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July 18, 2019

File No.: 0400-30 MIRR  
3070-30 MIRR

Honourable Scott Fraser  
Minister of Indigenous Relations and Reconciliation  
Box 9151 Stn Prov Govt  
Victoria, B.C. V8W 9E2

Via email: [IRR.Minister@gov.bc.ca](mailto:IRR.Minister@gov.bc.ca)

Dear Minister Fraser:

**Re: Islands Trust Reconciliation & First Nations Engagement**

Thank you for meeting with Islands Trust representatives and myself during the 2018 Union of British Columbia Municipalities meeting, and for providing a copy of the Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples in your letter of October 31, 2018.

We have taken time since your correspondence to reflect and carefully review the Draft Principles and over that time looked at how the Islands Trust can ensure it is supporting these principles and the mandate of the government to advance recognition and reconciliation now and into the future. Over the past year we reviewed how the work we do supports and can be guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Truth and Reconciliation (TRC) Calls to Action, and also by the National Inquiry Calls for Justice.

This year, the Islands Trust Council has undertaken the following:

- March 14, 2019, unanimously adopted the Islands Trust Reconciliation Declaration (attached); and
- June 19, 2019, unanimously adopted the Islands Trust Reconciliation Action Plan (RAPlan) 2019-2022 (attached).

We seek to prioritize and undertake concrete steps to work collaboratively with First Nations within the Islands Trust Area to inform our mandate to preserve and protect the area for all British Columbians. We have a mandate to preserve and protect the islands and waters of the Islands Trust Area and we must do better to ensure that all that we do is informed and guided by First Nations communities and Indigenous knowledge. First Nations communities have expressed to Islands Trust Council the requirement for our agency to educate and inform our constituents on recognition and reconciliation, as well as ensure our policies and processes are informed through meaningful First Nations engagement.

We are at a critical juncture in which we must respond and communicate the importance of this area to all levels of government and all British Columbians. The Islands Trust Council Reconciliation Action Plan outlines key steps to engage and work collaboratively with First Nations and Coast Salish Peoples within the Islands Trust Area to preserve and protect cultural and sacred areas, create cultural

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competency for our staff and elected officials, and review how we engage First Nations.

The Islands Trust Council also began work towards amending the Islands Trust Policy Statement. We have developed an engagement plan for community and meaningful First Nations engagement regarding these potential amendments. The engagement process will ensure First Nations government and community inform the Policy Statement since previous amendments were not inclusive of recognition or reconciliation. To fulfil the mandate of UNDRIP and the Draft Principles with Indigenous Peoples, Islands Trust Council undertakes this central work to amend the Islands Trust Policy Statement and strengthen the mandate to preserve and protect this vital area so important to Coast Salish Peoples.

The Islands Trust Council seeks funding and guidance from MIRR to assist in the implementation of the Reconciliation Action Plan 2019-2022 to foster dialogue, work collaboratively, and to meaningfully engage with First Nations and community within the Islands Trust Area. We would direct provincial funding towards outreach to over 30 First Nations within the Islands Trust Area. We would welcome a meeting with you or ministry staff to discuss ways of implementing this mandate and to share related initiatives with local, regional, and government agencies.

Thank you for your attention to this matter.

Yours sincerely,



Peter Luckham  
Chair, Islands Trust Council  
[pluckham@islandstrust.bc.ca](mailto:pluckham@islandstrust.bc.ca)

Attachments:

1. Islands Trust Reconciliation Declaration
2. Islands Trust Reconciliation Action Plan (RAPlan) 2019-2022

cc: BOKÉCEN (Pauquachin) First Nation  
Cowichan Tribes  
Halalt First Nation  
Homalco First Nation  
Klahoose First Nation  
K'ómoks First Nation  
Lake Cowichan First Nation  
Lekwungen (Songhees) Nation  
Lyackson First Nation  
MÁLEXEŁ (Malahat) Nation  
Penelakut Tribe  
Qualicum First Nation  
Scia'new (Beecher Bay) First Nation  
SEMYOME (Semiahmoo) First Nation  
shíshálh First Nation  
Snuneymuxw First Nation  
Skwxwú7mesh (Squamish) Nation  
Snaw-naw-as (Nanoose) First Nation  
SÁÚTW (Tsawout) First Nation  
Stz'uminus First Nation  
SXIMEŁEŁ (Esquimalt) Nation  
Tla'amin (Sliammon) Nation

Tsawwassen First Nation  
Tseil-Waututh Nation  
T'Sou-ke Nation  
Wei Wai Kum (Campbell River) First Nation  
We Wai Kai (Cape Mudge) First Nation  
WJOŁEŁP (Tsartlip) First Nation  
WSIKEM (Tseycum) First Nation  
x"məθk"əyəm Musqueam  
Hul'qumi'num Treaty Group  
Laich-kwil-tach Treaty Society  
Nanwakolas Council  
Naut'sa mawt Tribal  
Te'mexw Treaty Association  
First Nations Leadership Council

- BC Assembly of First Nations
- First Nations Summit
- Union of BC Indian Chiefs

Minister of Municipal Affairs & Housing  
Bowen Island Municipal Council  
Islands Trust Trustees  
Islands Trust Website



