of privacy and damage to the historic sites. There is a specific process to request archeological information through the Province. This action can only be addressed with additional resources.

- *Offering annual community events in recognition of the National Day for Truth and Reconciliation.*

The City recognizes the National Day for Truth and Reconciliation as a statutory holiday in alignment with the Province of BC. While the City has offered various initiatives during National Indigenous Peoples Day and National Indigenous History Month in June, the City has commemorated the National Day for Truth and Reconciliation by offering training opportunities to staff leading up to the day as outlined in Attachment 1. Staff will

continue to offer initiatives similar to previous years and could also explore new initiatives which would meaningfully commemorate the National Day for Truth and Reconciliation. This action can be addressed with existing resources.

- *Including Indigenous history on the City of Richmond's "History of Richmond" webpage.*

Including Indigenous history on the City's "History of Richmond" webpage would entail building relationships and working with local First Nations to develop Richmond's Indigenous history and can only be addressed with additional resources who could start to build relationships with local First Nations.

In the meantime, an Indigenous Relations or Truth and Reconciliation page could be created on the City's website that includes information on the TRC 94 Calls to Action, activities for National Indigenous Peoples Day, National Indigenous Peoples Month, National Day for Truth and Reconciliation, and links to UNDRIP, Orange Shirt Day, and other resources. This action can be addressed with existing resources.

- *Appoint a committee or task force or a person in charge of addressing Indigenous issues (e.g. Indigenous Relations Manager).*

There have been growing calls for municipalities to implement actions that meaningfully advance reconciliation. The hiring of a position to support Indigenous Relations would align with other municipalities that have created positions to oversee their respective municipality's reconciliation efforts.

Potential Impacts

Advancing reconciliation provides an opportunity for the City to renew relationships with local First Nations based on trust and respect, and to meaningfully engage with First Nations through shared priorities and commitments. A summary of the potential impacts to the City is provided below:

- Demonstrates the City's commitment to building relationships with Indigenous Nations, Peoples, and communities.
- Aligns and supports the work of the Government of Canada and the Province of BC, as well as the work being facilitated in the Lower Mainland.
- Provides opportunities to collaborate with key stakeholders and community partners in advancing reconciliation efforts in Richmond.
- Puts into place a plan that will guide the City's approach to advancing reconciliation efforts.
- Improves the City's ability to meet funding requirements from senior levels of government including increasing Federal and Provincial requirements to engage with local First Nations.
- Expedites permitting and approval for infrastructure construction projects that could result in project cost savings.

- Early engagement with local First Nations would allow for the effective implementation of the Flood Protection Management Strategy, including the establishment of a federal fish habitat banking agreement for Lulu Island.
- Effectively responds to the growing demands and expectations of the community for the delivery of Indigenous education and programming.
- Provides subject matter expertise and resources to help educate staff on ways to advance reconciliation.
- Demonstrates the City's leadership in advancing social equity and reconciliation.

Manager, Indigenous Relations

The process of reconciliation requires a long-term commitment to address the harms caused by systemic racism, and most importantly, to renew or develop relationships with Indigenous Peoples based on the recognition of rights, respect, and cooperation. Aside from advancing specific actions listed above, the following are actions that could be initiated by hiring a Manager, Indigenous Relations.

- Establish a work plan to guide the work of the new role and support reconciliation efforts in Richmond.
- Serve as the City's primary contact for its relationships and interactions with local First Nations and Indigenous Peoples.
- Participate in external committees with community organizations, other local governments, and senior levels of government to exchange information and data on current and emerging issues related to reconciliation and coordinate shared reconciliation initiatives.
- Support internal departments on capital projects by building relationships with local First Nations in support of federal and provincial permitting approvals to reduce the potential impacts of delays or cost overruns.
- Provide subject matter expertise on how the City can advance and promote reconciliation.

The City could enhance its reconciliation efforts through the hiring of a Manager, Indigenous Relations. However, a Manager, Indigenous Relations is only an initial step towards reconciliation efforts across the City. Implementation of plans and initiatives may require a combination of adjusting work plans of existing staff resources and potential requests for additional resources in the future. The primary focus of a Manager, Indigenous Relations would be to build relationships with local First Nations and develop a plan for a coordinated city-wide approach to reconciliation, which would include identifying the necessary resources to advance specific actions. For detailed information on what actions could be initiated through the hiring of a Manager, Indigenous Relations, please refer to Attachment 4.

