



Report Date: March 28, 2024

VanRIMS No.: 08-3000-30

[Submit comments to the Board](#)

TO: Park Board Chair and Commissioners
FROM: General Manager, Board of Parks and Recreation
SUBJECT: Park Board Reconciliation Strategies - Update

RECOMMENDATION

THAT the Vancouver Park Board receive for information the Reconciliation Strategies update on achievements since 2018 and the continuing action plans.

BOARD AUTHORITY

As per the [Vancouver Charter](#), the Park Board has exclusive jurisdiction and control over park land use in the City of Vancouver, including any structures, programs and activities, fees, and improvements that occur within designated parks.

BACKGROUND

The most recent update to the Park Board on reconciliation was in [2020](#), with the last specific update on the 11 Reconciliation Strategies brought to the Board in [2018](#). Since then, the Park Board has taken many steps forward on its reconciliation journey. One major contributor to these successes was the formation of the Decolonization, Arts and Culture (DAC) department in 2021 to lead this important work. This department is composed of four areas:

- 1. Reconciliation** provides Park Board-wide leadership and strategic advice across the system to integrate reconciliation into all areas of work, as well as leading initiatives such as the Park Board Colonial Audit and the Decolonization Strategy.
- 2. Arts & Culture planning** develops and implements cultural policies through a reconciliation and equity lens, such as the park naming; oversees the Park Board public art, monuments and memorials collection, and supports park planning and development to implement reconciliation commitments.
- 3. The Arts, Culture & Engagement team** deliver community-engaged art projects, managing long-term relationships and providing support to community-engaged artists, the community, and cultural practitioners.
- 4. Land & Food Systems team** supports local connections with land and food systems in parks to nourish diverse, resilient, and thriving communities and lands. It works across the DAC group on projects that focus on local food, connection with the land, and Indigenous cultural practice including policy development and implementation, management and delivery of cultural and food assets and community development.

Staff have been tasked with the implementation of the 11 Reconciliation Strategies (2016) to all levels of Parks and Recreation. Staff collaborate to integrate reconciliation commitments across the parks and recreation system to operationalize policy and strategy into practice. This includes community development, leadership, policy development, and system-wide support and education.

This report highlights the successes, milestones and achievements made to advance the Park Board's Reconciliation Strategies since the last update to the Board in 2018. The work continues to grow and expand, and this report outlines the successes of implementing the Park Board's reconciliation goals.

On January 11, 2016, the [Park Board adopted 11 Reconciliation Strategies](#) in response to the Calls to Action provided by the Truth and Reconciliation of Commission of Canada (TRC). This strategy set the Park Board on a new trajectory toward Reconciliation.

The adopted strategies provided a framework to move reconciliation forward and have led to many initiatives establishing new relationships with x^wməθk^wəyəm (Musqueam), Sk̓wx̓wú7mesh (Squamish) and səliwətał (Tsleil-Waututh) Nations (referred to as MST throughout) specifically, as well as with the First Nations, Métis, and Inuit peoples who have made Vancouver their home. It is important to note that Vancouver has the 3rd largest Indigenous population in the country, estimated to be over 63,000 First Nations, Métis and Inuit people and growing.

In 2018, staff presented a reconciliation update, and the Board endorsed the [Reconciliation Mission, Vision, and Values](#) statement to ensure reconciliation is carried out authentically and effectively across the entire organization. The 2018 Reconciliation Mission, Vision, and Values statement and the 11 Reconciliation Strategies continue to guide the future growth and evolution of reconciliation within the Park Board.

On October 19, 2020, the Park Board approved the [VanPlay Framework](#), a reference guide to [Vancouver's Parks and Recreation Services Master Plan](#) (consisting of 4 comprehensive reports). VanPlay [Goal 9](#) directs the Board to "seek truth as a foundation for Reconciliation". The [VanPlay Playbook](#) directs Park Board to "focus reconciliation efforts on decolonizing the Park Bard and relationship building with the Musqueam, Squamish, and Tsleil-Waututh Nations".

DISCUSSION

This report highlights actions taken and successes achieved in Park Board reconciliation work since 2018. This update is a snapshot of ongoing work and is not an exhaustive account of all reconciliation actions in progress at the Vancouver Board of Parks and Recreation. Information was gathered from various departments across the system and presented in this update as they align with each of the Strategies.

This report also outlines continuing actions planned to further advance Park Board's commitment to reconciliation and to ensure continued implementation of the 11 Reconciliation Strategies.

