

NO: R182

COUNCIL DATE: July 23, 2018

REGULAR COUNCIL

TO: **Mayor & Council** DATE: **July 19, 2018**
FROM: **General Manager, Planning & Development** FILE: **5080-01**
SUBJECT: **Update on the Implementation of the All Our Relations
Social Innovation Strategy**

RECOMMENDATION

The Planning & Development Department recommends that Council:

1. Receive this report for information; and
2. Authorize staff to continue to work on the feasibility of implementing the Surrey Urban Indigenous Leadership Committee's (SUILC) recommendations for further actions, and to report back to Council, as appropriate.

INTENT

The intent of this report is to provide Council with an update on:

- SUILC's activities conducted during the past year to implement the *All Our Relations Strategy*;
- Actions that City departments are currently taking, and propose to take, to support the implementation of the *All Our Relations Strategy*; and
- SUILC's recommendations for additional actions that the City could take to further the City's efforts to work toward reconciliation.

BACKGROUND

The Truth and Reconciliation Commission (TRC) has had a significant impact on Canadians' understanding of the historic wrongs committed against Indigenous people (First Nations, Inuit, and Métis) and in inspiring Indigenous and non-Indigenous peoples to transform Canadian society so that we can live together in dignity, peace, and prosperity.

Inspired by the TRC, in February 2015 the Social Policy Advisory Committee (SPAC) identified Indigenous issues and the development of an Indigenous Strategy as a priority focus area for the SPAC and Social Planning.

On September 28, 2015, Council received a report informing them that the City, with the support of Indigenous agencies in Surrey, had been awarded funding from the BC Association of Aboriginal Friendship Centres (BCAAFC) through the Urban Partnerships Program to convene the agencies to develop a social innovation strategy.

On May 2, 2016, Council adopted the "*All Our Relations: Phase 1 of the Surrey Urban Aboriginal Social Innovation Strategy*." Based on research and consultations, the Phase 1 report identified 14 key findings related to the Indigenous population in Surrey (Corporate Report No. R100; 2016: Appendix "I").

On June 12, 2017, Council received the "*All Our Relations: A Social Innovation Strategy: Phase 2 of the Surrey Urban Aboriginal Social Innovation Project*". Council authorized staff to partner with the SUILC on the implementation of the recommendations for which the City can play a role. In order to sustain momentum and leverage additional resources, Council awarded SUILC \$25,000 from the Council Initiatives Fund.

On September 6, 2017, Council endorsed the *United Nations Declaration on the Rights of Indigenous Peoples* as a framework for the City to use in its on-going process of reconciliation with First Nations and urban Indigenous peoples in Surrey (Corporate Report R193; 2017: Appendix "II").

DISCUSSION

SUILC's mission is to be a collective voice of the urban Indigenous population in Surrey. The Committee is composed of representatives of Indigenous service organizations, as well as representatives from Indigenous programs within non-Indigenous public agencies, including Surrey Schools, RCMP, Fraser Health, and Ministry of Children and Family Development. The Committee is co-chaired by Councillor Vera LeFranc, Vice-Chair of the SPAC; Shelly Hill, CEO of Kekinow Native Housing Society; and Cassandra Dorgelo, Youth Program and Policy Analyst at Métis Nation BC.

In the spring of 2017, SUILC released the *All Our Relations Strategy*. Its Vision is:

"A city that values Indigenous contributions to city life. A city that is committed to working towards reconciliation at all levels. A city where every Indigenous person has the opportunity to achieve their full potential."

The *All Our Relations Strategy* includes five strategic objectives, supported by 42 goals and 98 strategies. The five strategic directions are:

- Create and Strengthen Partnerships;
- Expand Indigenous Leadership Capacity;
- Improve and Grow Programs and Services;
- Increase Education and Understanding; and
- Increase Funding.

SUILC's Implementation of the *All Our Relations Strategy*: 2017-2018

Over the past year, SUILC has been actively engaged in implementing the *All Our Relations Strategy*. The \$25,000 Council Initiatives grant, awarded in June 2017, proved to be effective in sustaining the SUILC through 2017 and early 2018, and enabling the SUILC to successfully secure multi-year operational funding as well as some project funding.

In the past year, SUILC met as a committee of the whole approximately once a month. Five Working Groups were established; each Working Group focuses on specific goals of the *All Our Relations Strategy*. Highlights of SUILC's activities in 2017-2018 are provided below.

SUILC Committee of the Whole

- Core operational funding of \$500,000 (\$100,000 per year for five years) was secured from Indigenous Services Canada.
- Eight committee-of-the-whole meetings were held and five special meetings (e.g. all-candidates meetings). A full-day strategic planning retreat was held in May 2018.
- Delegations seeking policy and program advice and input are included on SUILC meeting agendas. Over the past year this has included delegations from City departments as well as other organizations, such as TransLink and Right to Play.
- SUILC's Terms of Reference were revised and approved. In May 2018, two additional co-chairs were selected.

Protocol & Strategic Partnerships Working Group

- SUILC made a presentation to the SFU Surrey President's Advisory Committee in June 2018. A formal partnership agreement between SUILC and SFU is being developed.
- An application has been submitted to SFU's new Academy to Community Co-op Award program for a 4-month co-op student placement.

Leadership Capacity Working Group

- SUILC secured research funding (\$15,000) from Community Foundations of Canada for a 3-month project to evaluate the potential of Indigenizing the Community Leaders Igniting Change (CLIC) program. After consultation with community stakeholders, it was determined that an Indigenized CLIC would not be an appropriate model. Instead, SUILC has decided to take an approach that will offer a variety of culturally appropriate leadership development opportunities for the Indigenous community.

Awareness Building Working Group

- In April 2017, Beverly Dagg and June Laiter were formally recognized by the SUILC for their long-standing and exceptional dedication to the urban Indigenous community in Surrey. The awards presentation included a traditional blanketing ceremony and luncheon. Nominations for the 2018 SUILC awards were received in spring 2018.

- SUILC supported the City to implement Orange Shirt Day in September 2017 to commemorate Residential School Survivors. In November 2017, SUILC worked with Métis Nation BC and Nova Métis to co-ordinate a Council-in-Committee presentation and display in City Hall commemorating Louis Riel Day. SUILC collaborated on a community art project with Nova Métis and the City's Cultural Services in February 2018.
- SUILC hosted a booth at both the 2017 and 2018 National Indigenous Peoples Day celebrations in Surrey.
- SUILC is currently partnering with Surrey Libraries to plan an Indigenous film series for the coming fall/winter.
- An inventory of anti-racism campaigns has been compiled. SUILC plans to seek funding to conduct an anti-racism project.

Mixed Use Space Working Group

- To build the capacity of SUILC and Indigenous agencies, the Working Group and SUILC committee-of-the-whole have had presentations by VanCity Community Foundation staff on the process of developing social purpose real estate projects. In addition, SUILC has participated in site visits of multi-use social purpose real estate projects in Vancouver and Winnipeg.

Child Poverty Working Group

- An Indigenous Child Poverty Task Force was established. It includes representatives of the SUILC and Surrey Poverty Reduction Coalition.
- SUILC secured a \$250,000 Vancouver Foundation grant (\$75,000 per year for three years) to conduct a social innovation lab process focused on Indigenous child poverty in Surrey.
- The social innovation lab process began with an "Introduction to Social Innovation Labs" workshop with Cheryl Rose (McConnell Foundation) in March 2018. In April 2018, a SUILC delegation visited the Winnipeg Boldness Project, a social innovation lab focused on children in Winnipeg's North End neighbourhood. SUILC held its first community consultation at National Indigenous Peoples Day; children, youth and adults were asked to respond to the question "What would make Surrey a great place for Indigenous children and youth?"

Information on the SUILC is currently available on the City's website at www.surrey.ca/indigenous. In the coming year, SUILC plans to develop its own website as part of an overall communications strategy.

City Departments: Actions to Support the All Our Relations Strategy

The *All Our Relations Strategy* identifies SUILC as "the protagonist driving the change we want to see." It also extends an invitation to other organizations and all levels of government to join SUILC in working together to implement the *All Our Relations Strategy*.

To follow-up on Council's authorization for staff to partner with SUILC on recommendations in the *All Our Relations Strategy* for which the City can play a role, Social Planning convened an inter-departmental meeting in September 2017. At the meeting, staff was briefed on the *All Our Relations Strategy*. A process was initiated to document how City departments' activities currently align with the *All Our Relations Strategy* and to identify opportunities to augment activities.

In total, 20 staff attended the inter-departmental meeting, representing Parks, Recreation & Culture (PRC), Engineering, Human Resources (HR), and Libraries. It was decided that a separate process will be used in the future to engage with the RCMP and Public Safety.

Following the meeting, City departments completed a template outlining current and proposed activities. Staff presented the completed templates to the SUILC for review and feedback at SUILC meetings in late 2017 and early 2018.

Appendix "III" outlines City departments' current and proposed activities, including how each activity aligns with the goals contained in the *All Our Relations Strategy*. The sections below provide a few highlights.

Current Activities

City departments are engaged in a range of activities that represent reconciliation in action – working toward creating a City that acknowledges and addresses the experiences and needs of Surrey's growing Indigenous population. In some cases, staff has consulted with SUILC on projects that relate to the urban Indigenous community. In other cases, City staff is working alongside the local land-based First Nations. Overall, through these activities, City staff are building respectful relationships with Indigenous peoples.