## Islands Trust

*The Islands Trust Council acknowledges that the lands and waters that encompass the Islands Trust Area have been home to Indigenous peoples since time immemorial and honours the rich history, stewardship, and cultural heritage that embody this place we all call home.*

*The Islands Trust Council is committed to establishing and maintaining mutually respectful relationships between Indigenous and non-Indigenous peoples. Islands Trust states a commitment to Reconciliation with the understanding that this commitment is a long-term relationship-building and healing process.*

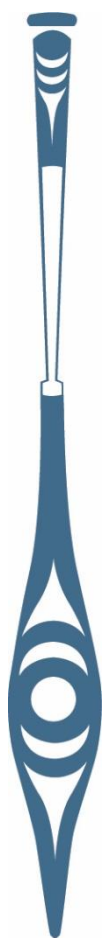
*The Islands Trust Council will strive to create opportunities for knowledge-sharing and understanding as people come together to preserve and protect the special nature of the islands within the Salish Sea.*

*Adopted: March 14, 2019 Trust Council on Gabriola Island*



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*Reconciliation Action Plan*  
2019 – 2022





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### *Statement from Trust Council*

On March 14, 2019, Trust Council, on Gabriola Island, unanimously passed the Reconciliation Declaration:



*The Islands Trust Council acknowledges that the lands and waters that encompass the Islands Trust Area have been home to Indigenous peoples since time immemorial and honours the rich history, stewardship, and cultural heritage that embody this place we all call home.*

*The Islands Trust Council is committed to establishing and maintaining mutually respectful relationships between Indigenous and non-Indigenous peoples. Islands Trust states a commitment to Reconciliation with the understanding that this commitment is a long-term relationship-building and healing process.*

*The Islands Trust Council will strive to create opportunities for knowledge-sharing and understanding as people come together to preserve and protect the special nature of the islands within the Salish Sea.*

*Adopted: March 14, 2019 Trust Council on Gabriola Island*

This historic declaration acknowledged the presence of Indigenous peoples within the Islands Trust Area since time immemorial; committed to the processes and policies of reconciliation; and set the stage for the Islands Trust to strive to reach those goals. The declaration provides a narrative document that underpins the efforts and dialogue for reconciliation into the future, and helps define the intent to support the work that will be undertaken at all levels of the organization, within the community, and with other agencies toward the work of reconciliation.

The following Reconciliation Action Plan (RAPlan) will outline ways to support the Reconciliation Declaration in the years to come.

### *Acknowledgement*

The Islands Trust acknowledges the traditional and treaty territories of the Coast Salish Peoples, on whose lands and waters the Islands Trust works and lives.

### *Terminology*

The terms Aboriginal, Indigenous, First Nations, status and non-status, Nation, band, membership, et al. are used interchangeably throughout this document, according to context. Aboriginal is used in the context of historical legal terminology. Terms used are not exclusive and do not encompass or describe the rich history, culture, language, or protocol that is the depth of Indigenous law, naming, place,



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knowledge, peoples and/or traditional ways of knowing. Islands Trust acknowledges that its understanding and knowledge base is limited and that this is a living document subject to change and learning and will be informed and made aware by Indigenous perspectives and interests into the future.

### *Introduction*

The Islands Trust strives to be a progressive and thoughtful organization that from its creation in 1974 has attempted to uphold and govern based on the principles of the *Islands Trust Act* to preserve and protect the unique amenities and environment of the lands and waters of the Salish Sea. The Islands Trust Area boundaries reside within Coast Salish territory. First Nations have a vital, long-standing and future-looking interest in the environment of their traditional territories and treaty lands. Indigenous people used and occupied the various islands located within the Islands Trust Area for all time and maintain rights and title over their territories. First Nations have always maintained a holistic vision for their territories and treaty lands that encompass the Salish Sea. First Nations express concerns related to loss of access to resources, concerns about pressures on ecosystems, and opportunities and issues related to ecosystem recovery and sustainability.

Islands Trust supports Reconciliation, including engagement and education within the community as part of a larger Canada-wide Reconciliation process. Reconciliation requires a fundamental re-imagining and reframing of the individual and collective relationships we hold with Indigenous and non-Indigenous people based upon our shared history - a process that will span multiple generations.

Islands Trust confirms a foundation for intergovernmental cooperation and mutual support to work collaboratively towards respective community goals and objectives with First Nations and the Indigenous community. Through future protocol agreements and MOUs, Islands Trust hopes to establish processes to share information and engage government to government on matters of shared community interest with First Nations.

### *Vision*

Islands Trust bodies seek to support and preserve relationships that will create vibrant communities working together for the protection of the islands and waters for all through policies, processes, and governance models.

### *Guiding Principles*

This Islands Trust Reconciliation Action Plan is based on the following principles:

#### [Islands Trust First Nations Engagement Principles Policy](#)

- Policy F.4.c: commit to supporting the development of a Reconciliation Action Plan.

#### [Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples](#) (relevant Principles)

- 2. The Province of British Columbia recognizes that reconciliation is a fundamental purpose of section 35 of the *Constitution Act, 1982*.
- 3. The Province of British Columbia recognizes that the honour of the Crown guides the conduct of the Crown in all of its dealings with Indigenous peoples.



