



CITY OF PRINCE RUPERT COUNCIL POLICIES				
POLICY NAME	Reconciliation Policy Framework		POLICY NO.	GOV-01-22
EFFECTIVE DATE	10/4/2022		REVISION DATE	
DEPARTMENT	Governance		NOTIFY UNION	
APPLIES TO				
<input checked="" type="checkbox"/> STAFF	<input checked="" type="checkbox"/> MANAGEMENT	<input type="checkbox"/> VISITORS	<input type="checkbox"/> CONTRACTORS	<input checked="" type="checkbox"/> COUNCIL

POLICY STATEMENT

Reconciliation is a critical, complex, and continuous process, and is the responsibility of individuals and institutions in Canada, including the City of Prince Rupert (City). Reconciliation involves recognizing and being accountable to the intergenerational impacts of colonization, attempts at assimilation, and cultural genocide facing Indigenous communities and Peoples and committing to taking a role and assuming responsibility to work towards a better future. Given the complexity and broad-base of issues considered under the umbrella of reconciliation, any policy developed by the City will be iterative and a living document. This policy document is therefore not a final document, but a first effort at beginning an on-going conversation for our community.

PURPOSE

The purpose of this policy framework is to lay out a number of initial areas for City action and progress to advance reconciliation within Prince Rupert in a meaningful and impactful way. Several tools exist that call on and guide municipalities in doing their part. These include the Truth and Reconciliation Commission's (TRC) Calls to Action, the United Declaration on the Rights of Indigenous Peoples (UNDRIP) and British Columbia's implementation of it, the National Inquiry in Missing and Murdered Indigenous Women and Girls (MMIWG) Calls to Justice, both Union of BC Municipalities (UBCM) and Federation of Canadian Municipalities (FCM)

recommendations for actions, and various examples of municipalities taking on Reconciliation or UNDRIP Action Plans.

Council and Staff at the City have been working on local agreements with the leadership of neighbouring Ts'msyen nations on specific opportunities for aid/mutual benefit; however, there remains opportunity to entrench these actions and also to take actions that will have a broader impact and visibility to residents. The City's intent is to clearly signify to Prince Rupert residents that the City is committed to the values and goals of the TRC and to building equitable relationships between government and Indigenous nations.

In review of the TRC's Calls to Action, as well as identification of local conditions, the opportunities outlined in this framework policy document have been identified in order to begin to appropriately honour and respect the Indigenous peoples whose traditional lands the City resides on.

APPLICATION AND SCOPE

1.0 Signatory to UNDRIP

The City of Prince Rupert adopts the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the framework for reconciliation and committing to develop an implementation plan in partnership with Indigenous governments, organizations, and individuals. This is the recommended basis of reconciliation according to the FCM as well as the TRC.

- 1.1 This plan would include a more comprehensive approach to developing our relationships with Ts'msyen First Nations, and may include but will not be limited to the following opportunities outlined in this policy framework.

2.0 Identity, Language and Culture

The City commits to support Ts'msyen Indigenous identity, language, and culture, including but not limited to:

- 2.1 Adoption of policy to better visually and culturally anchor Prince Rupert as Ts'msyen territory, while acknowledging the TRC principle that, 'the preservation, revitalization, and strengthening of Indigenous languages

and cultures are best managed by Indigenous people and communities’;

- 2.2 Implementation of a land acknowledgement (verified/supported by neighbouring Ts’msyen communities) at the outset of Council meetings and in public-facing documents, recognizing that this is a symbolic gesture alone and must be accompanied by additional actions;
- 2.3 Continuation of work to support the community’s identity visually as Ts’msyen territory, which has begun with the City’s adoption of a municipal brand, co-designed by Ts’msyen artist, Russell Mather;
 - 2.3.1 This includes adoption of the wayfinding standards guideline developed by Tourism Prince Rupert which incorporates Indigenous language/design in both content and aesthetic, and has worked with local Indigenous artists and the Local Language Authority, with an intent to continue to integrate Sm’algyax into interpretive signage moving forward;
- 2.4 Development of a new street naming and public space naming bylaw that identifies Indigenous names as priorities for future street and subdivision names as well as parks;
 - 2.4.1 Naming of City streets or parks after local Indigenous figures and/or place names, would be done in consultation with an advisory committee, a local language authority, or other appropriate authority.
- 2.5 Identifying of funding opportunities and/or partnerships to conduct planning around the future of Prince Rupert’s traditional poles, the vast majority of which are replicas of Haida poles carved by a Ts’msyen artist. It is noted that moving forward, poles raised on City property should give preference to Ts’msyen origin.
 - 2.5.1 Future interpretive signage for existing poles should note the history of why Haida poles were in Prince Rupert, and their replication, in concert with local knowledge holders. Where

possible, accountability for any wrong-doing to obtain the original poles should be noted.

3.0 Employment

The City will act as an example in employment practices for other governments and Prince Rupert employers, via the following avenues:

- 3.1 Development of an Equity in Employment policy, which focuses both on hiring on the basis of merit and potential, but which sets objectives for equitable representation in the organization.
- 3.2 Development of cultural sensitivity training for the City's employees to ensure that City services are accessible and work environments are welcoming to Indigenous residents and employees. This includes the history of Indigenous peoples, including the legacy of residential schools, UNDRIP, treaties and Indigenous rights, and other issues. This action supports the TRC's Call to Action #57, which calls on governments to provide education to public servants on the history of Indigenous Peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law and Indigenous Crown relations.
 - 3.2.1 Training opportunities to include Indigenous Cultural Safety and Cultural Humility Training for our local emergency services and associated support services.

4.0 Relationship Building, Development and Housing

The City is committed as an organization to continue to build on existing relationships, respecting Indigenous beliefs, cultures, traditions, worldviews, challenges, and goals.

- 4.1 In partnership with our neighbours, the City will apply for funding for the Community 2 Community (C2C) Forum to entrench collaboration opportunities and seek out additional opportunities for pursuit of shared interests between Prince Rupert and neighbouring Indigenous communities (e.g. housing, parks development, etc), like those already identified in MOUs with neighbouring Indigenous communities;

- 4.2 The City commits to continuing to seek opportunities to partner with neighbouring Indigenous communities on housing efforts, with specific collaborative housing actions to be put forward as part of the City's Housing Action Plans.
- 4.3 The City commits to continued support for advocacy efforts and funding applications by Indigenous governments and Indigenous-led organizations, which has occurred historically.
- 4.4 The City also commits to encouraging major industry to sign Impact Benefit Agreements that will see local Indigenous nations directly benefit from development occurring on their territories.
- 4.5 The City will consider the opportunity to work with interested Ts'msyen Nations in developing data-sharing agreements that respect First Nations OCAP™¹ principles as well as the Freedom of Information and Protection of Privacy Act (FOIPPA), assuming interest from Indigenous communities to develop such agreements exists.
- 4.6 The City will convene a Council-appointed working group with majority Indigenous membership to bring forth future recommendations and help set in motion an adoption of a broader UNDRIP Plan.

This policy is approved and effective October 4th, 2022.

Policy Prepared By:

Veronika Stewart, Communications Manager
Myfannwy Pope, Planner

Policy Authorized By:

Prince Rupert City Council

¹ OCAP refers to the First Nations principles of ownership, control, access, and possession – more commonly known as OCAP® – assert that First Nations have control over data collection processes, and that they own and control how this information can be used.