Planning & Development

- Provide administrative support to SUILC. This includes managing, in collaboration with the Finance Department, external contracts, and grants secured by SUILC, and providing clerical and logistical support for SUILC meetings and projects.
- Participate in SUILC meetings and support the Indigenous consultant who has been contracted to facilitate the SUILC. This includes assisting in preparing funding applications, drafting documents, et cetera.
- Coordinate City departments' engagement with the SUILC. Planning has also been responsible for providing Council with updates on the SUILC through annual corporate reports.

Surrey Libraries

- Surrey Libraries' current Strategic Plan includes the priority to "engage with community" and specifically identifies urban Indigenous people as one of the population groups to "identify community needs and invite participation in developing programs and services".
- Surrey Libraries have an active and on-going staff Aboriginal Working Group.

- Library staff has been attending workshops and training on reconciliation.

Parks, Recreation & Culture

- Recommendations contained in the *All Our Relations Strategy* that relate to PRC were integrated into the new 10-Year PRC Strategic Plan (“the Plan”). The Plan includes Objective D3: “Achieve the City’s vision for Indigenous collaboration”. Some of the actions listed under this objective will require collaboration with the land-based First Nations in Surrey, while others are relevant to the urban Indigenous community. Actions include to:
 - Increase the visibility of traditional Coast Salish place names in Surrey;
 - Incorporate Indigenous perspectives into policy, programming and planning;
 - Acknowledge traditional Coast Salish peoples in formal events, festivals and meetings;
 - Collaborate with local First Nations and Indigenous leadership in the development of new parkland;
 - Support public awareness and education regarding Indigenous Reconciliation and collaboration;
 - Deliver staff inclusion training, aimed at building better local government relationships and understanding with Indigenous communities; and
 - Create new spaces for Indigenous ceremony and use.

Community & Recreation Services Division

- The MYzone childrens’ after-school program currently operates within the common rooms of three of Kekinow Native Housing Society’s complexes.
- “Recreation for Youth Passes” (four free drop-in passes to recreation centres) are offered to Indigenous youth through Kekinow Housing and the All Nations Youth Safe House.
- Staff is working with urban Indigenous agencies to promote the Leisure Access Pass for low income families/individuals and children in government care.

Cultural Services Division

- Verbal acknowledgement of the Indigenous lands is at the beginning of all public events, with some events including representatives from local First Nations to offer a welcome.
- Since 1999, the Surrey Art Gallery has offered a K-12 Indigenous Contemporary Art Workshop, as part of its School Programs. An Indigenous artist-educator is part of the Gallery’s education team to enhance learning about Indigenous culture and art.

- Surrey Art Gallery staff has participated in learning and development opportunities related to Indigenous peoples at Simon Fraser University (SFU) and the University of British Columbia (UBC).

Parks Division

- Surrey has ongoing park programming that includes Indigenous content.

Human Resources

- The City has hosted Orange Shirt Day events in 2016 and 2017. Displays have been provided in the City Hall atrium for Orange Shirt Day and National Indigenous Day. An intranet posting educated staff about Louis Riel Day in 2017; in 2018, a display will be featured in the City Hall atrium.

Engineering

- Engineering's efforts have been focused on working with the land-based First Nations, specifically:
 - Developing municipal-type servicing agreements for the provision of sanitary sewer and water to support the existing residents on the Semiahmoo First Nations lands;
 - Working with City of Surrey Human Resources to seek urban Indigenous people in entry-level and/or summer positions; and
 - Exploring the possibility of a project focused on road safety and the urban Indigenous population, which is in response to the significantly higher proportion of traffic-related fatalities among Indigenous people.

Proposed Activities

In the process of documenting current City activities that align with the *All Our Relations Strategy*, staff identified opportunities to enhance or build upon existing activities and/or introduce new ones. In some cases, these actions could be undertaken within existing resources, while some activities would require additional budget (Appendix "III" details these budget requirements)

Surrey Libraries

- Enhance existing outreach to Indigenous agencies.
- Create an Indigenous Poet Laureate (or storyteller) in Residence at Surrey Libraries.
- Provide Indigenous children's author storytelling events.

Community & Recreation Services Division

- Expand MYzone to the additional two Kekinow Housing locations.

- Offer and expand swim lesson and water safety programs for Indigenous residents.
- Offer Early Years programs and activities that are culturally relevant and inclusive to Indigenous children.

Cultural Services Division

- Expand the Surrey Art Gallery's Indigenous Contemporary Art Workshop for schools in order to meet demand.
- Extend the Museum's Afterschool Adventures program to Kekinow Housing and the Friendship Centre on a once a month basis.
- Special Events would like to feature more Indigenous culture and arts, and more high profile Indigenous performers at Canada Day and Fusion Festival, as well as hire a coordinator to help coordinate with different Indigenous groups.

Parks Division

- Increased programming related to Indigenous culture could be developed with a specific focus on youth involvement.
- Include information about history, land use and place names of Indigenous people in Surrey in park interpretive signage, walks, and other park programming.
- The Surrey Nature Centre and Urban Forestry programs could add Indigenous content, such as cedar weaving workshops.

Human Resources

- Pilot the initiative developed by the City's Emerging Leaders Program to provide employment opportunities for three under-represented populations, including Indigenous people.
- Review all job class specifications and identify any barriers related to employment for Indigenous people.

Engineering

- Seek to retain urban Indigenous people in entry level and/or summer positions. Work with HR to identify suitable positions.
- Explore the possibility of a project focused on road safety and the urban Indigenous population (in response to the significantly higher proportion traffic-related fatalities among Indigenous people.)

SUILC Recommendations for Further City Action

Overall, SUILC was very encouraged by the support and commitment of City staff and departments to work alongside the urban Indigenous community to implement the *All Our Relations Strategy*.

In response to the staff presentations, SUILC offered suggestions for Council's consideration of further actions that the City could take. SUILC's comments are attached as Appendix "IV" to this report. The sections below provide a few highlights.

Reconciliation

- Encourage periodic (annual or biannual) reporting by staff to Council on actions taken by City departments to implement the goals of the *All Our Relations Strategy*.

Support of SUILC

- Continue to provide in-kind staff and other supports to the SUILC.

City Committees

- Create a process to facilitate and support Indigenous representation on existing advisory committees. Track the number of Indigenous people serving on advisory committees.

City Staff

- Provide the opportunity for all staff to take training to become more aware of Indigenous history and culture and better equipped to support Indigenous colleagues and community. Track the number of City staff who have completed approved training.

Grants & Funding

- Commit to exploring with the Vancouver Foundation the establishment of a new Surrey Urban Indigenous Culture & Community Fund that the SUILC would manage expressly for planning, promoting, supporting, or implementing activities that strengthen the urban Indigenous community and share Indigenous culture with Surrey residents in the spirit of reconciliation.

Initiatives

- Support land acquisition for an urban Indigenous hub. Currently, SUILC is exploring options to develop a physical space for the Indigenous community that could function as a community gathering space while provide a range of social services (including housing) all under one roof. The new refugee service/housing complex (Welcome House) owned and operated by the Immigrant Services Society of BC in Vancouver is a model that we would like to replicate for urban Indigenous people in Surrey. Urban Indigenous organizations in Surrey have the mix of services and funding contracts that could sustain an Indigenous hub but the missing link is the land.

SUSTAINABILITY CONSIDERATIONS

The implementation of the *All Our Relations: A Social Innovation Strategy* supports the following Desired Outcomes (DO) and Strategic Direction (SD) identified in the Sustainability Charter 2.0.

Inclusion

- DO7:** Surrey's Urban Aboriginal community is thriving with high educational outcomes, meaningful employment and opportunities for cultural connections.
- SD2:** Work with Aboriginal leaders to support and strengthen social innovation in the Surrey Urban Aboriginal community.

CONCLUSION

Based on the above discussion, it is recommended that Council:

- Receive this report for information;
- Authorize staff to continue to work to implement the *All Our Relations: A Social Innovation Strategy* (the "*All Our Relations Strategy*"), as outlined in this report, and report back to Council; and
- Authorize staff to continue to work on the feasibility of implementing the Surrey Urban Indigenous Leadership Committee's (SUILC) recommendations for further actions, and report back to Council, as appropriate.

Original signed by
Jean Lamontagne
General Manager, Planning & Development

AM/ar/ss

Appendix "I" Corporate Report No. R100; 2016
Appendix "II" Corporate Report No. R193; 2017
Appendix "III" City Department Work Plans: All Our Relations Strategy Implementation
Appendix "IV" Surrey Urban Indigenous Leadership Committee: Comments on City of Surrey
Alignment with the All Our Relations

NO: R100

COUNCIL DATE: May 2, 2016

REGULAR COUNCIL

TO: Mayor & Council

DATE: May 2, 2016

FROM: General Manager, Planning and Development

FILE: 5080-01

SUBJECT: Surrey Urban Aboriginal Social Innovation Strategy

RECOMMENDATION

The Planning and Development Department recommends that Council:

1. Receive this report as information;
2. Adopt the Strategy titled "*All Our Relations: Phase 1 of the Surrey Urban Aboriginal Social Innovation Strategy*", a copy of which is attached as Appendix "II" to this report; and
3. Authorize staff to continue to work with the Surrey Aboriginal Leadership Committee on the development of Phase II of the Surrey Urban Aboriginal Social Innovation Strategy.