RECONCILIATION STRATEGIES

A. Adopt the “[United Nations Declaration on the Rights of Indigenous Peoples](#)” as a reference framework for Park Board’s Reconciliation initiatives.

2018-2023 Achievements:

- Per the 11 Reconciliation Strategies, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) has been the foundation for all reconciliation initiatives undertaken by the Park Board since 2016, as well as the guiding document for reviewing and assessing decisions affecting Indigenous people in the City.
- The Indigenous Relations team at the City of Vancouver (COV) is leading a process that sees the implementation of recommendations made in the [UNDRIP Task Force Final Report](#). Representatives from across the Park Board are working with the COV on focused action groups to execute the UNDRIP implementation plan.
- The project consultation process with the MST has been continually refined, improved and expanded across the Park Board.
- The Stanley Park Intergovernmental Working Group has been meeting monthly with MST to build relationships and prepare a 100-year vision and comprehensive plan for Stanley Park (see Strategy D for more details).
- In 2018, in response to UNDRIP and the TRC Calls to Action, the Board approved recommendations for staff to undertake a Colonial Audit. The Colonial Audit will document the ways in which colonialism is woven into the Park Board: from strategic levels through to day-to-day operations. Through this process staff identify the Park Board’s areas of colonial impact. By analysing the final audit, the organization can decide what it would like to change and how.
 - Reconciliation staff are actively working on the Colonial Audit, with anticipated completion in 2024.

Continuing Action Plan

- Conduct review of all Park Board policies and procedures to ensure they align with TRC and UNDRIP – update those that do not align
- Continue Park Board representation on COV UNDRIP implementation action groups
- Completion of the Colonial Audit
- Begin work on the Decolonization Strategy

B. Work with First Nations peoples and other civic bodies to identify, create, and deliver appropriate and actionable staff training on Indigenous issues and reconciliation

2018-2023 Achievements:

- **City Learn Training (Ongoing)** – Park Board staff continue to receive training from the range of course options provided by City Learn.
 - From 2020-2024, 194 Park Board employees took Reconciliation and Decolonization related training (JEDI Learning Pathway #1) from City Learn.
- **Chance Find Management (CFM) Training (Ongoing)** – Archaeologists provide training every spring with new hires and refreshers for operational staff, Urban Forestry, Real Estate and Facilities Management, and others. This training provides attendees with the protocols for reporting archaeological materials and/or sediments they may find in the course of their work, upon potential archaeological materials being observed.

- **Tours of Stanley Park (Periodic and ongoing)** – Provided to leadership and staff on an as needed basis.
 - Archeological Tour – Park Board Archaeologist, Geordie Howe, reflects on the archaeology of Stanley Park and the effects of colonization on these important sites.
 - Indigenous Plant Tour – T'uy't'tanat Cease Wyss, ethnobotanist, media artist, educator and activist of Skwxwú7mesh/Stó:lo/Hawaiian/Swiss ancestry shares her extensive plant and forest knowledge, and talk about medicines, traditional teachings and the interconnectedness of nature and the forest.
- **Truth and Reconciliation Book Club (2023 - Ongoing)** – Sports Services staff conduct a "Truth and Reconciliation Book Club" every season.
- **Reconciliation in Recreation Committee (2022 - Ongoing)** –The group is scoping opportunities to move forward both reconciliation goals and the UNDRIP Task Force Final Report recommendations. The Committee is investigating a reporting mechanism, tools and resource needs to support reconciliation and decolonization efforts in Recreation. The Committee is considering system-wide training, mentorship and other activities to support the TRC Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples.
- **Cultivating Safe Spaces Training (2023)** – the DAC Arts, Culture & Engagement team attended a workshop on Cultivating Safe Spaces.
- **Recreation Staff Survey (2023)** - Survey was completed Summer 2023 as part of the broader Citywide Recreation Programs and Services Audit. 74 Recreation staff from all levels responded and results showed 61% of those surveyed had completed the *Impacts of Residential Schools with Brad Marsden* training. Of those the majority were supervisors and the minority were programmers/Aquatic Leaders. 47% had completed the *Cultural Competency: Reconciliation and Indigenous Peoples* training. Only 22% of staff surveyed felt adequately prepared/resourced/equipped to deliver programs targeting Indigenous persons, and only 24% of surveyed staff said they are *fully aware* of Park Board's 11 Reconciliation Strategies.
- **Host Consulting workshop (September 2023)** – For Park Board staff, artists and arts partners with Salia Joseph and Faith Sparrow-Crawford.
- **Annual Indigenous Cultural Safety training begins for Urban Park Activation Staff (June 2023)** – Indigenous Cultural Safety staff training for Urban Park Activation playground leaders and project staff teams with Angeline Day, certified trainer with Cultivating Culturally Safe Spaces.
- **At the Centre of Community: An Exhibition of Indigenous Cultural Practices at the Roundhouse Community Centre (Sept 2022)** – A nine-day exhibition highlighting the work of MST, Coast Salish and Urban Indigenous artists working in community.
- **Public Conversation at the Roundhouse Performance Centre (Sept 2022)** –Artists Chrystal Sparrow (x^wməθk^wəyəm) and T'uy't'tanat-Cease Wyssm (Skwxwú7mesh) with Cha'an Tdut Rena Soutar, Manager of Decolonization, Arts & Culture at the Park Board. Open to Staff, CCAs and public.
- **Trauma Informed Practice for Park Rangers (June 2022)** – Staff attended 2 half day training sessions on Trauma Informed Practice. Attendees were staff from Park Operations (included Rangers and other staff from Park Ops – both front line and supervisory) and Recreation's Urban Park Activation. 30-40 participants attended each session.