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- 5. The Province of British Columbia recognizes that treaties, agreements, and other constructive arrangements between Indigenous peoples and the Crown have been and are intended to be acts of reconciliation based on mutual recognition and respect.
- 9. The Province of British Columbia recognizes that reconciliation is an ongoing process that occurs in the context of evolving Crown-Indigenous relationships.
- 10. The Province of British Columbia recognizes that a distinctions-based approach is needed to ensure that the unique rights, interests and circumstances of Indigenous peoples in B.C. are acknowledged, affirmed, and implemented.

[United Nations Declaration on the Rights of Indigenous Peoples \(relevant Articles\)](#)

- Article 8
  - 1. Indigenous peoples and individuals have the right not to be subjected to forced assimilation or destruction of their culture.
  - 2. States shall provide effective mechanisms for prevention of, and redress for:
    - (a) Any action which has the aim or effect of depriving them of their integrity as distinct peoples, or of their cultural values or ethnic identities;
    - (b) Any action which has the aim or effect of dispossessing them of their lands, territories or resources;
    - (c) Any form of forced population transfer which has the aim or effect of violating or undermining any of their rights;
    - (d) Any form of forced assimilation or integration;
    - (e) Any form of propaganda designed to promote or incite racial or ethnic discrimination directed against them.
- Article 11
  - 1. Indigenous peoples have the right to practise and revitalize their cultural traditions and customs. This includes the right to maintain, protect and develop the past, present and future manifestations of their cultures, such as archaeological and historical sites, artefacts, designs, ceremonies, technologies and visual and performing arts and literature.
  - 2. States shall provide redress through effective mechanisms, which may include restitution, developed in conjunction with indigenous peoples, with respect to their cultural, intellectual, religious and spiritual property taken without their free, prior and informed consent or in violation of their laws, traditions and customs.
- Article 19
  - States shall consult and cooperate in good faith with the indigenous peoples concerned through their own representative institutions in order to obtain their free, prior and informed consent before adopting and implementing legislative or administrative measures that may affect them.
- Article 27
  - States shall establish and implement, in conjunction with indigenous peoples concerned, a fair, independent, impartial, open and transparent process, giving due recognition to indigenous peoples' laws, traditions, customs and land tenure systems, to recognize and adjudicate the rights of indigenous peoples pertaining to their lands, territories and resources, including those which were traditionally owned or otherwise occupied or used. Indigenous peoples shall have the right to participate in this process.
- Article 29
  - 1. Indigenous peoples have the right to the conservation and protection of the environment and the productive capacity of their lands or territories and resources. States shall establish and



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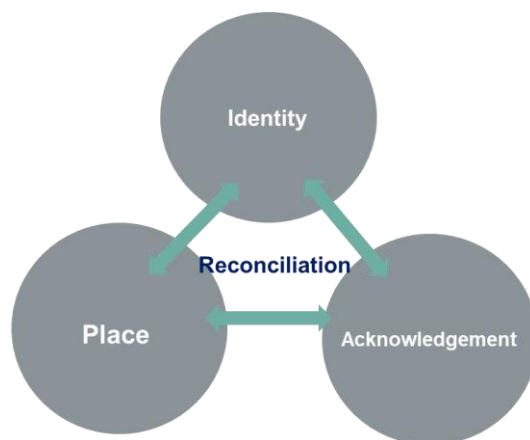
- implement assistance programmes for indigenous peoples for such conservation and protection, without discrimination.
- 2. States shall take effective measures to ensure that no storage or disposal of hazardous materials shall take place in the lands or territories of indigenous peoples without their free, prior and informed consent.
  - 3. States shall also take effective measures to ensure, as needed, that programmes for monitoring, maintaining and restoring the health of indigenous peoples, as developed and implemented by the peoples affected by such materials, are duly implemented.
- Article 32
    - 1. Indigenous peoples have the right to determine and develop priorities and strategies for the development or use of their lands or territories and other resources.
    - 2. States shall consult and cooperate in good faith with the indigenous peoples concerned through their own representative institutions in order to obtain their free and informed consent prior to the approval of any project affecting their lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water or other resources.
    - 3. States shall provide effective mechanisms for just and fair redress for any such activities, and appropriate measures shall be taken to mitigate adverse environmental, economic, social, cultural or spiritual impact.

[Truth and Reconciliation Commission: Calls to Action \(relevant Calls to Action\)](#)

- #47: We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and *terra nullius*, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.
- #57: We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

### *The Branches of the Reconciliation Action Plan*

The components of reconciliation support each other and link to the guiding principles that form the basis of this RAPlan:



- Identity – learning about identity is based on the principles of Coast Salish and Indigenous introductions in which people begin by saying “who they are, and where they come from”. This connects a person to place, and acknowledges their heritage and name, the history of their family, and the importance of their lineage. It is also based on the principles that when we learn about ourselves we are more open to understanding and learning about others. Realizing that change and awareness comes from within and that strategies and materials must help people identify themselves and others and to develop skills to facilitate change within their society and community through the process of knowing who they are.