INTENT

The purpose of this report is to update Council on the findings of the first phase of the Surrey Urban Aboriginal Social Innovation Strategy ("the Strategy") and on the plans for the next phase of the Strategy.

BACKGROUND

On February 4, 2015, inspired by the work of the Truth and Reconciliation Commission, the Surrey Social Planning Advisory Committee (SPAC) identified Aboriginal issues and the development of an Aboriginal Strategy as a priority focus area for the SPAC and Social Planning in 2015-2016.

Supported by Aboriginal agencies in Surrey, the City of Surrey applied to the British Columbia Association of Aboriginal Friendship Centres (BCAAFC) for funding through the Urban Partnerships program. In July 2015, the City of Surrey was awarded a grant of \$90,979.00 to convene the Aboriginal agencies in Surrey to develop a social innovation strategy. On September 29, 2015, Council received a report on the Surrey Urban Aboriginal Social Innovation Strategy (Corporate Report No. R198, included as Appendix "I"). The report highlighted the project's goals, as well as the activities that would be undertaken to develop the strategy.

A Surrey Aboriginal Leadership Committee was established to guide the project. Phase I of the Surrey Urban Aboriginal Social Innovation Strategy identifies 14 key findings. The findings and associated conclusions are based on research and consultations conducted with Aboriginal residents and people who work directly with the Aboriginal community in Surrey.

DISCUSSION

The Aboriginal population in Surrey is young, diverse, and growing. It is estimated that the current size of the Aboriginal population in Surrey has surpassed the Aboriginal population in Vancouver and will grow exponentially over the next 15 years.

The overall goals of the Strategy are to build and strengthen relationships at all levels of the community so as to improve the economic participation, educational attainment, and health outcomes for the Aboriginal population in Surrey. At the same time, the project itself was an opportunity to build stronger working relationships between the City of Surrey and Aboriginal governments and organizations.

Aboriginal Leadership Committee

An Aboriginal Leadership Committee was convened by the City of Surrey to guide the project, chaired by Councillor LeFranc, Vice-Chair of the SPAC. The Committee includes the First Nation governments in whose traditional territory Surrey is located, Aboriginal service organizations, and non-Aboriginal government agencies such as the Surrey School District, the RCMP, Fraser Health, and the Ministry of Children and Family Development.

The Leadership Committee met regularly to provide advice and guidance on the development of the Strategy. Evaluations at the end of this phase indicated strong commitment from Committee members to continue to provide leadership in developing Phase II of the Strategy.

Research and Consultations

Research and consultations provided a baseline for understanding the issues related to barriers and opportunities for Aboriginal people in Surrey. Activities included:

- **Research:** A profile of the Aboriginal Population in Surrey was compiled from existing data and information, including information from the 2011 Census and the National Household Survey. The profile is included as Appendix "II".
- **Key Informant Interviews:** Interviews were held with 40 participants representing 23 different organizations that interact with the Aboriginal community in Surrey.
- **Focus groups:** Focus groups were held with 32 Aboriginal residents of Surrey.

Leaders' Celebration

A celebration was held on April 22, 2016 at Surrey City Hall. The reception brought together Mayor and Council, Aboriginal leaders, and other community leaders to celebrate the completion of the first phase of the project, and to confirm the community's collective commitment to building relationships and strengthening the Aboriginal community in Surrey.

All Our Relations Report

The *All Our Relations* report, included as Appendix "I" to this report, summarizes activities and results of Phase 1 of the Surrey Urban Aboriginal Social Innovation Strategy. The report identifies 14 findings accompanied by 37 conclusions for the urban Aboriginal community and service organizations. The findings are:

- **Finding #1:** There is a distinction between the urban Aboriginal population and the legal and political rights of those First Nations on whose traditional territories the City of Surrey sits.
- **Finding #2:** It is estimated the current size of the Aboriginal population in Surrey has surpassed the Aboriginal population in Vancouver and will grow exponentially over the next 15 years.
- **Finding #3:** The urban Aboriginal community in Surrey is very diverse.
- **Finding #4:** While Aboriginal people live all over Surrey, some neighbourhoods have higher concentrations of Aboriginal people than others.
- **Finding #5:** The Aboriginal population in Surrey is significantly younger than the non-Aboriginal population in Surrey and Metro Vancouver. Aboriginal youth face unique challenges with personal safety, police relations, and age appropriate services.
- **Finding #6:** There is a disconcertingly high number of Aboriginal foster children living in Surrey. These children and their families face very significant challenges and barriers.
- **Finding #7:** Most Aboriginal adults in Surrey have a post-secondary education; however, a disproportionate number of Aboriginal adults in Surrey lack a high-school diploma, compared to non-Aboriginal adults in Surrey.
- **Finding #8:** The labour force participation rate for Aboriginal people in Surrey is on par with municipal and regional averages; however, the unemployment rate for the Aboriginal community is considerably higher than that of the Surrey population as a whole. The Aboriginal community in Surrey has one of the highest child and youth poverty rates in the region.
- **Finding #9:** The majority of Aboriginal people that move to Surrey stay in the city. Home ownership levels among Aboriginal households in Surrey are much higher than in Vancouver. More Aboriginal-specific housing options are needed for renters and the homeless.

- **Finding #10:** While the collective Aboriginal community in Surrey is largely invisible as a group, Aboriginal individuals report facing negative stereotypes and ignorance in daily life.
- **Finding #11:** There are a wide variety of social services and programs in Surrey; however, most of the services and programs are delivered by non-Aboriginal agencies and are not designed to serve Aboriginal specific needs or preferences.
- **Finding #12:** There is a need to augment existing services for Aboriginal people.
- **Finding #13:** Aboriginal people in Surrey do not have a central place to connect with the community.
- **Finding #14:** The Aboriginal community in Surrey can be better organized to give voice to their issues and the unique needs of the urban Aboriginal population.

Next Steps

Phase II of the project will be an opportunity to build on the findings and conclusions contained in the *All Our Relations* report, and to build the commitment for collective action and positive change by:

- Convening a broader cross-section of non-Aboriginal organizations and funders to help develop solutions and strategies for addressing the findings and conclusions contained in the *All Our Relations* report; and
- Considering the establishment of the Surrey Aboriginal Leadership Council as a means to increase the capacity of the Aboriginal community to influence the policy, programs, and services that impact urban Aboriginal people the most.

Funding will be required to support Phase II. Staff will work with the Aboriginal Leadership Committee to secure the needed resources.

SUSTAINABILITY CONSIDERATIONS

The Surrey Urban Aboriginal Social Innovation Strategy will assist in achieving the objectives of the City's Sustainability Charter; more particularly, the following action items:

- SC4: Cultural Awareness in the Community; and
- SC5: Plan for the Social Well Being of Surrey Residents.

CONCLUSION

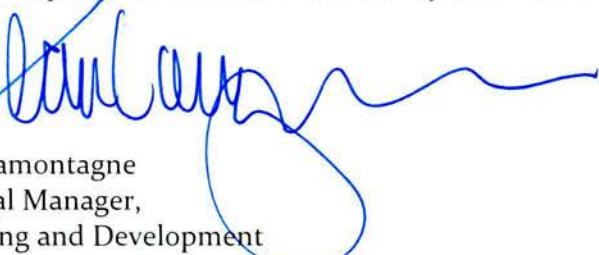
The title of the Phase I report – *All Our Relations* – emphasizes a relational worldview shared by many Indigenous peoples and points to the many relationships that need to be created, strengthened, or expanded in Surrey.

The objective of the Surrey Urban Aboriginal Social Innovation Strategy is to build and strengthen relationships at all levels of the community so as to improve the economic participation, educational attainment, and health outcomes for the Aboriginal population in Surrey. Phase I of

the project has provided an opportunity for collaboration with the urban Aboriginal community in Surrey and builds the groundwork for further collaborative action in Phase II.

Based on the above discussion, it is recommended that Council:

- Adopt the "*All Our Relations: Phase I of the Surrey Urban Aboriginal Social Innovation Strategy*", a copy of which is attached as Appendix "I" to this report; and
- Authorize staff to continue to work with the Surrey Aboriginal Leadership Committee on the development of Phase II of the Surrey Urban Aboriginal Social Innovation Strategy.



Jean Lamontagne
General Manager,
Planning and Development

Appendix "I" – Corporate Report No. R198

Appendix "II" – All Our Relations: Phase I of the Surrey Urban Aboriginal Social
Innovation Strategy

Appendix "III" – Profile of the Aboriginal Population in Surrey

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Appendices available upon request

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CORPORATE REPORT

Appendix "II"

NO: *R193*

COUNCIL DATE: *September 11, 2017*

REGULAR COUNCIL

TO: **Mayor & Council** DATE: **September 6, 2017**
FROM: **General Manager, Planning & Development** FILE: **5080-01**
SUBJECT: **United Nations Declaration on the Rights of Indigenous People**

RECOMMENDATION

The Planning & Development Department recommends that Council:

- Receive this report as information; and
- Endorse the United Nations Declaration on the Rights of Indigenous Peoples, included as Appendix "I," as the framework for the City to use in its on-going process of reconciliation with local First Nations and urban Indigenous peoples in Surrey.

INTENT

The purpose of this report is to seek Council's endorsement of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the framework for reconciliation in Surrey. This responds to the Truth and Reconciliation Commission of Canada's (TRC) Call to Action #43 that calls upon Canadian governments (including the federal, provincial, territorial, and municipal governments) to fully adopt and implement UNDRIP as the framework for reconciliation.