- **Citywide Programmers Workshop at Dunbar (May 2022)** – Indigenous Community Developer Jolene Andrew, with Sk̓wx̓wú7mesh ethno-botanists T'uy't'tanat-Cease Wyss and Senaqwila Wyss.
 - 3-hour session deconstructing territorial acknowledgments by learning more about their historical and contemporary context and an intro to Indigenous Customary Law and centring Coast Salish protocols with respect.

Continuing Action Plan

- Support staff to ensure that reconciliation training and education is a part of all employee workplans
- Annual Indigenous Cultural Safety training for Urban Park Activation Staff
- Determine feasibility to offer Cultivating Safe Spaces on City Learn
- Conduct employee engagement and develop training to increase the 22% of recreation staff who feel adequately prepared/resourced/equipped to deliver programs targeting Indigenous people.
- Develop training for staff on the reconciliation strategy and UNDRIP, including training around UNDRIP and the COV's UNDRIP Implementation Plan as it relates to Park Board
- Continue to work with the Reconciliation in Recreation Committee to identify further opportunities to integrate reconciliation principles

C. Take a 360° approach to programming, including in the areas of culture, health, public dialogue, physical activity, and sport in order to increase public knowledge and awareness of reconciliation and to provide support to indigenous peoples including children, youth, Elders and families.

2018-2023 Achievements:

- **Land and Food Systems Work:**
 - [Local Food System Action Plan \(LFSAP\)](#): In 2021, Park Board approved the updated LFSAP. The vision of this 5-year [plan](#) is to move toward a sustainable, just, and decolonized local food system by making space for Indigenous food sovereignty, increasing equitable access to food assets and services, and by working towards food system resiliency as part of climate action. The LFSAP consulted with a broad range of existing users, stakeholders, and historically underserved communities to develop a set of recommendations. The plan was co-managed and co-authored by the Environment & Sustainability team and the Decolonization Arts & culture team and is the first plan to come out of the Decolonization Arts & Culture department.
 - Guided by the LFSAP, Park Board Land and Food Systems planning staff have initiated community mapping of land and food related health, wellness and cultural programming and partner organizations in 3 priority equity zones – Chinatown/Downtown Eastside, South Vancouver, and Grandview/Woodland. Staff are learning about existing children, youth and seniors programming in these priority neighbourhoods to understand the community services that are being provided, such as hot meal programs, food distribution hubs, and food growing and knowledge sharing projects. The next steps are to identify gaps and systemic barriers within these programs and neighbourhoods.