This component recognizes:

- Draft Principles of BC #3
  - TRC #47
- Place – In this place we all call home we recognize the need for respect and commit to caring for this place through processes of reconciliation, relationship building, and healing. We also recognize that as a federation of local governments guided by legislation and policy, Islands Trust works in cooperation with First Nations, other government bodies, organizations, communities, and people. The jurisdiction of Islands Trust covers islands and waters that have been home to Indigenous peoples since time immemorial and that over time the understanding of legislation, acts, and policy and have changed, and will change over time. Case law, UNDRIP, TRC, and other decisions, amendments, and commitments by government and society as a whole have and will change and shape the past, present, and future understanding of nation to nation, government to government, and individual to individual interactions.



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In review of its role, Islands Trust recognizes that the following components apply to the organization in relation to lands and waters under its jurisdiction:

- Islands Trust First Nations Engagement Plan policy F.4.c.
  - Draft Principles of BC #2
  - UNDRIP Article 11
  - UNDRIP Article 19
  - UNDRIP Article 27
  - UNDRIP Article 29
  - UNDRIP Article 32
  - TRC #47
- Acknowledgement – Islands Trust Council through its commitment to reconciliation acknowledges the importance of training, recognition, and awareness. Components of this process include acknowledgement of place and history, along with culture competency and cultural safety training for the organization. As well, through discussions with the Indigenous community, trustees and staff have become aware of the duty to provide education to the general public and constituents on the history and narrative of the islands and waters within the Islands Trust Area. Through its Reconciliation Declaration, Islands Trust Council also acknowledges that Trust bodies must ensure that affiliations and partnerships uphold the principles of reconciliation in their interactions.

Islands Trust recognizes the following components apply in its fulfillment of acknowledgement:

- UNDRIP Article 8
- TRC #57

Islands Trust bodies has a very important role to play in reconciliation as one of the few government bodies with a mandate to preserve and protect the area within which it governs. Reconciliation is a way forward together. Reconciliation recognizes and acknowledges the dignity and well-being of everyone, not just some, and provides methodology and processes that create paths of respect, partnership, and collaboration. Reconciliation will require a fundamental shift in processes, education, and relationships through the recognition and acknowledgement of past flawed legislation, history, bias, prejudice, and racism.



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### Goals, Action Items, Timelines, and Leads

1. Education/Training - Cultural Competency, Cultural Safety – 2-year Plan		
Goal/Action Item	Timeline	Leads
<p><b>1.1 One to One Dialogue Sessions</b> – to allow staff and trustees to discuss core concerns related to reconciliation, work, society, and other issues related to Indigenous understanding</p> <p><b>Participants: all staff &amp; trustees</b></p>	<ul style="list-style-type: none"> <li>Gabriola Office – March 5, 2019 – 5 staff, 2 trustees attended</li> <li>Salt Spring Office – April 1, 2019 – 6 staff, 1 trustee attended</li> <li>Victoria Office - May to June 2019</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> </ul>
<p><b>1.2 Facilitated Workshop</b> – in-depth discussion on the role of leaders in reconciliation work; understanding what land means to First Nations; legislative oppression, and legal cases; and the timeline to reconciliation past, present, and future</p> <p><b>Participants: senior staff and trustees</b></p>	<ul style="list-style-type: none"> <li>Denman LTC – March 7, 2019 – 2 trustees and Chair attended</li> <li>Islands Trust Conservancy Board – January 29, 2019 - 5 Board members and Manager</li> <li>Galiano LTC – May 13, 2019</li> <li>North &amp; South Pender LTC – May 27, 2019</li> <li>2019-2020 – additional workshops at the request of Islands Trust bodies</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> </ul>
<p><b>1.3 All Staff Learning Session</b> – session one – introduction to concepts of identify, place, and acknowledgement, brief history of oppressive legislation, and the role we have in reconciliation work</p> <p><b>Participants: All staff</b></p>	<ul style="list-style-type: none"> <li>Session One – April 3, 2019 – 45 staff attended</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> </ul>
<p><b>1.4 Gathering to Learn About the Past – Residential School</b> – session two - Truth and Reconciliation Calls to Action #57<sup>1</sup> calls upon all levels of government to provide education to public servants on the history and legacy of residential schools. Presentation of the TRC Report and discussion on what this means and how this learning will inform our work. Completion of this component of learning is fundamental to reconciliation.</p> <p><b>Participants: All Staff</b></p>	<ul style="list-style-type: none"> <li>2019-2020</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> </ul>

<sup>1</sup> TRC Calls to Action #57: We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.