BACKGROUND

Since 2015, the City has been actively working with the Surrey Urban Indigenous Leadership Committee to support and strengthen the urban Indigenous community in Surrey. Specifically, these efforts have focused on developing and implementing the All Our Relations Social Innovation Strategy.

On May 2, 2016, Council adopted the All Our Relations Strategy: Phase 1 (Corporate Report No. R100; 2016, included as Appendix "II").

On June 8, 2017, Council authorized staff to partner with the Surrey Urban Indigenous Leadership Committee on the implementation of the All Our Relations: A Social Innovation Strategy, Phase 2, and approved a contribution of \$25,000 to support its implementation (Corporate Report No. R131; 2017, included as Appendix "III").

DISCUSSION

Surrey is located on the traditional territories of the Semiahmoo, Katzie, Kwikwetlam, Kwantlen, Qayqayt, and Tsawwassen First Nations. In addition to the local land-based First Nations people, Surrey has a large, young, and growing urban Indigenous population that includes First Nations, Métis, and Inuit people.

The All Our Relations: Phase 1 report provides an understanding of the urban Indigenous population in Surrey. This includes highlighting some of the challenges that impede a positive experience of city life. For example, Surrey has an extremely high rate of Indigenous child poverty (45%) and an over-representation of Indigenous children in the child protection system. The Social Innovation Strategy Phase 2 provides recommendations for action to achieve the Surrey Urban Indigenous Leadership Committee's Vision of:

A city that values Indigenous contributions to city life. A city that is committed to working towards reconciliation at all levels. A city where every Indigenous person has the opportunity to achieve their full potential.

Truth and Reconciliation Commission of Canada

The TRC has had a profound impact on Canadians' awareness of the deep and lasting trauma of Indian residential schools on Indigenous peoples, and the need for reconciliation to transform Canadian society.

The TRC's final report, released in 2015, includes 94 Calls to Action to redress the legacy of residential schools and advance the process of Canadian reconciliation (included as Appendix "IV"). One of these, Call to Action #43, calls on the "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."

United Nations Declaration on the Rights of Indigenous Peoples

A United Nations General Assembly declaration is a document expressing political commitment on matters of global significance. A declaration is not legally binding, unlike a treaty or a covenant. Declarations are not signed or ratified by states, but can be adopted by consensus or by vote. Declarations only represent political commitment from the states that vote in favour of adopting them.

UNDRIP is a document that describes both individual and collective rights of Indigenous peoples around the world. It offers guidance on cooperative relationships with Indigenous peoples based on the principles of equality, partnership, good faith, and mutual respect. UNDRIP addresses the rights of Indigenous peoples on issues such as culture, identity, religion, language, health, education, and community.

UNDRIP was adopted by resolution of the United Nations General Assembly on September 13, 2007. In May 2016, the federal Minister of Indigenous and Northern Affairs announced that Canada was a full supporter, without qualification, of the declaration. In July 2017, the mandate letter from the Premier of British Columbia to the new provincial Minister of Indigenous Relations and Reconciliation included the adoption and implementation of UNDRIP as a key priority.

UNDRIP: A Framework for Municipal Governments

In 2016, the Federation of Canadian Municipalities (FCM) released “Pathways to Reconciliation: Cities respond to the Truth and Reconciliation Commission Calls to Action” (included as Appendix “V”). The FCM report notes that “across the country, mayors and councils are working with Indigenous leaders and organizations to create better cities by acknowledging and addressing the experience and needs of the growing urban Indigenous population, strengthening government to government partnerships and learning from the past.”

Related to UNDRIP, the FCM report notes that as sub-national governments, municipalities are not signatories to the United Nations and, therefore, look to the federal government to provide leadership by developing a national framework for reconciliation guided by UNDRIP. The Big Cities Mayors’ Caucus was supportive of the federal government’s commitment to adopt UNDRIP and “will continue to dialogue with the federal government to understand and address the local implications and needed actions.” It notes that cities such as Toronto and Vancouver have endorsed UNDRIP.

Montreal, City of Reconciliation: Celebrating the 10th anniversary of the United Nations Declaration on the Rights of Indigenous Peoples – September 2017

On September 12 and 13, 2017, a major international event is being held in Montreal to celebrate the 10th anniversary of the adoption of UNDRIP. The event is being hosted the Honourable Denis Coderre, Mayor of Montreal, Ghislain Picard, Chief of the Assembly of First Nations of Quebec and Labrador (AFNQL) and Sébastien Goupil, Secretary General of the Canadian Commission for the United Nations Educational, Scientific and Cultural Organization.

As an official celebration of UNDRIP, the Montreal event will bring together Indigenous peoples; representatives of the UN Permanent Forum and other international bodies; federal, provincial, and municipal government representatives; as well as dignitaries “who through their actions have represented a public will to make the rights of Indigenous Peoples known and respected throughout the world.”

A letter of invitation to the Montreal event was sent to Mayor Hepner in July 2017 (attached as Appendix “VI”). Councillor LeFranc will attend the event on behalf of Mayor and Council.

UNDRIP & the City of Surrey

According to the TRC, “reconciliation requires that a new vision, based on a commitment to mutual respect, be developed.” UNDRIP provides a set of principles to guide the process of reconciliation. Council’s endorsement of UNDRIP as the framework for reconciliation represents the City’s commitment to a process of reconciliation and to working collaboratively with the local First Nations and the urban Indigenous peoples in Surrey to determine how UNDRIP’s principles can be implemented at the local level in the Surrey context.

SUSTAINABILITY CONSIDERATIONS

This Corporate Report supports the following Desired Outcome (DO) and Strategic Direction (SD) identified in the Sustainability Charter.

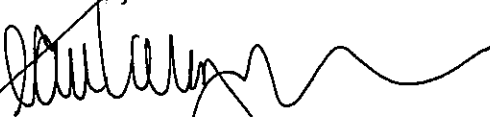
Inclusion

- DO7: Surrey's Urban Aboriginal community is thriving with high educational outcomes, meaningful employment and opportunities for cultural connections.
- SD2: Work with Aboriginal leaders to support and strengthen social innovation in the Surrey Urban Aboriginal community.

CONCLUSION

The Planning & Development Department recommends that Council:

- Receive this report as information; and
- Endorse UNDRIP, included as Appendix "I," as the framework for the City to use in its ongoing process of reconciliation with local First Nations and urban Indigenous peoples in Surrey.



Jean Lamontagne
General Manager, Planning & Development

AM/ss

- Appendix "I" - United Nations Declaration on the Rights of Indigenous Peoples
- Appendix "II" - Corporate Report No. R100; 2016 (Appendices "I" and "III" omitted)
- Appendix "III" Corporate Report No. R131; 2017 (Appendices "II," "III," and "IV" omitted)
- Appendix "IV" - Truth and Reconciliation Commission of Canada: Calls to Action, 2015
- Appendix "V" - Pathways to Reconciliation: Cities respond to the Truth and Reconciliation Commission Calls to Action, Federation of Canadian Municipalities
- Appendix "VI" - Letter of Invitation to Mayor Hepner to the UNDRIP celebration in Montreal on September 12 and 13, 2017

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Appendices available upon request.

CITY OF SURREY DEPARTMENT WORKPLANS: ALL OUR RELATIONS STRATEGY

Surrey Libraries

Key contacts: Ilona Stachura, Sara Grant

Activity	Budget Notes	All Our Relations Goal
What we are doing now		
<ul style="list-style-type: none"> Surrey Libraries Strategic Priority #2 is “Engage with Community”. This priority includes a focus on the urban Aboriginal population - identifying community needs and inviting participation in developing programs and services. 		<ul style="list-style-type: none"> Goal #30 Service providers offering culturally appropriate programs and services Goal #40 Urban Indigenous people from Surrey have more control over the program design of services for the urban Indigenous population in Surrey
<ul style="list-style-type: none"> Growing trusted relationships with urban Indigenous community with staff engagement in Aboriginal agencies (FRAFCA, Awahsuk) 	Within Budget	<ul style="list-style-type: none"> Goal #4 More opportunities for learning between Indigenous organizations and non-Indigenous organizations
<ul style="list-style-type: none"> Increasing public awareness of Indigenous culture (incorporating Indigenous titles into book clubs, story times, booklists and book displays) 	Within Budget	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Helping to raise awareness of Indigenous topics with programming and displays (Orange Shirt Day displays, participation in National Indigenous Day event at Bridgeview Community Centre) 	Within Budget	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation Goal #36 Individuals have the opportunity to learn about the history of residential schools