- **Indigenous History Month** – Community centres celebrated by showing videos that centred Indigenous knowledge.
- **National Day for Truth and Reconciliation 2023**
 - Staff created posters of the 11 Reconciliation Strategies and the Reconciliation, Mission, Vision & Values, which were then displayed at Parks and Recreation facilities
 - The Park Board raised 'Every Child Matters' and Survivors' flags in Morton Park
 - Many community centres and aquatics centres actively celebrated and put on their own activities
- **Supporting Emergent Indigenous-led events** – In 2022, Commissioner agreed to devote funds from the Corporate Sponsorship Fund to support for Indigenous-led cultural events and ceremonies in parks. Park Board support for this work is co-led by the Park Activation Team and involves nearly every Park Board department in planning and event support. Events include:
 - Powwow Tuesdays and West Coast Wednesdays in Strathcona Park and Woodland Park: weekly evenings supporting Indigenous healing, connection, culture and ceremony (June through September) in support of the WCFN and PWP committees, Aboriginal Friendship Centre
 - Circles Hip Hop Festival: A free, family friendly music festival amplifying Indigenous voices and the empowerment of Indigenous youth music-makers
 - S̓k̓w̓x̓w̓ú7mesh family ceremony at x̓w̓á'y̓x̓w̓ay/x̓w̓á'y̓x̓w̓á'y̓ (known as Lumberman's Arch, Stanley Park)
 - Downtown Eastside Powwow in Oppenheimer Park in support of VINES Festival and
 - Park Naming Ceremony at s̓θ̓əq̓əl̓x̓en̓əm ts'exwts'áxwi7 (Rainbow) Park in support of MST
 - Mother's Day Powwow at Trout Lake Community Centre in support of Mother's Day Powwow Committee
 - A series of engagements and activations at Oppenheimer Park, in support of ACCS, the Carnegie Community Centre Association, WATARI, Atira, Vancouver Moving Theatre, Skundaal Bernie Williams and more
 - Missing and Murdered Men and Boys Canoe Landing
 - S̓k̓w̓x̓w̓ú7mesh Nation 100th Anniversary – Return to Se̓ná'kw̓
 - Circles Hip Hop Festival (Dakota Bear and Land Back Records)
 - Ancestral Food Ways Festival – October, 250 attendees
 - MST Community Days at s̓θ̓əq̓əl̓x̓en̓əm ts'exwts'áxwi7
- **Supporting other Indigenous led or co-led groups, events and projects** – For example:
 - Staff from different Park Board service areas participated in the Annual Women's Memorial March and staff representatives attended committee meetings
 - Ancestral Food Ways Festival
 - Wild Salmon Caravan
 - Talking Stick Festival
 - Indigenous Women Artist Collective
 - Butterflies in Spirit Dance
 - Missing and Murdered Men and Boys Canoe Landing
 - Singing with the Ancestors event with Chief Janice George in Stanley Park
 - Britannia drum group and drop-in pop-up weaving projects at Grandview Park

- Art in the Park at Andy Livingstone - artists Sylvain Hamburger and Jenie Gao, Elder Les Nelson, Elder Marr Dorvault Cease Wyss youth Indigenous Plant knowledge project at s̓əq̓əlxenəm ts'exwts'áxwi7 (Rainbow) park
- **Indigenous Employment Opportunities**
 - The Britannia Society and Park Board staff worked together to have changed an existing Community Youth Worker (CYW) position to a position for an Indigenous Community Youth Worker. The position will be filled by June 2024. This was a 3-year process.
 - Aquatics staff attended a job fair at Aboriginal Friendship centre to showcase job opportunities in recreation for youth.
 - Reduced cost barriers for training to become a lifeguard/instructor through updated fees & charges with next step more active engagement with Indigenous youth on the job opportunities that they may not have considered in the past.
 - Initiated discussions with Aboriginal Career (ACCESS) to explore establishment of an Indigenous Lifeguard program
- **Fieldhouse Activations** – Provides artists, community groups, and organizations with space in a fieldhouse, staff support and access to parks for community-engaged cultural work for up to 6 years
 - Partnerships have developed over time with Indigenous led/co-led organizations and groups including: Working Group on Indigenous Food Sovereignty, Vancouver Urban Food Forest, New Page Foundation, and Vines Arts Festival.
- **Neighbourhood Matching Fund (NMF)** – NMF provides funding and staff support for community-led arts, local food and environmental stewardship projects with a lasting legacy in parks and community centres.
 - We have awarded funds to several MST and Urban Indigenous led projects aimed at increasing Indigenous visibility on the land, in various forms. From murals, to gardens, from parks to schools and community organizations, the fund has been able to increase the visibility of Indigenous people in the landscape by showcasing the people and the work.
- **Sport Services and Aquatics Programming**
 - Sports Services started the All Bodies Community Fitness (ABC) DTES Pilot Project. DTES community encompasses a wide range of equity deserving groups including Urban Indigenous community. Many folks do not feel represented nor welcome in our facilities and are reluctant to participate in programs. In collaboration with Vancouver Coastal Health this ABC pilot aims to develop relationships with residents of the DTES by providing recreation onsite at familiar community health centres, within established programs.
 - In February 2024, ABC and Access partnered to provide Leisure Access Program (LAP) and ABC Flexi passes to 33 DTES residents at the Downtown Community Health Centre. There is a second session planned for April. In Spring 2024 ABC will begin supported navigation of select community centres for the new LAP/ABC flexi pass holders.
 - ABC Truth and Reconciliation Book Club – Initiated in Fall 2022 and in partnership with the Vancouver Public Library the ABC Truth and Reconciliation Book Club uses Bob Joseph's *21 Things You May Not Know About the Indian Act* as a base for discussion for community members who wish to become more aware of this complex subject.