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<p><b>1.5 Learning about the Land – The importance of place.</b> Two sessions - Facilitated workshop on land use, management, planning, and Indigenous understanding of the land. Review of crown land co-management agreements, parks agreements, cultural, spiritual, and sacred place understanding. Review of challenges and documents to inform perspectives.</p> <p><b>Participants: CAO, Directors, Managers, &amp; Planners</b></p>	<ul style="list-style-type: none"> <li>• 2019</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> </ul>
<p><b>1.6 Speaker Series - year 2</b> Speakers to present a one-hour session on various topics that are relevant to the work done by Islands Trust, reconciliation, traditional knowledge, and other topics.</p>	<ul style="list-style-type: none"> <li>• 2020</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Speakers/Knowledge Holders</li> </ul>
<p><b>1.7 Lunch &amp; Learn Series – year 2</b> This series will provide lunch. Staff and trustees can attend to learn about a specific topic that they might all decide on (through voting) eg: Learn about Cedar, Learn about Weaving.</p>	<ul style="list-style-type: none"> <li>• 2020</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> </ul>
<p><b>1.8 Indigenous Learning Series – year 2 -</b> This series will take staff and trustees out onto the land to learn about various topics, as well as interactive session such as drum making, weaving a headband, cedar weaving, plant knowledge and storytelling and other topics.</p>	<ul style="list-style-type: none"> <li>• 2020</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Presenters</li> </ul>
<p><b>1.9 New Employee Orientation –</b> Develop employee orientation materials and include as part of standard orientation process.</p>	<ul style="list-style-type: none"> <li>• May 22, 2019 – 4 staff</li> <li>• Beginning in June 2019 and ongoing as needed</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• HR team</li> </ul>
<p><b>1.10 Annual Employee Performance Development and Development process –</b>amend the required training list to include at least one course/session on Indigenous issues/culture.</p>	<ul style="list-style-type: none"> <li>• May 2019</li> </ul>	<ul style="list-style-type: none"> <li>• HR team</li> <li>• SIPA</li> </ul>



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<b>1.11 Monthly Learning Series</b> – develop a learning series in the form of a video, reading material, TV show, etc. on Coast Salish or other Indigenous learning that provides in-depth understanding of particular topics.	<ul style="list-style-type: none"> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> <li>Communication Specialists</li> <li>Programs Coordinator</li> </ul>
<b>1.12 External Presentations/Education</b> – when invited or requested will present the work and processes that Islands Trust is undertaking.	<ul style="list-style-type: none"> <li>April 29, 2019 – Presentation to Royal Roads University Land Use and Environmental Planning class – 38 participants</li> <li>As requested</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> <li>Other staff</li> </ul>
<b>1.13 Indigenous Law/Protocol</b> – speaking and learning about current Indigenous law issues and how that relates to the Islands Trust. <b>Participants: Trustees, Directors, Managers, CAO</b>	<ul style="list-style-type: none"> <li>2019 and 2020</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> <li>Guest speaker</li> </ul>

Training and education should be based on the following principle:

### *EAGLE – Learning to Soar*

The EAGLE Engagement Process stands for:

- Engaging – we come together to engage and learn from each other.
- Acknowledging – we acknowledge that we have lots to learn and offer.
- Gathering – we gather together to support each other.
- Learning – we recognize that learning is a life-long process.
- Excelling – when we come together to learn we excel in the work we do and as individuals.

The purpose of EAGLE is to create confidence and understanding for all staff and trustees within Islands Trust. Training is positive based and is done on principles of safe spaces and healing. The methodology is based on the concept of all peoples being in the canoe together and learning to paddle as one. Participants will receive a small paddle for each increment of the training process and will receive acknowledgement on their progress based on Coast Salish protocol.

2. Standardization of Reconciliation Standing Resolutions		
Goal/Action Item	Timeline	Leads
The intent of standing resolutions is to provide guidance and frameworks for work done by Local Trust Committees and staff. Standardization of this process into a common standing resolution creates a consistent and manageable process that is	<ul style="list-style-type: none"> <li>Denman LTC – Feb 7, 2019</li> <li>Gabriola LTC – Feb 28, 2019</li> <li>Thetis LTC – April 23, 2019</li> <li>Hornby LTC – May 24, 2019</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> <li>Regional Managers</li> </ul>



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<p>success-based and positive. The timeline for processes is non-linear and not deadline-based. It intends to lessen the demand on First Nations to act, provide resources, or to engage particularly in demands of time, and limited resources. The resolution also recognizes the educational and learning components of the TRC and UNDRIP principles and allows trustees, staff and the community time to learn about reconciliation as part of the process of cultural competency.</p>		
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#### Reconciliation Standing Resolution text:

**Whereas the Local Trust Committee seeks to engage in Reconciliation with local First Nations, governments and the island community by honouring the Truth and Reconciliation Commission (TRC) Calls to Action, United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Draft Principles that Guide the Province of British Columbia’s Relationship with Indigenous Peoples, and Islands Trust First Nations Engagement Principles, the Local Trust Committee endeavours to:**

- a) **Annually, write a letter to First Nations, (re)introducing trustees and staff and provide a schedule of known Local Trust Committee meetings for the upcoming year, as well as, provide an update of current projects and advocacy activities;**
- b) **For various Local Trust Committee meetings, invite First Nations to attend meetings; as well as, provide a traditional welcome to their territory if they would like;**
- c) **Work with First Nation governments on cooperative initiatives, including and not limited to, language, place names, territorial acknowledgements, and community education on Coast Salish and local First Nations’ cultural heritage and history;**
- d) **Work with First Nation governments on engagement principles for inclusive land use, marine use, and climate change planning; advocacy, protection and stewardship; and knowledge and information sharing protocols;**
- e) **Establish and maintain government-to-government dialogue with First Nations, now and into the future, based on respect and recognition of Aboriginal rights and title, treaty rights, and First Nations’ traditional territories within the Islands Trust Area.**