<ul style="list-style-type: none"> Expanding access to Indigenous literature (looking at how Indigenous library materials are identified and how to make the collection more visible; created a separate budget for Children’s Indigenous materials; collecting children’s Indigenous materials that support and align with new curriculum First Nations Principals of Learning) 	<p>Within Budget</p>	<ul style="list-style-type: none"> Goal #19 Increase early literacy for Indigenous Children Goal #35 Greater Understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Promoting Indigenous collections (displays; booklists for children, teens and adults; storytime kits; drafting new Indigenous collection guidelines to support staff having a deeper understanding, sensitivity and awareness of this collection) 	<p>Within Budget</p>	<ul style="list-style-type: none"> Goal #19 Increase early literacy for Indigenous Children Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Participating in conversations about Indigenous topics through an active and ongoing library staff Aboriginal Working Group 	<p>Within Budget</p>	<ul style="list-style-type: none"> Goal #35 Greater Understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Connecting to Indigenous families with newborns – Aboriginal Read to Baby kits 	<p>Within Budget</p>	<ul style="list-style-type: none"> Goal #19 Increase early literacy for Indigenous Children Goal #24 Strengthen and expand programs and services that focus on Indigenous youth, children and young families
<ul style="list-style-type: none"> Creating more welcoming library spaces through additions of Indigenous content in early literacy programs and library spaces 	<p>Within Budget</p>	<ul style="list-style-type: none"> Goal #19 Increase early literacy for Indigenous Children Goal #24 Strengthen and expand programs and services that focus on Indigenous youth, children and young families
<ul style="list-style-type: none"> Committing to gaining a better understanding of history and Indigenous worldview (participating in Children’s Partnership; attending workshops including: “Truth and Reconciliation” report 	<p>Within Budget</p>	<ul style="list-style-type: none"> Goal #31 Service providers offering culturally appropriate programs and services

<p>recommendations by Canadian Federation of Library Associations at BC Library Association Conference, “Reconciliation Bootcamp, “Building Bridges Through Understanding,” “Reconciliation Through Indigenous Education” online course)</p>		<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Acknowledging traditional territory of local First Nations during library events 	<p>Within Budget</p>	<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<p>Projects or activities we could build on</p>		
<ul style="list-style-type: none"> • Expanding community awareness of Indigenous literature (expand the creation and distribution of Indigenous Read to Baby kits to Surrey families with newborns) • Building on existing Indigenous community outreach to Aboriginal agencies (expand staff engaging with FRAFCA, Little Eaglets, Kekinow) 	<p>\$7500</p>	<ul style="list-style-type: none"> • Goal #19 Increase early literacy for Indigenous Children • Goal #24 Strengthen and expand programs and services that focus on Indigenous youth, children and young families • Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<p>New opportunities / proposed projects</p>		
<ul style="list-style-type: none"> • Children’s Event Series featuring Indigenous Authors and Storytellers in library and community (school tours to library to meet Indigenous author & storyteller, and borrow Indigenous library materials) 	<p>\$20,000– \$30,000</p>	<ul style="list-style-type: none"> • Goal #19 Increase early literacy for Indigenous Children • Goal #24 Strengthen and expand programs and services that focus on Indigenous youth, children and young families
<ul style="list-style-type: none"> • Film screening events to initiate a series of dialogues about reconciliation (collaboration between National Film Board and Library and Archives of Canada) 	<p>\$3,000– \$5,000</p>	<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation

<ul style="list-style-type: none"> Indigenous Poet Laureate/Writer/Storyteller in Residence 	<p>\$10,000– \$20,000</p>	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
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Parks, Recreation and Culture: Community & Recreation Services

Key contacts: Daljit Gill-Badesha, Sherri Gosse, Jerome Thibaudeau

Activity	Budget Notes	All Our Relations Goal
What we are doing now		
<ul style="list-style-type: none"> The MYzone drop-in program provides support for children during the afterschool hours to reduce vulnerability to at-risk behaviour or victimization and to provide affordable and accessible opportunities for recreation and civic engagement. The MYzone program currently operates within the common rooms of two housing complexes managed by Kekinow Native Housing Society and will be expanding to a third location on November 20th, 2017 	<p>Within Budget for 2017</p>	<ul style="list-style-type: none"> Goal #24 Strengthen and expand programs and services that focus on Indigenous youth, children, and young families Goal #27 Increased Indigenous youth participation in sport
<ul style="list-style-type: none"> We offer “Recreation for Youth Passes” to Aboriginal youth between 13-18 years old through Kekinow Native Housing Society and All Nations Youth Safe House. Recreation for Youth Passes gives youth access to 4 free drop-in visits for free at any City of Surrey Recreation Centre. 	<p>1000 x \$13 per pass = \$13,000 value</p>	<ul style="list-style-type: none"> Goal #27 Increased Indigenous youth participation in sport
<ul style="list-style-type: none"> At Bridgeview Community Centre, we held Surrey’s first National Aboriginal Day in 2016 with approximately 1000 people in attendance. Due to the success of the event we worked more closely with the Local First 	<p>In 2017 the budget for NAD was \$30,000.</p>	<ul style="list-style-type: none"> Goal #5 More community partnerships, collaborations and connections between Indigenous and non-Indigenous organizations

<p>Nations and other supportive partners to host the second annual National Aboriginal Day in 2017, resulting in approximately 2000 people in attendance. The 2018 National Indigenous Peoples Day was held in Holland Park, and was a great success.</p> <ul style="list-style-type: none"> • With the success of the partnerships formed from these events there has been lots of interest in program growth and development. As such, we have been working more in partnership with FRAFCA and Kekinow Native Housing to offer more opportunities to the Indigenous Community within our centres. Including City staff involvement in Canoe Journey, strengthening understanding and relationships. 		<ul style="list-style-type: none"> • Goal #29 Increase the awareness of Indigenous programs and services available to Indigenous individuals and families • Goal #37 More First Nation and Métis cultural events and celebrations
<ul style="list-style-type: none"> • Working with Métis and Aboriginal Community Services to promote the Leisure Access Program (LAP) to ensure all low-income families and foster child in Surrey are given access to Recreation Services. 	<p>Within budget</p>	<ul style="list-style-type: none"> • Goal #24 Strengthen and expand programs and services that focus on Indigenous youth, children, and young families • Goal #27 Increased Indigenous youth participation in sport
<p>Projects or activities we could build on</p>		
<ul style="list-style-type: none"> • Opportunity to expand the MYzone program to additional Kekinow Native Housing Society complexes (Organization operates at 5 locations within Surrey) • Offer mobile programming from Surrey Museums within the Kekinow Native Housing Complexes 	<p>Budget required: \$20,970 per new MYzone location</p>	<ul style="list-style-type: none"> • Goal #24 Strengthen and expand programs and services that focus on Indigenous youth, children, and young families • Goal #27 Increased Indigenous youth participation in sport
<ul style="list-style-type: none"> • North Surrey Recreation Centre staff are currently working with the Newton Recreation Centre team and Kekinow Native Housing to plan a Pow Wow Style Cultural Sharing event, with plans to expand that to Chuck Bailey Recreation Centre with the Prince Charles Kekinow Native Housing in the near future. 	<p>\$1000</p>	<ul style="list-style-type: none"> • Goal #37 More First Nations and Métis cultural events in Surrey
<ul style="list-style-type: none"> • We are currently exploring the possibility of offering 	<p>\$200 per program</p>	<ul style="list-style-type: none"> • Goal #24 Strengthen and expand programs

<p>swim lesson and water safety programs to Indigenous persons, addressing the need for increased skills and knowledge as identified by statics from Drowning Prevention.</p>	<p>session</p>	<p>and services that focus on Indigenous youth, children and young families</p> <ul style="list-style-type: none"> • Goal #27 Increase Indigenous participation in sport
<ul style="list-style-type: none"> • We have been building our relationship with the Local First Nations, RCMP First Nations Policing and the Community Policing team, Kekinow Native Housing, Fraser Health Aboriginal Health, ISPARC, Métis Nation BC, FRAFCA, and many others to look at potential program offerings, community engagement and partnership opportunities to expand program offerings, events and activities for the Ingenious Communities. 	<p>Salaries: CSC1 20-35 hours/week \$35,000-\$55,000</p> <p>Supplies and Materials \$10,000</p>	<ul style="list-style-type: none"> • Goal #9 Policy and programs reflect the urban Indigenous community in Surrey
<p>New opportunities / proposed projects</p>		
<ul style="list-style-type: none"> • Offering Early Years programs and activities that are culturally relevant and inclusive in nature to the Indigenous Community 	<p>Included in CSC1 position listed above</p>	<ul style="list-style-type: none"> • Goal # 19 Increase literacy for Indigenous children
<ul style="list-style-type: none"> • Create more opportunity for cultural sharing events 	<p>Included in CSC1 position listed above</p>	<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation • Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
<ul style="list-style-type: none"> • Provide greater awareness for those working with the Indigenous Community around cultural protocol and best practice 	<p>Included in CSC1 position listed above</p>	<ul style="list-style-type: none"> • Goal #4 More opportunities for learning between Indigenous and non-Indigenous organizations • Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Identify needs or barriers for Indigenous youth to participate in recreation 	<p>Not within budget</p>	<ul style="list-style-type: none"> • Goal#24 Strengthen and expand programs and services that focus on Indigenous

	Estimate \$12,000	children, youth and young families • Goal #27 Increase Indigenous youth participation in sport
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Parks, Recreation and Culture: Cultural Services Division

Key contacts: Todd Ayote, Lynn Saffery, Ryan Gallagher, Liane Davison, Kent Galle, Mary Rukavina, Preeti Yadav

