

AGENDA INFORMATION

☒ Regular Meeting

Date: November 21, 2022

☐ Other:

Date: _____

Dept.
Manager

GM/
Director

CAO

The District of North Vancouver REPORT TO COUNCIL

November 7, 2022

File:

AUTHOR: Councillor Jordan Back

**SUBJECT: Recommendations Regarding Continued Support and Action on
Reconciliation, Anti-Racism, Equity, Inclusion and Diversity**

RECOMMENDATION:

THAT Council direct staff to continue work on actions identified in the Coalition of Inclusive Municipalities to review existing operations and governance frameworks and make recommendations for change to reflect and support an anti-racist, diverse, and more equitable community, including the formation of an internal committee;

AND THAT Council direct staff to create a Reconciliation Task Force and framework underpinned by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) that supports reconciliation efforts with Tsleil-Waututh Nation and Squamish Nation.

REASON FOR REPORT:

Due to an irregularity with the October 24, 2022 Regular Meeting of Council, the report and recommendation from Councillor Megan Curren were not received and adopted by Council. Accordingly, this report will remedy that. Please see the original report attached hereto.

Options:

1. That the motion, as presented, is supported; or,
2. That the motion, as presented, is not supported.

Respectfully submitted,



Jordan Back,
Councillor

SUBJECT: Recommendations Regarding Continued Support and Action on Reconciliation, Anti-Racism, Equity, Inclusion and Diversity

November 7, 2022

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Attachments:

Attachment 1: October 4, 2022 report by Councillor Megan Curren entitled Recommendations Regarding Continued Support and Action on Reconciliation, Anti-Racism, Equity, Inclusion and Diversity

REVIEWED WITH:					
☐ Community Planning	_____	☐ Clerk's Office	_____	External Agencies:	
☐ Development Planning	_____	☐ Communications	_____	☐ Library Board	_____
☐ Development Engineering	_____	☐ Finance	_____	☐ NS Health	_____
☐ Utilities	_____	☐ Fire Services	_____	☐ RCMP	_____
☐ Engineering Operations	_____	☐ ITS	_____	☐ NVRC	_____
☐ Parks	_____	☐ Solicitor	_____	☐ Museum & Arch.	_____
☐ Environment	_____	☐ GIS	_____	☐ Other:	_____
☐ Facilities	_____	☐ Real Estate	_____		
☐ Human Resources	_____	☐ Bylaw Services	_____		
☐ Review and Compliance	_____	☐ Planning	_____		
☐ Climate and Biodiversity	_____				

AGENDA INFORMATION	
☒ Regular Meeting	Date: <u>October 24, 2022</u>
☐ Other:	Date: _____

_____ Dept. Manager	_____ GM/ Director	_____ CAO
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The District of North Vancouver REPORT TO COUNCIL

October 4, 2022

File:

AUTHOR: Councillor Megan Curren

SUBJECT: Recommendations Regarding Continued Support and Action on
Reconciliation, Anti-Racism, Equity, Inclusion and Diversity

RECOMMENDATION:

THAT Council direct staff to continue work on actions identified in the Coalition of Inclusive Municipalities to review existing operations and governance frameworks and make recommendations for change to reflect and support an anti-racist, diverse, and more equitable community, including the formation of an internal committee;

AND THAT Council direct staff to create a Reconciliation Task Force and framework underpinned by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) that supports reconciliation efforts with Tsleil-Waututh Nation and Squamish Nation.

REASON FOR REPORT:

During the 2018-2022 term of Council, progress has been made in support of a more equitable, anti-racist, and inclusive community – and to advance reconciliation efforts.

The purpose of this report is to request that Council support and empower staff to continue any efforts required to enable real change and continue progress on these shared goals.

SUMMARY:

This report outlines the initiatives implemented in the 2018-2022 term of Council as it relates to advancing reconciliation, anti-racism, and equity in the District of North Vancouver (District); and provides staff with an organizational-wide action plan to continue to fulfil the District's long-term commitments to building a more equitable, inclusive and anti-racist community – and to continue advancing reconciliation in a meaningful way.

BACKGROUND:

On December 7, 2020, Council passed the following motion:

THAT the District of North Vancouver joins the Coalition of Inclusive Municipalities and, in joining the Coalition, endorses the Common Commitments and agrees to develop or adapt its own unique Plan of Action accordingly;

AND THAT Council implement the municipal-specific Calls to Action contained in the Truth and Reconciliation Commission of Canada.

On February 22, 2021, Council passed the following motion:

THAT staff report back to Council on options for introducing the protocol of conducting Indigenous land acknowledgements during Council proceedings;

AND THAT in developing an acknowledgement for Council consideration, staff are directed to consult with the appropriate First Nations whose territories would be included in such an acknowledgement.

EXISTING POLICY:

On July 26, 2021, Council approved the OCP Action Plan, which considers embedding social equity considerations in planning and decision-making processes to provide equitable opportunities for all community members, particularly equity priority groups, to thrive and experience improved health and well-being.

The District's 2019-2022 Corporate Plan identifies "*Enhance relationships and explore reconciliation opportunities with the Tsleil-Waututh and Squamish Nations*" as a strategic priority.

ANALYSIS:

Since 2018, the District has advanced key initiatives to address social inequities and facilitate equitable community development that include:

- Integrating social equity as an implementing lens in the Targeted OCP Review process (2019 – 2021);
- Joining the Coalition of Inclusive Municipalities (2020);
- Supporting the municipal-specific Truth and Reconciliation Commission of Canada Calls to Action (2020);
- Hiring Two Worlds Consulting to support the District's reconciliation and Indigenous Relations efforts and development of an Indigenous Relations strategy (2021);
- Becoming a member of the Canadian Centre for Diversity and Inclusion (2021);
- Creating an Anti-Racism Policy;
- Updating the existing Statlëw District Services Agreement with Tsleil-Waututh Nation;
- Introducing a land acknowledgement for use during Council proceedings and day-to-day business of the District (2022);
- Updating the Relationship Protocol Agreement between Tsleil-Waututh Nation and the District of North Vancouver (2022);
- Commitment to a signing ceremony for the Relationship Protocol Agreement; and,
- Commitment to review and implement into staff work plans the municipal-specific Calls for Justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG2S) (2022). This connects with work around equity, TRC

implementation, reconciliation, and anti-racism for which staff has received council direction.

Additional proactive and measurable action items for staff to consider in the areas of governance, community engagement and operations include:

- **Governance:** Ensure equity priority groups are proportionally represented in governance structures such as committees;
- **Community Engagement:** Apply a social equity lens to housing, sustainability, transit, and employment to ensure marginalized groups are considered;
- **Operations:** Conduct a review of existing policies and amend policies, bylaws and procedures to align with EDI/Reconciliation best practices; monitor compliance with the TRC's Municipal Calls to Action and the MMIWG2S Calls to Justice; and,
- **Tri-Municipal Co-operation:** Hire a tri-municipal Indigenous Relations liaison to ensure a common approach to strengthen relationships with Tsleil-Waututh Nation and Squamish Nation.

Conclusion:

Council should support continued efforts to implement systemic change and to continue progress on the goals outlined in this report.

Options:

1. That the motion, as presented, is supported;
2. That the motion, as presented, is not supported.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'MCC', is enclosed in a light gray rectangular box.

Megan Curren
Councillor

SUBJECT: Recommendations Regarding Continued Support and Action on
Reconciliation, Anti-Racism, Equity, Inclusion and Diversity

October 4, 2022

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REVIEWED WITH:

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☐ NS Health _____
☐ RCMP _____
☐ NVRC _____
☐ Museum & Arch. _____
☐ Other: _____