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3. Policy & Procedures – 4-year Plan		
Goal/Action Item	Timeline	Leads
<p><b>3.1 Policy Statement and <i>Islands Trust Act</i></b> – development of engagement process and implementation to create an inclusive Policy Statement and <i>Islands Trust Act</i> that is reflective of history, acknowledgement, and reconciliation.</p>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• CAO &amp; Directors</li> <li>• Regional Managers</li> <li>• TAS Team</li> </ul>
<p><b>3.2 Land Use Planning</b> – Local Trust Committees and Local Planning Services should, and Bowen Island Municipality is encouraged to, strive to incorporate Indigenous perspectives, knowledge, stewardship, and understanding into their land use planning and management plans. Islands Trust management will ensure that planning staff are trained in this area and that the methodology regarding land use planning aligns with the Planning Associations commitment to Reconciliation, along with the TRC and UNDRIP. Land use decisions must be informed by First Nations core concerns and knowledge and be reflective of preserving and protecting Indigenous cultural heritage and sacred sites.</p>	<ul style="list-style-type: none"> <li>• 2019 - 2020</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Directors</li> <li>• Regional Managers</li> <li>• Planners</li> </ul>
<p><b>3.3 Marine Use Planning</b> – Strive to incorporate Indigenous marine use planning into its advocacy work, zoning, and foreshore reviews. Create understanding around rights related to marine harvesting and use are preserved and protected.</p>	<ul style="list-style-type: none"> <li>• 2019-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Directors</li> <li>• Regional Managers</li> <li>• Planners</li> </ul>
<p><b>3.4 Cultural Sites Preservation &amp; Protection</b> – Islands Trust staff will develop a comprehensive cultural site preservation and protection procedure for review by First Nations and provincial agencies within the Islands Trust Area. This will include understanding of cultural sites, repatriation of</p>	<ul style="list-style-type: none"> <li>• 2019-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Director</li> <li>• Regional Managers</li> <li>• Planners</li> </ul>



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remains, protection and preservation of sites, middens, and heritage. Islands Trust staff will work with other agencies to ensure that the process is comprehensive and cooperative with possible elements of enforcement.		
<b>3.5 Review of Current Initiatives</b> – Staff will undertake a gap analysis for current initiatives to identify if any processes or initiatives require changes to be more inclusive and reflective of reconciliation. Example: Stewardship award criteria.	<ul style="list-style-type: none"> <li>• 2019-2020</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA provide staff reports</li> </ul>
<b>3.6 Database</b> – development of a contact information database for use by staff, trustees. Format to be determined.	<ul style="list-style-type: none"> <li>• Developed in October 2018 in excel format</li> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Directors</li> <li>• IT Staff</li> </ul>

<b>4. Cultural, Naming &amp; Recognition Work – 4-year Plan</b>		
<b>Goal/Action Item</b>	<b>Timeline</b>	<b>Leads</b>
<b>4.1 Naming and Recognition</b> – over time Islands Trust Council and local trust committees will work with First Nations communities and councils to recognize and acknowledge traditional names and placenames for islands, areas, locations, plants, species, etc. Once a name has been identified and confirmed by a First Nation, Islands Trust Council and local trust committees will attempt to incorporate placenames and use Indigenous languages where possible.	<ul style="list-style-type: none"> <li>• 2020-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• CAO &amp; Directors</li> <li>• Regional Managers</li> <li>• Planners</li> <li>• Individual LTCs</li> <li>• Advocacy Groups</li> </ul>
<b>4.2 Signage</b> – over time Staff will work with Trust bodies and First Nations to recognize and acknowledge First Nations territory and treaty areas with First Nations language, logos, signage, and placenames that is supported by First Nations Chief and Councils where possible.	<ul style="list-style-type: none"> <li>• 2020-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Advocacy Groups</li> <li>• Individual LTCs</li> <li>• Regional Managers</li> <li>• Planners</li> </ul>



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<p><b>4.3 Cultural and Archaeological Acknowledgement</b> - Islands Trust bodies will acknowledge the presence and importance of cultural and archaeological locations identified through meetings with First Nations and through the TAPIS mapping system. Staff reports will be reflective of cultural and archaeological areas and will ensure that best practices are incorporated into reporting decisions.</p>	<ul style="list-style-type: none"> <li>• 2019-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Directors</li> <li>• Planners</li> <li>• Regional Managers</li> </ul>
<p><b>4.4 Cultural and Sacred Site Protocol</b> – Staff will create a protocol for management of cultural and sacred sites (including archaeological sites). The protocol will include design of referrals (see 3.2/3.4) to inform First Nations on cultural and sacred site potential, assessment based on core concerns and knowledge, best practices to incorporate for cultural and sacred site areas, First Nations protocol knowledge related to these sites, basic knowledge on how to interact with other agencies and homeowners, and document management and templates development.</p>	<ul style="list-style-type: none"> <li>• 2019-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Regional Managers</li> <li>• Planners</li> </ul>

5. Liaison and Engagement with First Nations & Others		
Goal/Action Item	Timeline	Leads
<p><b>5.1 Crown Agreements</b> – Islands Trust Council and Bowen Island Municipality will work with ministries to integrate various crown agreements into one cooperative agreement to improve ways of working together and improve communications and sharing of engagement processes related to Crown land and lands subject to aboriginal rights and title, including treaty and traditional territories.</p>	<ul style="list-style-type: none"> <li>• 2020</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• CAO &amp; Directors</li> <li>• Bowen Island Municipality</li> <li>• Other Ministries</li> </ul>