Financial Considerations

If Council wishes to advance the City's reconciliation efforts, additional resources such as a Manager, Indigenous Relations in the amount of approximately \$154,500 would be required. The

position could be funded from the Rate Stabilization Account for the remainder of 2023 and the Consolidated 5-Year Financial Plan (2023–2027) would be amended accordingly. An ongoing additional level for the position would be put forth for Council consideration in the 2024 budget cycle.

Through the planning process, a combination of adjusting current work plans and requests for additional resources in the future may be identified to support the implementation of a plan developed by the Manager, Indigenous Relations. This information would be brought forward in future reports for consideration.

Financial Impact

None.

Conclusion

All Canadians and all levels of government have a role to play in supporting reconciliation. The opportunity to build relationships, foster trust, share information and learnings, and meaningfully engage with Indigenous Peoples is more than ever-present. Strengthening the relationships between municipal governments and Indigenous Peoples is an important step forward towards ensuring greater social equity and honouring reconciliation.

This report responds to the November 21, 2022 referral and provides a review and analysis of the referral items for Council's consideration. Staff will proceed as per the direction of Council.



Alisa Carey
Manager, Intergovernmental Relations
(604-247-4695)

Att. 1: Current City Initiatives

Att. 2: Local Government Scan

Att. 3: Calls to Action Identified in Council Referral

Att. 4: Timelines and Resources Required to Address Council Referral

Current City Initiatives

Staff Training and Professional Development

- The 4 Seasons of Reconciliation online training is available to all staff, including Oval, Library, Gateway, and Community Associations/Societies staff. To date, 1,068 staff have completed the training.
- An in-depth experiential and self-reflective workshop, *Understanding the History and Impacts of Residential Schools in Canada*, was offered in 2021 for smaller groups of staff to learn about truth and reconciliation.
- An online *Anti-Indigenous Racism Circle* workshop was available to staff in October and November 2022. This self-reflective workshop was offered for smaller groups of staff to explore their understanding of Anti-Indigenous Racism and work towards reconciling relationships.

Programs and Projects

- Arts Services regularly undertakes collaborative projects and produces works that contribute to the reconciliation process in its exhibitions, large-scale permanent public art, hands-on community activities, videos and more. Recent examples in Public Art include:
 - Sea to Sky, by Musqueam artist Thomas Cannell in collaboration with Franz Mayer of Munich, is a five-storey integrated glass artwork located at the corner of No. 3 Road and Cook Road as part of the new Paramount development by Keltic Canada, Inc.
 - The *Whimsical Garden* project by J Peachy and the Café Collective offered an opportunity for young learners to create art with Indigenous artist, storyteller, and carver, Simon Winadzi James.
 - Atheana Picha, a Salish artist from the Kwantlen First Nation, worked with Garden City Elementary School on a community mural project while exploring the themes of environment, local plants and Indigenous stories.
 - *Art Cultivation in Nature* by Edward Fu-Chen Juan featured legacy artwork incorporating cedar bark harvested by Musqueam cultural advisor, Terry Point. The artwork incorporated materials that represented the artist's home country Taiwan, Musqueam and Richmond.
 - *Understanding Our Native Wildlife* by Chantelle Trainor-Matties featured a series of artworks that depict native animal species. This artwork is part of Lansdowne Station's No. 3 Road Art Column installation.
 - Musqueam artist Debra Sparrow created a hand-woven blanket during her tenure at the Blue Cabin Floating Artist Residency in Steveston in April and May 2022. The woven blanket now hangs at the entrance of Council Chambers at Richmond City Hall.