- Aquatics staff attended an initial meeting with ISPARC in spring/summer of 2023 to start to look at joint programming opportunities in aquatics
- Aquatics supported an Indigenous cultural event at New Brighton Park with a designated swim at New Brighton Pool in the summer of 2022.
- Templeton Pool has been engaging with xpey' Elementary School and providing swimming lessons for the past 2 years.

Continuing Action Plan

- Increase Indigenous participation in more community centres throughout the Parks and Recreation system
- Continue to investigate the possibility of developing lifeguard training with community partners to train and fund Indigenous people to become lifeguards
- Continue work with community centre partners to increase the number that celebrate Truth and Reconciliation Day and National Indigenous History Month.
- Create inventory/database of all Indigenous centred programming at Park Board to ensure everyone has contact information and examples of programming that can be replicated in other centres.
- Support the development of Indigenous youth worker positions throughout Park Board including lessons learned from the RISE program (a program that matched Indigenous youth leaders to community centres) held a few years ago.
- Increase the numbers of partnerships with Indigenous led organizations to ensure more Indigenous people are connected to park programs and services
- Expand the Leisure Access Program to ensure Indigenous people have access to park facilities without barriers
- New Oakridge Community Centre – Planning for Facilities 2024-25. Dedicated Indigenous cultural practice space with funding support. Proposed to add full-time arts programmer whose portfolio is focussed on Indigenous cultural practice (June 2024)

D. Continue Park Board's precedent-setting intergovernmental approach to the future stewardship of Stanley Park and other relevant lands.

2018-2023 Achievements:

- The Stanley Park Intergovernmental Committee and Working Group continues to progress the Stanley Park Comprehensive Plan. Staff will report to the Board in Q3 with an update and first report on the Inventory & Analysis "Understanding Stanley Park". The report will be a foundational tool for the next phase of work, which is the visioning phase to establish the 100-year vision and guiding principles working with MST communities and public.
- MST Flag Raising at Brockton Point in June 2023
- The Board passed a [motion to explore opportunities for co-management](#) with MST
 - Preliminary discussions have begun to scope out precedent research for other co-managed park sites, particularly urban parks.
 - The Stanley Park Comprehensive Plan is modeling a planning process that effectively enables collaboration with MST, as well as setting the stage for future collaboration on implementation, and even lending itself well to possibilities around shifting the governance structure.
 - In 2022 City Council approved the rezoning of the Heather Lands, which is jointly owned by MST and Canada Lands Corporation. The rezoning conditions set the stage for a model for co-management of a new park site that will remain under long-term ownership by MST. It's anticipated that this model may be

used at Jericho Lands in the future. Park Board staff are working with legal staff on draft legal agreements to frame the approach for designing, operating and governing this new park.

- Proposed models for co-management options will align with broader governance considerations currently underway.

Continuing Action Plan

- Continue work currently underway

E. Review the donation of monuments, memorials, and public art processes and policies to ensure integration of Indigenous history, heritage values, and memory practices.

2018-2023 Achievements:

- DAC staff are co-leading the development of a City-wide Commemoration Framework, with Arts, Culture & Tourism staff, to create a new suite of policies, programs and guidelines for the donation of monuments, memorials and public art, commemorative naming and the management of the existing Park Board and Civic collections. Consideration into how these new policies and programs can be aligned to ensure the integration of the TRC's *Calls to Actions* and alignment with UNDRIP are foundational to this Framework. This collaborative project was initiated in 2021. The guiding principles, vision and emerging priorities were approved by the Park Board in June of 2022 and comprehensive public engagement was completed in 2023.
- DAC staff attended at the Indigenous History and Heritage Gathering in Ottawa in June 2023.
- Established a comprehensive inventory and database of all monuments, memorials, public art, and plaques located in Stanley Park.
- Staff created a Collections Management Plan to inventory all public art, monuments, memorials and plaques in Vancouver parks and recreation centres. The inventory is 65% complete and staff anticipate the entire inventory to be done by Q3 2024.
- As part of this Collections Management Plan, a series of assessments and reports have been developed to address the gap in stewardship and maintenance of the Indigenous public art and memorials collection, including those at Oppenheimer and Pigeon Park.