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<p><b>5.2 Community to Community Engagement</b> – staff and trustees will work with communities and with individual LTCs to create greater understanding and education around the history and rights of Indigenous peoples and First Nations within the Islands Trust Area. All trustees and staff will collectively ensure that meetings are respectful and that core concerns related to First Nations are reflected in the work that is presented for decision-making.</p>	<ul style="list-style-type: none"> <li>• 2019-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> </ul>
<p><b>5.3 Regional Districts &amp; Islands Trust</b> – staff will request to meet with Capital Regional District on a quarterly basis to coordinate initiatives and policies that involve mutual core concerns related to First Nations within the two agencies jurisdictions. Staff will begin process with CRD and expand this initiative to other regional districts in time.</p>	<ul style="list-style-type: none"> <li>• 2019-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• CRD Staff</li> <li>• CAO</li> <li>• Directors</li> <li>• TAS</li> </ul>
<p><b>5.4 Ministry Indigenous Relations and Reconciliation (MIRR) &amp; Islands Trust</b> – Islands Trust Council and staff will seek to create a stronger relationship with MIRR and other ministries to collaborate on First Nations engagement principles, best practices, learning, and consultation requirements.</p>	<ul style="list-style-type: none"> <li>• 2020-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Directors</li> </ul>
<p><b>5.5 First Nations &amp; Islands Trust</b> – Islands Trust staff will meet and work with First Nations to identify core concerns, work together to understand policy and process concerns, and work to align First Nation core concerns with concerns of the general public.</p>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Directors</li> <li>• Planners</li> <li>• Trustees</li> </ul>
<p><b>5.6 Treaty Table</b> – Islands Trust Council and management team will coordinate with other ministries and agencies to improve communications regarding treaty negotiations and land selection</p>	<ul style="list-style-type: none"> <li>• 2020-2022</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Directors</li> <li>• Planners</li> </ul>



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<p>that may require Islands Trust zoning and by-law processes.</p>		
<p><b>5.7 Advocacy</b> – Islands Trust, when seeking to partner or work with advocacy groups, will ensure that those advocacy groups meet a standard of engagement with First Nations and have an understanding of reconciliation and best practices related to aboriginal rights and title. Islands Trust Council will ensure that when working with advocacy groups, those advocacy groups have an understanding of reconciliation, TRC Calls to Action, or UNDRIP. SIPA will work to provide guiding principles related to this initiative.</p>	<ul style="list-style-type: none"> <li>• 2019-2020</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• Directors</li> </ul>
<p><b>5.8 Protocol Agreements</b> – Staff will develop a plan for implementing the two existing protocol agreements and to revitalize and develop new protocol agreements with other First Nations that would like to develop this process. The purpose of protocol agreements should be to seek ways of developing knowledge and technology sharing between a First Nation and Islands Trust as well as creating better communications, community relations, and understanding about core concerns.</p>	<ul style="list-style-type: none"> <li>• Snuneymuxw December 4, 2008</li> <li>• Lyackson First Nation August 21, 2000</li> <li>• Halalt First Nation – in progress</li> </ul>	<ul style="list-style-type: none"> <li>• SIPA</li> <li>• CAO</li> <li>• Directors</li> <li>• Executive Committee</li> <li>• Trust Council</li> </ul>

<p><b>6. Communications and Messaging</b></p>		
<p><b>Goal/Action Item</b></p>	<p><b>Timeline</b></p>	<p><b>Leads</b></p>
<p><b>6.1 Creation of Public Materials</b> – development of storyboards that provide education and acknowledgement of Indigenous treaty, traditional territories, and rights within the Islands Trust Area to be made available (format to be determined) to each LTC and available for display at meetings.</p>	<ul style="list-style-type: none"> <li>• 2019</li> </ul>	<ul style="list-style-type: none"> <li>• TAS Team</li> <li>• LTCs</li> <li>• RPMs</li> </ul>



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<b>6.2 Webpage</b> – ensure website is reflective of reconciliation and acknowledgement messaging. On-going updates process to be developed for Events & News.	<ul style="list-style-type: none"> <li>Initial review and changes completed April 17, 2019</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> <li>Directors</li> <li>Administrative Staff</li> </ul>
<b>6.3 News Releases</b> – territorial or treaty area acknowledgement incorporated into news releases.	<ul style="list-style-type: none"> <li>Begun on April 6, 2019</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> <li>Communications Specialists</li> </ul>
<b>6.4 On-going review</b> - on-going review of reports, briefings, or other writing to assist with understanding of bias or prejudice in language.	<ul style="list-style-type: none"> <li>As needed</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> </ul>

### *Cultural Working Group*

A Cultural Working Group will be formed to liaison with homeowners, communities other agencies, and First Nations in the event of cultural items being found, ancestral remains being found, or sensitive issues related to heritage. The Working Group will operate using an incident management methodology as appropriate. The Cultural Working Group members will be guided in Coast Salish cultural site and sacred site protocol and concerns so that they are able to interact, liaison, provide assistance and understanding, as well as create opportunities for communications and support for First Nations, other agencies, homeowners, or the public. The roles are diplomatic and assist with lessening the loss of trust that has arisen in the past in relation to cultural heritage, cultural understanding, and cultural competency.