Current City Initiatives

- *Printmaking for Pride* featured Jade Balogh-Callow, guest artist and Kwakwaka'wakw, and member of the We Wai Kai Nation. This event was held during Pride Week in Richmond from July 25-31, 2022 and was led by artist Edward Fu-Chen Juan.
- The Richmond Art Gallery (RAG) offers programming developed collaboratively with Indigenous Peoples including an Indigenous Art Classroom Art Kit (last year, rentals reached 545 students). The kits were developed with Indigenous artist Michelle Sound to learn about beading and tufting to introduce children to these artistic practices. It also developed a welcome video with Cecilia Point in which she shared her family history in Richmond. It is viewable in the gallery lounge and on YouTube.
- City Centre Community Association worked with artist Christine Mackenzie from the Kwakiutl Nation on two art-based initiatives in September 2022 showcasing Indigenous cultures:
 - *The Harvest Full Moon Celebration* was an intercultural celebration of the harvest season. Ms. Mackenzie showcased traditional Indigenous items and facilitated discussion around the harvest season in Indigenous culture.
 - *Be the Change You Want to See* was a Truth and Reconciliation community art project which featured a multi-sensory environment of music, creativity and culture. Facilitated by Ms. Mackenzie, participants learned about Indigenous history, culture and artwork.
- The Richmond Museum offers an educational kit "Musqueam – People of the River Grass in Richmond" for teachers to use in their class throughout the year. The kit helps Grade 3-4 students understand the significance of fishing for the Musqueam people in the past, present and future.
- The Richmond Heritage Fair, produced by the Richmond Museum, has included Indigenous workshops for participating students for many years. In 2022, a Musqueam artist, Rita Kompst, led students through a cedar weaving activity.
- The Point House displays at Britannia Shipyards National Historic Site tell the story of the Point family, who are Musqueam, and the house they lived in at what is now called Garry Point.
- The City's signature events typically include an Indigenous Welcome as part of each event's opening ceremony. This typically involves an Indigenous Elder providing a traditional welcome and an element of storytelling to encourage a wider understanding of Indigenous stories within the Richmond context.
- The City's signature events such as Children's Festival, Doors Open Richmond, Salmon Festival, Richmond Maritime Festival, and Culture Days regularly include Indigenous performers in their programming.
- The Richmond Olympic Experience has Indigenous content on display throughout the museum, telling the story of Aboriginal athletes and the legacy of Indigenous involvement in the 2010 Winter Olympic Games. Tours can be tailored to highlight

Current City Initiatives

Indigenous specific stories and artefacts and have been well received by visiting First Nations groups.

- City of Richmond Archives has been working on an Indigenous Records Survey. The Survey covers photographs, textual records, and oral history interviews and is based upon the principles and objectives identified in the Association of Canadian Archivists' *Reconciliation Framework: The Response to the Report of the Truth and Reconciliation Commission Taskforce*.
- The City's Artefact Collections team has created a list of Indigenous objects with photographs and up to date records for each item. Staff have also done an assessment of Collection practices/procedures which will inform a future update of the City's Collections Policy and Procedures.

National Day for Truth and Reconciliation (September 30)

- Front-line staff at community facilities had the option of wearing orange shirts or ribbons on September 30, 2022, to raise awareness of the National Day for Truth and Reconciliation.
- The Richmond Museum shared information about truth and reconciliation on social media to help educate the public about this day.
- Richmond Nature Park hosted a Cedar Rose Workshop with Musqueam artist Rita Kompst-Point. Participants learned traditional techniques of Coast Salish cedar weaving and using locally harvested cedar prepared by the artist created a unique rose to take home.
- Culture Days, which ran from September 23 to October 16, set aside September 30, 2022, to create space exclusively for events organized to commemorate the National Day for Truth and Reconciliation, including those aimed at sharing First Nations, Métis, and/or Inuit experiences and perspectives and celebrating the creative and cultural expressions of Indigenous people and communities.
- Richmond Public Library staff wore orange shirt beaded pins on September 30, 2022 and were given a pocket guide to the National Centre for Truth and Reconciliation's Calls to Action to support their personal learning experiences.
- Richmond Public Library (RPL) Brighthouse branch was open from 10:00 a.m. to 2:00 p.m. on September 30, 2022 to commemorate National Day for Truth and Reconciliation. It delivered several initiatives, including:
 - Offering programs for children and families, such as a staff-led story time featuring Indigenous-themed stories.
 - Providing displays that feature the works of Indigenous authors.
 - Showcasing Indigenous-created films on the Launchpad's viewing screen throughout the day.