Continuing Action Plan

- Commemoration Framework currently on hold to align with City-led policy initiatives and will resume as soon as possible. Staff anticipate that the Framework will be completed in 2025.
- Continue the inventory and analysis of all monuments, statues and plaques located in Stanley Park, highlights to be included in the Colonial Audit and will be used to inform the development of the forthcoming Stanley Park Comprehensive Plan.
- As part of the Collections Management Plan, once the city-wide inventory of all parks and community centres is complete, a review and analysis of the cultural narrative represented by these plaques, monuments, memorials and public artworks will be done.

F. Review archaeological protocols to ensure that “Aboriginal protocols shall be respected before any potentially invasive technical inspection and investigation of a cemetery site” or soil disturbance of a midden site takes place on park lands.

2018-2023 Achievements:

- Led by the Park Board Archaeologists, the Park Board continues to follow archaeological protocols and work closely with MST on anything pertaining to archaeology.
- MST now have their own archeologists on staff who have been coordinating with Park Board and City archaeologists.
- Park Board hired a second archaeologist in summer 2023 due to the increase in workload.
- The Vancouver Park Board archaeologist and the work processes are serving as a model for other municipalities. Staff archaeologists have advised the municipalities of Metro Vancouver, Burnaby, Port Moody, North Vancouver, and Calgary, and others.
- Other archaeologists working with local Indigenous Nations have adopted the model the process developed by COV and Park Board pertaining to this work.
- A location specific archaeological management framework, the Locarno Archaeological Management Plan (LAMP) has been under development, with estimated completion by summer 2024.
- Staff training on chance find archaeological protocols

Continuing Action Plan

- Continue relationships and collaboration as established

G. Acknowledge that Aboriginal rights include Aboriginal language rights; that preservation, revitalization and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities.

2018-2023 Achievements:

- **Naming of sθəqəlxenəm ts'exwts'áxwi7 (Rainbow) Park:**
 - In May 2017, the Park Board received a report which outlined challenges with the Board's existing Park Naming Process when considering a process for MST participation. To address this, the Board approved recommendations to suspend further naming processes until a new process could be developed with MST to support their self-determined language visibility and practices. A new un-named park at the corner of Smithe and Richards streets presented an opportunity to pilot an Indigenous naming process where the park would become the first in the City of Vancouver to be gifted a name in the hən̓q̓əmiñəm and Skwxwú7mesh languages. In accordance with Indigenous protocol, and as communicated to Park Board staff through the MST naming process, the park was officially gifted its name, sθəqəlxenəm ts'exwts'áxwi7 Park, through a naming ceremony held in June 2022. Staff produced [a summary report](#) to share the key learnings from this process which was adopted by the Park Board on June 1, 2022.
 - In a commitment to ongoing reciprocity, a new local Indigenous public art program was created at sθəqəlxenəm ts'exwts'áxwi7 Park. The first banner art installation featured designs by Kitty Guerin from x^wməθk^wəy̓əm, Ray Natraoro from Skwxwú7mesh, and Chandace Thomas from səlilwətał.

- **Language and Culture Working Group:**
 - As an outcome of the sḥəqəlxenəm ts'exwts'áxwi7 Park naming process, an intergovernmental Language and Culture Working Group was convened with members from MST governments. This group has been meeting monthly since 2022 to address language and cultural opportunities in Vancouver parks.
- **Siwash Rock name restoration:**
 - The word "Siwash" is a derogatory term which erases MST's deep connections to the place. The Vancouver Board of Parks and Recreation and MST (through the Language and Culture Working Group) have begun a collaborative process to petition the provincial and federal governments to restore the original place name and have the signage and maps updated accordingly.

Continuing Action Plan

- DAC and Park Board staff continue to support naming and renaming opportunities as directed by MST.
- In collaboration with the Vancouver Public Library, DAC staff are working with x^wməθk^wəyám to name the new park, civic centre and library located within the new Oakridge Development.
- Landmark signage to be developed for sḥəqəlxenəm ts'exwts'áxwi7 Park featuring the artwork of the inaugural public art program recipients, Kitty Guerin from x^wməθk^wəyám, Ray Natraoro from Sḵwḵwú7mesh, and Chandace Thomas from səllilwətaʔ.
- Ongoing temporary public art program will continue to be developed for local Indigenous artists to have their artwork showcased at sḥəqəlxenəm ts'exwts'áxwi7 Park.
- DAC staff are developing interim guidelines to support Indigenous park naming processes in advance of the Commemoration Framework completion.
- Language & Culture Working Group continues to meet monthly to determine process and opportunity priorities for language and cultural visibility work.