<b>7. Cultural Working Group</b>		
<b>Goal/Action Item</b>	<b>Timeline</b>	<b>Leads</b>
<b>7.1 Cultural Working Group formation</b> – determine who within Islands Trust would be suitable members of a cultural committee.	<ul style="list-style-type: none"> <li>2019-2022</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> <li>Directors</li> <li>Trustees</li> </ul>
<b>7.2 Cultural Working Group Training</b> – members of the cultural committee would be guided in understanding of cultural heritage, sacred sites, protocol, repatriation of remains, cultural safety, and competency, and challenges.	<ul style="list-style-type: none"> <li>2020</li> </ul>	<ul style="list-style-type: none"> <li>SIPA</li> <li>Chief</li> </ul>
<b>7.3 Incident-based Liaison</b> – members of the cultural working group would manage issues as they arise working with LTCs, Planners, homeowners, other agencies, and First Nations.	<ul style="list-style-type: none"> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>Members of Cultural Committee</li> </ul>



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## Conclusion

The intent and commitment of this Reconciliation Action Plan is a willingness to work in new ways and to take the time needed to implement reconciliation at an organizational level. Taking responsibility for reviewing methodologies, having conversations, and developing new processes and policies is a key aspect of change management. Realizing that reconciliation work is not a checklist or a conventional assessment process with time-lined outcomes is important. Part of the success of reconciliation is to act on the commitment with an open heart and mind and to embrace the challenges and value of working together. The principles of reconciliation are clear in the work of the Truth and Reconciliation Commission, and of the United Nation Declaration on the Rights of Indigenous Peoples. These principles provide a roadmap of how to journey forward in conjunction with the work that had been undertaken by the Islands Trust and the Province of BC in the past few years.

An important aspect of this process is to realize that reconciliation is a learning and healing process and that it is supported by two fundamental features: the work that is required internally within an organization; and the work that is done externally by society, by governments, and by individuals. The responsibility of reconciliation does not lie with Indigenous people alone but rests with the many layers of Canadian society and organizations. Given this understanding, the RAPlan is broken into two phases over a 4-year timeframe.

Phase One could be termed “learning who we are and where we come from”. Phase One involves developing internal competencies and education to empower and develop staff and organizational knowledge and skills. Phase One recognizes the important requirement of UNDRIP and the TRC Calls to Action of learning about Indigenous history, residential schools, Indigenous land and laws. Phase One also begins the internal processes of reviewing current policies and processes in juxtaposition to reconciliation, TRC Calls to Action, UNDRIP, and the Draft Principles Province of BC.

The goal is to ensure that all staff and the organization as a whole has a level of competency and cultural safety to understand elements of reconciliation, Indigenous rights and title, Indigenous law and protocol, and historically oppressive legislation, policies, and processes that lead to the necessity of the Truth and Reconciliation Commission work. Islands Trust, as a government entity, provides guidance and demonstrates best practices and principles as Canadian society reaches for meaningful reconciliation and recognition.

Phase One also ensures that the work required to reach a certain level of knowledge and understanding is not placed on Indigenous peoples. Hence, reviews and training will seek external resources at year 2 to ensure that the burden of education and awareness is not unduly placed on Indigenous people in year 1. Phase One allows for determination and review in preparation of Phase Two implementation.

Phase Two is the implementation phase. With staff and the organization at a place of awareness after year one we reach out to begin the elements “gathering together to share knowledge and understanding”. Staff and the organization as a whole will feel confident in understanding how to learn about First Nation core concerns, how those concerns are incorporated into the work we do and how we are supported in the work we do as an organization.

Phase Two will include the implementation of process and policies that meet the needs and engagement best practices of First Nations, and will see the development of cooperative process for Indigenous and



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non-Indigenous communities. The Islands Trust as an organization will in Phase Two build on the foundational work that has been undertaken toward reconciliation and will strive to build trust and demonstrate their commitment to the long-term relationships needed to facilitate reconciliation. Phase Two will see the development of procedures to support long-term reconciliation process through protocols, agreements, engagement processes, and change management.

Phase Two ensures that support to Local Trust Councils is facilitated to assist them in the work they endeavor. The principle will be to hear, advise, reflect and comment while building and developing the foundational work of the Islands Trust as a whole.

The journey of reconciliation is one in which we commit to work within a context and framework that is inclusive, respectful, and humble. Realizing that for generations processes and policies have brought us to a place in which we recognize the damage, harm, and failure of division, racism, prejudice, and stereotypes, we strive to find ways of coming together. Reconciliation Action Plans are a way of setting the terms of reference for how we will move forward as an organization, and provide the support that is needed for individuals to do their best work.

The Reconciliation Action Plan (RAPlan) will be an evolving process and a living document that is fluid to the reality of First Nations, staff, Trustees, and communities of the Islands Trust Area. The purpose is to be present to the cultural, historical, and modern realities of Indigenous peoples and to build and nurture the places we call home, and the places we work.