Current City Initiatives

- Offering additional e-book content in the Indigenous Perspectives browsing collection.
- Presenting the library's dedicated Indigenous Resources webpage that provides learning kits and resources on residential schools, Indigenous groups and Indigenous perspectives.
- Featuring David Alexander Robertson, an Indigenous author and two-time Governor General's Literary Award winner who shared highlights from his new book during an online program on September 20, 2022.
- Various community facilities had educational displays in observance of the National Day for Truth and Reconciliation.
- The City has observed the National Day for Truth and Reconciliation (September 30) as a statutory holiday for the past two years and will continue to align with the Province of BC on declaring the day as a statutory holiday.

National Indigenous History Month (June)

- Richmond commemorated National Indigenous History Month and National Indigenous Peoples Day in June 2022 to recognize the heritage and strength of Indigenous Peoples. Activities included:
 - *Cedar – The Tree of Life* was a take-home activity kit offered by the Richmond Museum. Users of the kit learned how cedar is harvested and created their own cedar bracelet using instructional videos led by Musqueam weaver, Vivian Campbell.
 - *StoryWalk: Orca Chief* is the Richmond Public Library's new permanent StoryWalk installed at McLean Park in Hamilton. Orca Chief is a traditional northwest coast legend who cared for the sea and its inhabitants.
 - A *Cedar Weaving Workshop* with artist Rita Kompst was hosted at the Richmond Arts Centre. Participants learned traditional techniques of Coast Salish cedar weaving and using locally harvested cedar prepared by the artist created a unique bracelet to take home.
 - South Arm Community Association hosted an Indigenous film screening event which coincided with BC Seniors' Week. The event included an open dialogue with Don McKenzie, Indigenous Liaison of the BC Cultural Diversity Association.
 - The Richmond Public Library offered Indigenous film screenings for both adult and children audiences to honour, appreciate and recognize Indigenous Peoples.

Local Government Scan

| Local Government | Webpage | Calls to Action Focus Areas | Dedicated Resource(s) | UNDRIP Endorsed |
|------------------------|---|---|-------------------------------------|--|
| Burnaby | The City's website (Called Indigenous Peoples and Reconciliation) provides important dates, progress information, how to pronounce and resources. | Calls to Action 43, 47, 55, 57, 75, 77, 87, 88. | Director, Indigenous Relations | UNDRIP was endorsed in 2018. |
| Coquitlam | The City's Equity, Diversity, and Inclusion page provides resources on TRC, Residential Schools and Indigenous Resilience, Orange Shirt Society, Coquitlam Public Library resources, and Kwikwetlem First Nation information and resources. A Reconciliation webpage is under development and is expected to launch in 2023. | Calls to Action 17, 47, 57. | Manager, Indigenous Relations | UNDRIP has not been endorsed at this time. |
| New Westminster | The City's website provides information on reconciliation background, land acknowledgement guidelines and background, TRC Calls to Action, Indigenous engagement and information on National Indigenous People's Day. | Calls to Action 17, 23, 40, 43, 47, 55, 57, 64, 75, 76, 77, 87, 88, 91, 92. | Indigenous Relations Advisor | UNDRIP was endorsed in 2018. |
| Surrey | The City's website provides information on the Urban Indigenous Leadership Committee, key documents, profile of Indigenous population in Surrey, how to get involved, Council reports and additional resources. | The City has not formally committed to any specific Calls of Action of the TRC, but has taken actions that could fit within some of them. | No dedicated resource at this time. | UNDRIP was endorsed in 2017. |