H. Review partner and business contracts, relationships and procurement policies for alignment with TRC Calls to Action.

2018-2023 Achievements:

- Updating community land use agreements such as community gardens, fieldhouse residencies, etc.
 - DAC staff have been working across departments to review the agreement documents and process for community organizations working in Vancouver parks. Through this review process, staff have documented the many colonial and systemic harms that current agreement processes perpetuate. In response to these identified barriers, staff have piloted a relational agreement process which recognizes the community organization as an equal partner in the agreement process and documents. Staff have also submitted a grant application to support the community organization's involvement informing this transition.
 - Language included in community partner agreements to ensure alignment on territorial acknowledgements and commitments to reconciliation
- The Park Board is aligning with the City of Vancouver's procurement team in the development of a [Social Procurement Framework](#).
- The Stanley Park Comprehensive Plan is developing guidelines to notify MST affiliated contractors of invitations to bid for work in Stanley Park.

2024 Action Plan

- Use community agreements as a template, share learnings with other Park Board departments
- Identify and review partnership and business contracts, relationship, and procurement policies with Park Board Business Services and other departments to ensure agreements align with the TRC Calls for Action.

I. Establish and fund as a priority a program for Indigenous and Non-Indigenous artists to undertake collaborative community-engaged projects and produce works that contribute to reconciliation.

2018-2023 Achievements:

- **Arts & Health** – Indigenous and non-Indigenous Artists work with seniors and Elders on collaborative cultural projects.
 - Britannia Community Centre: Todd DeVries cedar weaving (2016-2023)
 - səliłwətał Nation – Indigenous and non-Indigenous artists collaborate with Elders to create cultural projects 2015-23. Artists Include: Tracy Williams, Una-Ann Moyer, Roxanne Charles, Marcy Baker, Sharon Baylee, Michelle Olsen,
 - Indigenous focused project to begin at Mount Pleasant CC in Sept 2024– with Salisha Old Bull
- **A Frame Cultural Residency in Stanley Park**
 - Established in 2018, this cultural residency supports a community member from MST to work in a creative, activated and community-engaged space in a part of their unceded territory now commonly called Stanley Park.
 - Chrystal Sparrow from x^wməθk^wəy^əm was the first Cultural Resident in the A Frame (2019-2022) and Cease Wyss from Skwxwú7mesh the current Cultural Resident. The next Cultural Resident will be from səliłwətał and will occupy the A Frame from June 2025-2028.
- **Vines Arts Festival in Pandora Park** – Vines is a community/professional arts organization and festival that is responsive to and nurturing of artists that are working toward land, water, and relational justice.
- **Supporting Unique Projects:** As our work evolved, we learned through consultation with Indigenous artists and community that prioritizing Indigenous/non-indigenous artists 'collaboration' so early in our Reconciliation work was premature and that we should focus instead on supporting and amplifying the work of Indigenous artists and knowledge holders and building trust and relationships first. This knowledge led to us supporting a number of unique Indigenous-led projects, including:
 - Words Rising, Birds Rising Exhibition and Programs
 - Curator: Kamala Todd. Artists: Christie Lee Charles, Charlene George, Will George (2018)
 - Framing History, Public Art Installation at the Roundhouse
 - Curator: Kamala Todd. Artists: Debra Sparrow, Xuuyaah and Jordan Gallie (2018)
 - Working Group on Indigenous Food Sovereignty: Wild Salmon Caravan (2016-2020)
 - Jimmy Joseph and Lisa g at Marpole CC
 - Community Carving and documentary video project (2022)

- Jamie Smallboy and Sweetgrass Sisters – Ribbon Skirt Project and video CC (2021-23)
- Charlene George – Weaving and Language artist’s residency at Roundhouse (2023-24)
- Adele Arseneau – beading residency at the Roundhouse (2020-2024)
- Travis Angus – 2 Spirit Drag Annual Celebration and project at Moberly Arts Centre (2022-24)
- Bracken Hanuse Corlette, Ocean Hyland, Atheana Picha and Kelsey Sparrow – public mural and teachers guide at Strathcona School (2022-23)
- Nadine Spence and Sacred Rock Ventures: *Honouring Our Grandmothers Healing Journey Project in Harbour Green Park and Oppenheimer Park (2023-ongoing)*