Activity	Budget Notes	All Our Relations Goal
What we are doing now		
<ul style="list-style-type: none"> Surrey Art Gallery makes verbal acknowledgement of Indigenous lands at the beginning of all public events, some events include representatives from local nations offering welcoming remarks, ceremonies, and/or songs (with paid compensation at CARFAC rates)(ongoing) 	Within budget	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Surrey Art Gallery includes written acknowledgement of Indigenous lands in each seasonal Program Guide (ongoing) <ul style="list-style-type: none"> 2017 Fall Program Guide’s feature essay “Entrusted to You” focuses on the Gallery’s Indigenous Contemporary Art Workshop and Indigenous artwork in the Gallery’s Permanent Collection and City’s Public Art Collection 	Within budget	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nations and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Since 1999, Surrey Art Gallery has offered a K-12 Indigenous Contemporary Art Workshop, as part of its School Programs in the classroom. An Indigenous artist-educator, as part of the Gallery’s education team, shares Indigenous artworks from the Gallery’s Permanent Collection and City’s Public Art Collection, 	Workshops run at capacity with waitlists. To meet needs of teachers and students, operating budget of \$50,000 for	<ul style="list-style-type: none"> Goal #24 Strengthen and expand programs and services that focus on Indigenous youth, children and young families Goal #31 Service providers offering culturally appropriate programs and services Goal #35 Greater understanding of First

<p>enhancing learning about Northwest Coast cultures and art making practices, and a hands-on workshop from the artist-educator’s own practice (ongoing)</p> <ul style="list-style-type: none"> ○ In 2017, two teacher guides were created to support the workshop, as well as additional resources including videos (available for free download online on website) 	<p>the Gallery’s Indigenous Art Specialist and Program is needed (funding requested since 2015)</p> <p>Guides and resources supported through grant funding</p>	<p>Nations and Métis experiences and opportunities to explore the meaning of reconciliation</p>
<ul style="list-style-type: none"> • Surrey Art Gallery’s recent knowledge sharing includes presentations in 2017 at the Lower Mainland Museum Educators conference, “Collaborating and Working with Indigenous Artists and Art Educators as Part of Our Team” and committee meeting “Surrey Art Gallery School Programs: Indigenous Contemporary Art Workshop K-12,” and profiling this working in the BC Museum Association 2016 Roundup publication through the essay “Listening to Artists and Audiences: Surrey Art Gallery’s Education and Engagement Programs” 	<p>Within budget</p>	<ul style="list-style-type: none"> • Goal #31 Service providers offering culturally appropriate programs and services • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Surrey Art Gallery’s recent learning and development includes Gallery curators attending SFU’s 2016 Coast Salish Protocols Panel Discussion. The Gallery’s Curator of Education and Engagement and Volunteer Program Coordinator are enrolled in UBC’s 2017 Reconciliation Through Indigenous Education course 	<p>Within budget</p>	<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Surrey Art Gallery’s programming of UrbanScreen in 2016, including Sonny Assu’s <i>1UP</i> exhibition led in part to the Gallery being awarded the Canadian Museum 		<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of

<p>Association's Outstanding Achievement in New Media and the BC Museum Association's Excellence in Community Engagement in 2017. Assu is an artist of the Ligwilda'xw (We Wai Kai) of the Kwakwaka'wakw nations</p>		<p>reconciliation</p>
<ul style="list-style-type: none"> • Surrey Art Gallery's 2017 exhibition <i>Ground Signals</i>, includes the work of several Indigenous artists, and is co-curated by artist Roxanne Charles. Charles is of Strait Salish and European descent and an active member of Semiahmoo Nation • Learning from the exhibition is enhanced by many programs including Family Sunday and Sound Thinking events, supported by several Indigenous artists and art educators. This exhibition also includes a residency with Peter Morin, a Tahltan Nation artist, curator, and writer • The 2017 UrbanScreen exhibition, <i>The Way In Which It Was Given To Us</i>, by Marianne Nicolson, artist of Scottish and Dzawada'enuxw First Nations descent, includes related events with Indigenous artists and writers 		<ul style="list-style-type: none"> • Goal #6 Identify and cultivate more Indigenous people to take on leadership roles within Indigenous and non-Indigenous organizations in Surrey • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Surrey Art Gallery's inclusion of more Indigenous artworks in its Permanent Collection (ongoing) 		<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Museum of Surrey hosted Métis Nation BC for a community event at the Museum in the summer of 2017. This will be an annual summer event 		<ul style="list-style-type: none"> • Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
<ul style="list-style-type: none"> • Museum of Surrey is working collaboratively with the Métis Nation BC to create a school program aimed at elementary aged children 		<ul style="list-style-type: none"> • Goal #31 Service providers offering culturally appropriate programs and services • Goal #35 Greater understanding of First Nation and Métis experiences and

		opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Surrey Canada Day includes a showcase of Indigenous art, culture and artist performances onsite. A First Nations welcome is also a big part of the opening ceremonies including Mayor and Council 		<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
<ul style="list-style-type: none"> Surrey Fusion Festival includes an Indigenous Village, where Indigenous arts, culture, music and food is celebrated and showcased. A First Nations welcome is also a part of the opening ceremonies. The Fusion Festival Committee includes a First Nations representative 		<ul style="list-style-type: none"> Goal #7 More Indigenous people serving as directors of community organizations, on city committees, and other boards Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
<ul style="list-style-type: none"> Surrey Public Art Program partners, develops and provides public art opportunities for Indigenous artists. Completed artworks installed in Surrey are featured on the City's public art collection website 	Budgets are on a per project basis and are not ongoing	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation Goal # 38 Combat negative stereotypes and discrimination in the city - Strategy: Create opportunities for visual representations of reconciliation
<ul style="list-style-type: none"> Surrey Civic Theatres and Surrey International Children's Festival makes verbal acknowledgement of Indigenous lands at the beginning of all public events, some events include representatives from local nations offering welcoming remarks, ceremonies, and/or songs (with paid compensation at SCT Guest Artist rates). 	Within budget	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation

(ongoing)		
<ul style="list-style-type: none"> Surrey Civic Theatres endeavours to include Indigenous programming in its ongoing Surrey Spectacular presentation series. Indigenous programming is included in the annual Culture Days event with paid compensation at SCT Guest Artist rates 	Within budget	<ul style="list-style-type: none"> Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
<ul style="list-style-type: none"> Surrey International Children’s Festival works with First Nations artists on an opening day welcome and blessing as well as programmed space within the Festival both onsite and as part of the ongoing professional performances offered at the Festival (with paid compensation at SICF Guest Artist rates) 	Within budget	<ul style="list-style-type: none"> Goal #24 Strengthen and expand programs and services that focus on Indigenous children, youth and families Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
Projects or activities we could build on		
<ul style="list-style-type: none"> Surrey Art Gallery knowledge sharing and learning and development (ongoing) 	Within budget	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Since 1999, Surrey Art Gallery has offered a K-12 Indigenous Contemporary Art Workshop, as part of its School Programs in the classroom. An Indigenous artist-educator, as part of the Gallery’s education team, shares Indigenous artworks from the Gallery’s Permanent Collection and City’s Public Art Collection, enhancing learning about Northwest Coast cultures and art making practices, and a hands-on workshop from the artist-educator’s own practice (ongoing) 	Workshops run at capacity with waitlists. To meet needs of teachers and students, operating budget of \$50,000 for the Gallery’s Indigenous Art Specialist and Program is needed (funding requested since 2015)	<ul style="list-style-type: none"> Goal #24 Strengthen and expand programs and services that focus on Indigenous children, youth and families Goal #31 Service providers offering culturally appropriate programs and services Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Afterschool Adventures – this is a program that the Museum does for underserved children in Cloverdale at 	New budget would be required to cover	<ul style="list-style-type: none"> Goal #24 Strengthen and expand programs and services that focus on Indigenous

<p>the Library. We would like to extend this program and offer it at Kekinow Native Housing and the Fraser Valley Aboriginal Friendship Center Association. Would occur once a month</p>	<p>staffing hours. Est. \$5000 annually</p>	<p>children, youth and families</p>
<ul style="list-style-type: none"> Opportunities are available to expand on activations and celebrations at Canada Day and Fusion Festival. Special Events would like to be able to book more high profile Indigenous musicians and dancers for the various event stages. Special Events would also like to hire a coordinator to help coordinate with the different Indigenous groups. We would like to continue to support the urban Indigenous community by providing additional resources to activate our site with more cultural displays that feature their culture and arts 	<p>New Budget: \$20,000</p>	<ul style="list-style-type: none"> Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
<ul style="list-style-type: none"> Surrey Public Art Program recommends commissioning artwork by Indigenous artists for all Civic Facilities, and the Surrey Art Gallery to purposefully commission artworks for its permanent collection 	<p>An issue paper for the 2018 budget recommends an initial investment of \$50,000 for several artworks</p>	<ul style="list-style-type: none"> Goal #38 Combat negative stereotypes and discrimination in the city (Create opportunities for visual representations of reconciliation)
<ul style="list-style-type: none"> Surrey International Children’s Festival is in process of expanding its Indigenous programming through outreach to the local Indigenous community and cultivation of existing and new partnerships for the 2018 Festival 	<p>Within budget</p>	<ul style="list-style-type: none"> Goal #24 Strengthen and expand programs and services that focus on Indigenous children, youth and families Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
<p>New opportunities / proposed projects</p>		
<ul style="list-style-type: none"> Surrey Art Gallery knowledge sharing and learning and development (ongoing) 	<p>Within budget</p>	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation

<ul style="list-style-type: none"> • Young Adult Artist Mentorship Program Pilot developed through best practices in North America and team meetings with young adult and mentoring artists, including Indigenous artists and members of local nations 	<p>One-time grant funding (Canada Council, BC Arts Council, Vancouver Foundation, Michaëlle Jean Foundation, and Heritage Canada YCWs funding). \$30,000 needed as demonstration of funding contribution for YCW grants</p>	<ul style="list-style-type: none"> • Goal #15 More youth participating in education and training that leads to employment • Goal #24 Strengthen and expand programs and services that focus on Indigenous children, youth and families
<ul style="list-style-type: none"> • Invite members from the urban Indigenous communities in Surrey to sit on the Museum’s Community Advisory Board 	<p>Within budget</p>	<ul style="list-style-type: none"> • Goal #7 More Indigenous people serving as directors of community organizations, on city committees, and other boards
<ul style="list-style-type: none"> • Integrate urban Indigenous practices, celebrations and input in the new Indigenous Hall (completion Aug 2018) 	<p>Within budget</p>	<ul style="list-style-type: none"> • Goal #31 Service providers offering culturally appropriate programs and services • Goal #36 Individuals have the opportunity to learn about the history of residential schools
<ul style="list-style-type: none"> • Create an offsite edukit about the Urban Indigenous community in Surrey in collaboration with the community. This would be offered to Surrey teachers on a three week loan. 	<p>Within budget</p>	<ul style="list-style-type: none"> • Goal #24 Strengthen and expand programs and services that focus on Indigenous children, youth and families • Goal #31 Service providers offering culturally appropriate programs and services
<ul style="list-style-type: none"> • Host workshops for local businesses, teachers, and the general public held by reconciliation experts on the history of residential schools and their continued impact on Indigenous peoples. Provide an open, honest and safe space for learning 		<ul style="list-style-type: none"> • Goal #31 Service providers offering culturally appropriate programs and services • Goal #36 Individuals have the opportunity to learn about the history of residential schools
<ul style="list-style-type: none"> • Hold an Indigenous summer demonstration series in 2019 and beyond, where each week there will be 		<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nation and Métis experiences and

<p>demonstrations in the Museum’s lobby or other public spaces where Indigenous artists can create work and interact with the public</p>		<p>opportunities to explore the meaning of reconciliation</p>
<ul style="list-style-type: none"> • Dedicate space within the permanent galleries (not within the Indigenous Hall, which focuses on the territorial nations) to have a display about the urban Indigenous community in Surrey – who they are, where they’ve moved from, statistics on population density, etc. Work closely with the Urban Indigenous community to create this display 		<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Apply for a Young Canada Works grant to have an Urban Indigenous student work with the Museum on many of these projects 	<p>All within budget except may need extra budget to supplement YCW grant. Aprox \$3000</p>	<ul style="list-style-type: none"> • Goal #6 Identify and cultivate more Indigenous people to take on leadership roles within Indigenous and non-Indigenous organizations in Surrey • Goal #15 More youth participating in education and training that leads to employment
<ul style="list-style-type: none"> • Opportunities exist to showcase Indigenous arts and culture at Surrey’s Party for the Planet, as well as incorporate a First Nations welcome in the official ceremonies with Mayor and Council 	<p>New Budget: \$10,000</p>	<ul style="list-style-type: none"> • Goal #37 More First Nation and Métis cultural events and celebrations in Surrey
<ul style="list-style-type: none"> • Both Surrey Civic Theatres and Surrey International Children’s Festival have platforms for performance and educational programming which could serve to benefit the community. Further discussions and proposals on potential programming in these areas would be welcome 	<p>Within budget New Budget would be TBC – programming dependant</p>	<ul style="list-style-type: none"> • Goal #24 Strengthen and expand programs and services that focus on Indigenous children, youth and families • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • The PRC 10 Year strategic Plan recommends creating new spaces for Indigenous ceremony and use 	<p>Proposed for the capital plan</p>	<ul style="list-style-type: none"> • Goal #10 Indigenize public spaces • Goal #37 More First Nation and Métis cultural events and celebrations in Surrey:

		Participate in other cultural events and celebrations as requested
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Parks, Recreation and Culture: Parks Division

Key contacts: Ted Uhrich, Neal Aven

Activity	Budget Notes	All Our Relations Goal
What we are doing now		
<ul style="list-style-type: none"> • Forwarding Initiatives within the Parks, Recreation and Culture 10 Year Strategic Plan to: <ul style="list-style-type: none"> ○ Collaborate with Local First Nations and Indigenous leadership in the development of parkland ○ Increase the visibility of traditional Coast Salish place names in Surrey ○ Incorporate Indigenous perspectives into policy, programming and planning ○ Support public awareness and education regarding Indigenous reconciliation ○ Deliver staff inclusion training 	Within Budget	<ul style="list-style-type: none"> • Goal #10 Indigenize public spaces • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Including Indigenous stories and content in Surrey Nature Centre programming (e.g. traditional uses of local plants); incorporating First Peoples Principles of Learning and using authentic resources from the First Nations Education Steering Committee 	Within Budget	<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Acknowledging that programming takes place on unceded traditional territories 	Within Budget	<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of

		reconciliation
<ul style="list-style-type: none"> • Providing tree logs and boughs to First Nations to be used to make totem poles, carvings and ceremony purposes on a demand basis 	Within Budget	<ul style="list-style-type: none"> • Goal #10 Indigenize public spaces
Projects or activities we could build on		
<ul style="list-style-type: none"> • Seek out Indigenous performers to join programming/music series 	Within Budget	<ul style="list-style-type: none"> • Goal # 37 More First Nation and Métis cultural events and celebrations in Surrey
<ul style="list-style-type: none"> • Surrey has ongoing park programming through Nature Matters, Partners in Parks and the Surrey Nature Centre. Increased programming related to Indigenous culture could be developed with a specific focus on youth involvement 	Within Budget	<ul style="list-style-type: none"> • Goal #24 Strengthen and expand programs and services that focus on Indigenous children, youth and families
<ul style="list-style-type: none"> • Surrey is well known for its outdoor sport facilities and opportunities. There are many successful examples of communities supporting Indigenous sport teams, leagues or associations 	Within Budget	<ul style="list-style-type: none"> • Goal #27 Increase youth participation in sport
<ul style="list-style-type: none"> • Expand Indigenous content/information as part of Surrey Nature Centre & Urban Forestry programs (e.g., cedar weaving) 	Within Budget	<ul style="list-style-type: none"> • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> • Build ongoing relationships and partnerships: <ul style="list-style-type: none"> ○ Partner with FRAFCA’s Early Years Coordinator to collaborate on Nature Preschool and field trips for their programs ○ Build relationship with SD36 Aboriginal Helping Teacher and FRAFCA to develop and deliver teacher workshops ○ Build relationship between FRAFCA youth group & Surrey Youth Stewardship Squad ○ Support WRAParound project for youth by providing stewardship projects. 	Within Budget	<ul style="list-style-type: none"> • Goal #5 –More community partnerships, collaboration and more connections between Indigenous and non-Indigenous organizations. • Goal #24 Strengthen and expand programs and services that focus on Indigenous children, youth and young families

<ul style="list-style-type: none"> ○ Increase connection & presence of UFS & SNC at Aboriginal Day for relationship building. ○ Visit Myzone in Kekinow Housing to deliver nature-based activities and support them in stewardship activities 		
<ul style="list-style-type: none"> ● Encourage Indigenous youth to join nature-based volunteer and work experience programs (Surrey Youth Stewardship Squad, SNAP, work experience students) through targeted outreach and recruitment to school and community agencies. Include a priority spot for an Indigenous student to be hired in the SNAP program 	<p>Within Budget</p>	<ul style="list-style-type: none"> ● Goal #15 More youth participating in education and training that leads to employment ● Goal #18 Strengthen and expand culturally sensitive programs and services that support Indigenous youth to graduate from high school ● Goal #30 More Indigenous people hired to work in non-Indigenous service organizations
<ul style="list-style-type: none"> ● Increase staff awareness of Indigenous culture, experience, and challenges through education (e.g. Pro-D training, conferences, MOOCs) 	<p>Within Budget</p>	<ul style="list-style-type: none"> ● Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> ● Provide space for Indigenous community gatherings at SNC 	<p>Within Budget</p>	<ul style="list-style-type: none"> ● Goal #31 Service providers offering culturally appropriate programs and services
<ul style="list-style-type: none"> ● Include information about history, land use and place names of Indigenous people in Surrey in park interpretive signage, walks and other park programming 	<p>Within Budget</p>	<ul style="list-style-type: none"> ● Goal #10 Indigenize public spaces
<ul style="list-style-type: none"> ● Partner with Heritage Services on program development to include Indigenous knowledge 	<p>Within Budget</p>	<ul style="list-style-type: none"> ● Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<p>New opportunities / proposed projects</p>		
<ul style="list-style-type: none"> ● Create an annual event that highlights collaboration and partnership 	<p>New Budget - \$75K</p>	<ul style="list-style-type: none"> ● Goal #37 More First Nation and Métis cultural events and celebrations in Surrey.