Local Government Scan

| Local Government | Webpage | Calls to Action Focus Areas | Dedicated Resource(s) | UNDRIP Endorsed |
|------------------|---|--|--|---|
| Vancouver | The City's website provides important dates, progress and updates information, framework and strategy information, and other resources. | Calls to Action 5, 7, 9, 12, 17, 21, 22, 66, 38, 40, 43, 44, 47, 57, 62, 63, 66, 67, 68, 69, 78, 80, 83, 87, 90, 91, 92, 93. | <p>Senior Director, Indigenous Relations</p> <p>Senior Manager, Indigenous Relations</p> <p>Manager, Indigenous Relations</p> <p>Embedded Indigenous Planner/Liaison roles across City departments including Planning; Engineering; and Development, Building and Business Licensing; Vancouver Public Library; and Vancouver Parks Board</p> <p>Project-based Indigenous Planner/Planning analyst roles including Missing and Murdered Indigenous Women and Girls and Two-Spirit (MMIWG2S+) Response and Indigenous Data Equity</p> | <p>UNDRIP was endorsed in 2013.</p> <p>The City's UNDRIP Strategy was received in 2022 and includes 79 recommendations for implementing UNDRIP.</p> |

Local Government Scan

| Local Government | Webpage | Calls to Action Focus Areas | Dedicated Resource(s) | UNDRIP Endorsed |
|------------------------|---|---|---|--|
| Metro Vancouver | The website provides information on Indigenous Relations, First Nations in and outside of the Metro Vancouver Region, Treaty Negotiations, First Nations within the Region, video, and links to other agencies. | <p>The Metro Vancouver Board of Directors endorsed the Truth and Reconciliation Commission's 94 Calls to Action on October 30, 2015 and established four objectives to pursue: (1) Liaise with the TRC and Reconciliation Canada; (2) Raise awareness of Indian Residential Schools; (3) Provide training sessions for staff; and (4) Strengthen relationships with First Nations.</p> <p>The Metro Vancouver Board renewed its commitment to Reconciliation at its meeting on February 26, 2021.</p> | <p>General Manager, Legal Services and Indigenous Relations</p> <p>Director, Indigenous Relations</p> <p>Program Manager, Indigenous Relations (2)</p> <p>Archaeologist, Indigenous Relations</p> <p>Senior Policy Analyst, Indigenous Relations (5)</p> <p>Program Assistant 1, Indigenous Relations</p> | UNDRIP has not been endorsed at this time. |

Calls to Action Identified in Council Referral

Of the 94 Calls to Action, the referral identified 16 Calls to Action and those Calls to Action have been reviewed in the chart below.

The City could address the following eight Calls to Action:

Three Calls to Action could be advanced with existing resources and five Calls to Action could only be initiated with additional resources. Ongoing actions would require continuous commitment each year.

| Calls to Action | City Actions | Timeline | Status | Resources Required |
|--|--|----------|-------------|--------------------|
| <p>57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.</p> | <p>The City is currently addressing this action.</p> <ul style="list-style-type: none"> • The 4 Seasons of Reconciliation online training is available to all staff, including Oval, Library, Gateway and Community Associations/Societies staff. • A new in-depth experiential and self-reflective workshop was offered in 2021 for smaller groups of staff to explore their understanding and the significance of the commitment to truth and reconciliation. • An online Anti-Indigenous Racism Circle workshop was available to staff through October and November 2022. This self-reflective workshop was offered for smaller groups of staff to explore their understanding of Anti-Indigenous Racism and work towards reconciling relationships. | Ongoing | In progress | Existing resources |

Calls to Action Identified in Council Referral

| Calls to Action | City Actions | Timeline | Status | Resources Required |
|--|---|-------------|---------------|-------------------------------|
| <p>87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.</p> | <ul style="list-style-type: none"> The Richmond Olympic Experience is providing public education on Aboriginal achievements in Canadian sport history and will continue to expand storytelling in future exhibits and programs where appropriate. | Ongoing | In progress | Existing resources |
| <p>77. We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.</p> | <ul style="list-style-type: none"> The City of Richmond has conducted a survey of its Archival and Artefact Collection holdings and, to date, has not identified any documents or objects related to the history and legacy of the residential school system. Staff are still learning what kinds of items may be relevant and will continue to update this survey to reflect new learnings. | Long term | In progress | Existing resources |
| <p>17. We call upon all levels of government to enable residential school survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver's license, health cards, and social insurance.</p> | <ul style="list-style-type: none"> Explore the waiving of administrative costs for the name change process for the issuing of membership cards offered at City facilities in partnership with Associations/Societies, business licenses and other licenses, and internal City of Richmond staff ID cards for residential school survivors and their families. | Medium term | Not initiated | Manager, Indigenous Relations |