Continuing Action Plan

- The next A-Frame residency will be awarded to a səlilwətał artist or cultural practitioner, in summer 2025.
- Relationship building with Skwxwú7mesh Nation to bring an Elders Arts & Health Project their community (2024) and x^wməθk^wəyám in the following year
- Expand the Arts & Health Indigenous focused project to begin at Mount Pleasant Community Centre in Sept 2024– with Salisha Old Bull and look to other community centres to expand

J. Review event permitting and sports hosting opportunities to ensure that Indigenous peoples’ territorial protocols are respected and that, if appropriate to the scale of the event, that local Indigenous communities are engaged.

2018-2023 Achievements:

- Special Events and Permitting instituted a list of requirements for large-scale events held in Stanley Park designed to ensure opportunities for MST communities to participate meaningfully and assert their territory.
 - The UNDRIP Task Force included this list of requirements as a suggestion for other major events wishing to operate in unceded territory
- Indigenous events are supported through cross-departmental collaboration to ensure cultural sensitivity
- DAC Staff have been assisting with event permitting for Indigenous groups wanting to access parks space

Continuing Action Plan

- Events Coordinator position to support a variety of events to be piloted as soon as possible
- Staff will continue to work with the COV UNDRIP Implementation plan on this action

K. Maintain current policy of no charge for changing a name on the OneCard, especially in relation to Indigenous people reclaiming names changed by the residential school system.

2018-2023 Achievements:

- Policy already in place – no further action required at this time.

Continuing Action Plan

- Continue action

FINANCIAL CONSIDERATIONS

The continuing action plan will be fully developed in the next phase of this reconciliation journey complete with financial implications that will be identified throughout the process. Once completed, this plan will be presented to the Board for approval. At that point in time, we will be able to identify resource requirements needed to implement these actions.

We will also incorporate the identified actions from the COV UNDRIP Implementation Action Groups that Park Board are involved in to have a complete picture of how our work overlaps and incorporates the COV UNDRIP implementation plan actions. Financial implications are being considered by every City department as part of the COV UNDRIP implementation plan that is currently underway.

NEXT STEPS

Staff will continue with the Reconciliation Strategies as identified in 2016, with ongoing engagement with x^wməθk^wəyəm, S^kw^xwú7mesh and səliwətaʔ, and Urban Indigenous groups. Park Board has made substantial changes to the reconciliation landscape, which is reflected in this report. Although the full breadth of work being affected by reconciliation learnings cannot be captured in this report, the results outlined are measurable, visible, and felt by community both Indigenous and non-Indigenous.

Reconciliation staff will create a yearly reporting template so that staff from all over the organization can easily report their progress on the reconciliation work that they are undertaking. Baselines have been established to measure the progress and further areas will be identified that need more support within the organization.

Staff continue to work on the Colonial Audit, which will inform the future Decolonization Strategy. UNDRIP will continue to form the foundation of reconciliation work, and further collaboration and integration will be facilitated as the City and Park Board implement the UNDRIP Task Force's recommendations in its final report.

CONCLUSION

One of the most important steps in reconciliation is relationship building. Staff have built and established relationship protocols both internally and externally and in doing so, the Park Board has been able to establish and maintain more respectful relationships with the x^wməθk^wəyəm, S^kw^xwú7mesh and səliwətaʔ Nations and Indigenous partners over a variety of projects. An explicit commitment to the 11 Reconciliation Strategies as well as the Reconciliation Mission, Vision and Values, including an emphasis on nurturing and upholding good relationships enables staff to centre reconciliation principles in all areas of work.

Across the organization, reconciliation learnings and principles are embedded throughout Park Board activities. Much more work needs to be done and ongoing learnings continue to evolve staff decision-making, policy development, and practices. Reconciliation staff continue to support colleagues throughout the organization in developing and implementing reconciliation initiatives.

While reconciliation must be embedded across the organization, one particular area of focus has been the recognition of arts and culture as being integral to community and individual wellness, in keeping with the lessons offered to staff by Indigenous partners about Indigenous ways of being. The Park Board already explicitly delivers three pillars of wellness: green space, low-barrier access to physical activity, and spaces for community connection. Part of reconciliation is learning from Indigenous people that arts and culture are as integral to whole wellness as the other three pillars.

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