<ul style="list-style-type: none"> Collaborate on the planning and design of the Nicomekl Riverfront Study 	Within Budget	<ul style="list-style-type: none"> Goal #10 Indigenize public spaces
<ul style="list-style-type: none"> Collaborate on the planning and design of a future urban park in City Centre, Guildford TC or Newton TC 	Within Budget	<ul style="list-style-type: none"> Goal #10 Indigenize public spaces
<ul style="list-style-type: none"> Name a new park in Surrey utilizing traditional Coast Salish place names 	Within Budget	<ul style="list-style-type: none"> Goal #10 Indigenize public spaces
<ul style="list-style-type: none"> Develop Indigenous interpretive signage at an appropriate park site in Surrey 	New Budget - \$20K	<ul style="list-style-type: none"> Goal #10 Indigenize public spaces
<ul style="list-style-type: none"> Build healing garden or Indigenous plant garden for shared community use at Surrey Nature Centre. Include in upcoming SNC plaza redevelopment 	New budget - \$20K	<ul style="list-style-type: none"> Goal #10 Indigenize public spaces Goal #32 Build an appropriate space (or spaces) for the Aboriginal community to gather.
<ul style="list-style-type: none"> Seek an Indigenous community member (e.g. post-secondary co-op student) to join Urban Forestry staff team, to develop and lead nature-based educational programming 	New budget - \$20K	<ul style="list-style-type: none"> Goal #30 More Indigenous people hired to work in non-Indigenous service organization.
<ul style="list-style-type: none"> Explore opportunities for allowing foraging of traditional plants in Surrey parks, and/or public educational programming related to foraging 	New budget - \$10K	<ul style="list-style-type: none"> Goal #9 Policy and programs reflect the Urban Indigenous community in Surrey.
<ul style="list-style-type: none"> Invite Indigenous representatives to existing advisory committees (GTUFAC, SAUFAC) 	Within Budget	<ul style="list-style-type: none"> Goal #7 More Indigenous people serving as directors of community organizations, on city committees, and other boards
<ul style="list-style-type: none"> Explore opportunities to showcase Indigenous art at Surrey Nature Centre 	Within Budget	<ul style="list-style-type: none"> Goal #10 Indigenize public spaces
<ul style="list-style-type: none"> Explore incorporating emphasis of traditional plants in native restoration planting in natural areas 	Within Budget	<ul style="list-style-type: none"> Goal # 10 Indigenize public spaces
<ul style="list-style-type: none"> Work with First Nations to share information on culturally modified trees identified at Elgin Heritage Park 	Within Budget	<ul style="list-style-type: none"> Goal # 10 Indigenize public spaces

City of Surrey: Human Resources

Key contacts: Joey Brar

Activity	Budget Notes	All Our Relations Goal
What we are doing now		
<ul style="list-style-type: none"> Human Resources staff met with the Leadership Committee to confirm an appropriate celebration format for Orange Shirt Day (ongoing) 	Within budget	<ul style="list-style-type: none"> Goal #36 Individuals have the opportunity to learn about the history of residential schools.
<ul style="list-style-type: none"> The City's Emerging Leaders Program developed a program that provides employment opportunities for members of three under-represented groups, including Indigenous people 	Within budget	<ul style="list-style-type: none"> Goal #14 Increase opportunities for career progression (Low wage to higher wage)
<ul style="list-style-type: none"> An event posting on the City's intranet was created and a communication was distributed to educated staff about Louis Riel Day (ongoing) 	Within budget	<ul style="list-style-type: none"> Goal #37 More First Nation and Métis cultural events and celebrations in Surrey.
<ul style="list-style-type: none"> The City hosted an Orange Shirt Day event, created a display, and introduced a trivia contest to educate staff about the history of the residential school system and Indigenous people in Surrey (ongoing) 	\$600 new budget for honourariums	<ul style="list-style-type: none"> Goal #36 Individuals have the opportunity to learn about the history of residential schools.
<ul style="list-style-type: none"> Updated staff on the City's Respectful Workplace and Human Rights Policies through City Essentials. Both policies were updated in 2017 to expand their inclusive language (ongoing) 	Within budget	<ul style="list-style-type: none"> Goal #38 Combat negative stereotypes and discrimination in the city
<ul style="list-style-type: none"> The City created a display for National Aboriginal Day and Orange Shirt Day to educate staff about Indigenous people in Surrey and the City's commitment to reconciliation (ongoing) 	Within budget	<ul style="list-style-type: none"> Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
<ul style="list-style-type: none"> Enhanced content on www.surrey.ca/careers with photos from staff inclusion events, including Orange Shirt Day, to highlight the City's commitment to 	Within budget	<ul style="list-style-type: none"> Goal #38 Combat negative stereotypes and discrimination in the city

diversity (ongoing)		
Projects or activities we could build on		
<ul style="list-style-type: none"> • Create a display for Louis Riel Day to be featured in the City Hall atrium, as part of the City's Staff Inclusion Events • Add Louis Riel Day to the City's Staff Inclusion Calendar 	Within budget	<ul style="list-style-type: none"> • Goal #37 More First Nation and Métis cultural events and celebrations in Surrey • Goal #35 Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation
New opportunities / proposed projects		
<ul style="list-style-type: none"> • Pilot the program that was developed by the City's Emerging Leaders Program to provide employment opportunities for members of three under-represented groups, including Indigenous people 	Within budget	<ul style="list-style-type: none"> • Goal #14 Increase opportunities for career progression (Low wage to higher wage)
<ul style="list-style-type: none"> • Review all job class specifications and identify any barriers related to employment 	Within budget	<ul style="list-style-type: none"> • Goal #14 Increase opportunities for career progression (Low wage to higher wage)

City of Surrey: Engineering

Key Contacts: Jeff Arason and Shabnem Afzal

Activity	Budget Notes	All Our Relations Goal
What we are doing now		
<ul style="list-style-type: none"> • Developing municipal type servicing agreements for the provision of sanitary sewer and water to support the existing residents on the Semiahmoo First Nation lands. 	None. All costs related to servicing are to be covered by the Semiahmoo First Nation	

New opportunities / proposed projects		
<ul style="list-style-type: none">• Seek to retain urban Indigenous people in entry level/summer positions. Work with Human Resources to identify suitable positions.	Within budget	<ul style="list-style-type: none">• Goal #14 Increase opportunities for career progression (Low wage to higher wage)
<ul style="list-style-type: none">• Explore the possibility of a project focused on road safety and the Urban Indigenous population (in response to the significantly higher proportion of traffic-related fatalities among Indigenous people.)	Funding opportunity to be identified	<ul style="list-style-type: none">• Goals #22 and #23: Improve the physical safety of Indigenous women and youth



Surrey Urban Indigenous Leadership Committee (SUILC)

Comments on City of Surrey Alignment with *All Our Relations*

The Surrey Urban Indigenous Leadership Committee would like to thank Council for directing staff to consider their departmental initiatives in light of the *All Our Relations Social Innovation Strategy*. We have set out an ambitious vision for the future and we welcome the City’s support as we set out on our shared journey of reconciliation.

As part of the review, City staff presented their ideas to our Committee over 2017/2018. We were honoured to learn about their current work on behalf of urban Indigenous people and their plans for the future. We provided our feedback which was graciously received.

Overall we were very encouraged by the enthusiasm of City staff. We were impressed with their personal commitment to reconciliation. We were excited by many of the substantial ideas for new initiatives. In light of this, we humbly offer the following suggestions that would require Council direction to implement across City departments:

Reconciliation

- Work toward developing an overarching reconciliation framework that clarifies the City’s relationship to both the land-based First Nations, the Métis Nation and the urban Indigenous community in Surrey.
- Encourage periodic (annual or biannual) reporting by staff to Council on actions taken by City Departments to implement the goals of the All Our Relations Strategy.

Support of SUILC

- Continue to provide in-kind staff and other supports to the Surrey Urban Indigenous Leadership Committee.

City Committees

- Create a process to facilitate and support Indigenous representation on existing advisory committees. Track the number of Indigenous people serving on advisory committees.

City Staff

- Provide the opportunity for all staff to take training to become more aware of Indigenous history and culture and better equipped to support Indigenous colleagues and community. Track the number of City staff that have completed approved training.
- Create a process for HR to gather voluntary information on City staff demographics in an effort to understand the City's successes and gaps in having a diverse workforce, including Indigenous employees. Through this process, track the number of City staff that self-identify as Indigenous, and consider setting a corporate target for employing Indigenous people across job classifications.

Grants & Funding

- Link priorities in the All Our Relations Strategy to City grants programs. Track grants made to Indigenous agencies and/or projects that implement recommendations of the All Our Relations Strategy.
- Commit to exploring with the Vancouver Foundation the establishment of a new Surrey Urban Indigenous Culture & Community Fund that the SUILC would manage expressly for planning, promoting, supporting, or implementing activities that strengthen the urban Indigenous community and share Indigenous culture with Surrey residents in the spirit of reconciliation.

Initiatives

- Support land acquisition for an urban Indigenous hub. Currently, SUILC is exploring options to develop a physical space for the Indigenous community that could function as a community gathering space while provide a range of social services (including housing) all under one roof. The new refugee service/housing complex (Welcome House) owned and operated by the Immigrant Services Society of BC in Vancouver is a model that we would like to replicate for urban Indigenous people in Surrey. We believe we have the mix of services and funding contracts that could sustain an Indigenous hub but the missing link is the land.

- Support the SUILC to engage the RCMP, Public Safety, and other relevant agencies in an appropriate manner to address the public safety concerns of urban Indigenous residents.

In closing, we would like to point out that this exercise mandated by Council has already encouraged a more collaborative relationship with City departments. For example, we are actively planning an Indigenous film series with Surrey Libraries that will run later in 2018/2019. This is just one example of how Council's continued support and encouragement is facilitating and expediting reconciliation across the city. For this we say: *All Our Relations*.