Calls to Action Identified in Council Referral

| Calls to Action | City Actions | Timeline | Status | Resources Required |
|--|---|-------------|---------------|-------------------------------|
| <p>55. We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not be limited to:</p> <ul style="list-style-type: none"> • The number of Aboriginal children—including Métis and Inuit children—in care, compared with non-Aboriginal children, the reasons for apprehension, and the total spending on preventive and care services by child-welfare agencies. • Comparative funding for the education of First Nations children on and off reserves. The educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people. • Progress on closing the gaps between Aboriginal and non-Aboriginal communities in a number of health indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services. • Progress on eliminating the overrepresentation of Aboriginal children in youth custody over the next decade. • Progress on reducing the rate of criminal victimization of Aboriginal people, including data related to homicide and family violence victimization and other crimes. • Progress on reducing the overrepresentation of Aboriginal people in the justice and correctional systems. | <ul style="list-style-type: none"> • Explore and collaborate with community partners in providing Richmond-specific data to share with the National Council for Reconciliation if requested. | Medium term | Not initiated | Manager, Indigenous Relations |

Calls to Action Identified in Council Referral

| Calls to Action | City Actions | Timeline | Status | Resources Required |
|---|--|-----------|---------------|-------------------------------|
| <p>43. We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.</p> | <ul style="list-style-type: none"> Continue to monitor federal and provincial legislation related to UNDRIP. Explore the endorsement of UNDRIP and analyze the potential implications on local governments. | Long term | Not initiated | Manager, Indigenous Relations |
| <p>47. We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and <i>terra nullius</i>, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.</p> | <ul style="list-style-type: none"> Explore and recognize the history of local First Nations and Indigenous Peoples in Richmond. Review City policies and bylaws. | Long term | Not initiated | Manager, Indigenous Relations |
| <p>75. We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.</p> | <ul style="list-style-type: none"> There are no known residential schools or associated burial grounds in Richmond. If residential schools or associated burial grounds were discovered in Richmond, the City would support senior levels of government in preserving residential school cemeteries or other sites. | Long term | Not initiated | Manager, Indigenous Relations |

Calls to Action Identified in Council Referral

The City would not be able to directly address the following eight Calls to Action:

Although the below actions fall outside the City's jurisdiction, the City could play an advocacy role and work with other levels of government and local organizations as needed.

| Calls to Action | Rationale |
|--|--|
| <p>23. We call upon all levels of government to:</p> <ul style="list-style-type: none"> i. Increase the number of Aboriginal professionals working in the health-care field. ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities. iii. Provide cultural competency training for all healthcare professionals. | <ul style="list-style-type: none"> • Health care is under the provincial government's jurisdiction. • This could be an opportunity for advocacy to senior levels of government. |
| <p>40. We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.</p> | <ul style="list-style-type: none"> • There are currently no Indigenous-specific victim programs and services located in Richmond. The majority of these services are located in the Vancouver area. Richmond RCMP makes referrals to Vancouver-based agencies as required. • This could be an opportunity for advocacy to senior levels of government. |
| <p>64. We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.</p> | <ul style="list-style-type: none"> • Education is under the provincial government's jurisdiction. • This could be an opportunity for advocacy to senior levels of government. |
| <p>76. We call upon the parties engaged in the work of documenting, maintaining, commemorating, and protecting residential school cemeteries to adopt strategies in accordance with the following principles:</p> <ul style="list-style-type: none"> i. The Aboriginal community most affected shall lead the development of such strategies. ii. Information shall be sought from residential school Survivors and other Knowledge Keepers in the development of such strategies. iii. Aboriginal protocols shall be respected before any potentially invasive technical inspection and investigation of a cemetery site. | <ul style="list-style-type: none"> • This action calls upon the parties engaged in the work of residential school cemeteries. • There are no known residential schools or associated burial sites identified in Richmond. |
| <p>82. We call upon provincial and territorial governments, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools Monument in each capital city to honour Survivors and all the children who were lost to their families and communities.</p> | <ul style="list-style-type: none"> • This action calls on the provincial and territorial governments. • There are no known residential schools identified in Richmond. |

Calls to Action Identified in Council Referral

| Calls to Action | Rationale |
|--|---|
| <p>88. We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.</p> | <ul style="list-style-type: none"> • This could be an opportunity for collaboration with other local governments and sport organizations and/or for advocacy to senior levels of government. |
| <p>91. We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am, and Commonwealth games to ensure that Indigenous peoples' territorial protocols are respected, and local Indigenous communities are engaged in all aspects of planning and participating in such events.</p> | <ul style="list-style-type: none"> • This action calls upon the officials and host countries. • This could be an opportunity for advocacy to senior levels of government when planning to host an international sporting event to ensure Indigenous Peoples' territorial protocols are respected, and local Indigenous communities are engaged. |
| <p>92. We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:</p> <p>i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.</p> <p>ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.</p> <p>iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.</p> | <ul style="list-style-type: none"> • This action calls upon the corporate sector in Canada. • This could be an opportunity for advocacy to local businesses who work in Richmond to adopt UNDRIP. |

Timelines and Resources Required to Address Council Referral

The first chart below outlines the eight items contained in the Council referral and the timelines and resources required.

| Referral Item | Timeline* | Existing Resources | Manager, Indigenous Relations |
|---|------------------------------|--------------------|-------------------------------|
| <i>Regular meetings with the Musqueam Council (at least semi-annually, as requested by Musqueam Councillor Howard Grant at the June 14th, 2021, City Council meeting).</i> | Ongoing | ✓ | |
| <i>Mandatory staff and City Council training on issues of Indigenous-specific racism and decolonization (e.g., Hummingbird Rising Consulting, Kairos Blanket Exercise).</i> | Ongoing | ✓ | |
| <i>A plan to implement the Truth and Reconciliation Commission of Canada: Calls to Action that are relevant to municipalities (17, 23, 40, 43, 47, 55, 57, 64, 75, 76, 77, 82, 87, 88, 91, and 92).</i> | Short, Medium, and Long term | | ✓ |
| <i>A plan to implement the articles of the United Nations Declaration on the Rights of Indigenous Peoples, that are relevant to municipalities (articles 11, 14, 15, and 19).</i> | Long term | | ✓ |
| <i>Honouring culturally significant sites through public identification of historical middens and archaeological sites, in consultation with the Musqueam.</i> | Long term | | ✓ |
| <i>Offering annual community events in recognition of the National Day for Truth and Reconciliation.</i> | Short term | ✓ | |
| <i>Including Indigenous history on the City of Richmond's "History of Richmond" webpage.</i> | Long term | | ✓ |

Timelines and Resources Required to Address Council Referral

| Referral Item | Timeline* | Existing Resources | Manager, Indigenous Relations |
|--|------------|--------------------|-------------------------------|
| <i>Appoint a committee or task force or a person in charge of addressing Indigenous issues (e.g., Indigenous Relations Manager).</i> | Short term | | ✓ |

*Some medium to long term actions could be advanced with additional resources.

The second chart below outlines actions and associated timelines that could be initiated with the addition of a Manager, Indigenous Relations.

| Actions | Timeline | Existing Resources | Manager, Indigenous Relations |
|---|------------|--------------------|-------------------------------|
| Establish a work plan to guide the work of the new role and support reconciliation efforts in Richmond. | Short term | | ✓ |
| Serve as the City's primary contact for its relationships and interactions with local Nations and Indigenous Peoples. | Short term | | ✓ |
| Participate in external committees with community organizations, other local governments, and senior levels of government to exchange information and data on current and emerging issues related to reconciliation and coordinate shared reconciliation initiatives. | Short term | | ✓ |
| Support internal departments on capital projects by building relationships with local First Nations in support of federal and provincial permitting approvals to reduce the potential impacts of delays or cost overruns. | Short term | | ✓ |
| Provide subject matter expertise on how the City can advance and promote reconciliation. | Short term | | ✓ |