



## Notice of Meeting and Meeting Agenda First Nations Relations Committee

---

Wednesday, January 26, 2022

1:30 PM

6th Floor Boardroom  
625 Fisgard St.  
Victoria, BC V8W 1R7

---

M. Tait (Chair), B. Desjardins (Vice Chair), F. Haynes, D. Howe, B. Isitt, K. Murdoch, G. Orr, J. Ranns, L. Seaton, K. Williams, C. Plant (Board Chair, ex-officio)

The Capital Regional District strives to be a place where inclusion is paramount and all people are treated with dignity. We pledge to make our meetings a place where all feel welcome and respected.

### 1. Territorial Acknowledgement

### 2. Approval of Agenda

### 3. Adoption of Minutes

3.1. [22-052](#) Minutes of the September 22, 2021 First Nations Relations Committee Meeting

**Recommendation:** That the minutes of the September 22, 2021 First Nations Relations Committee meeting be adopted as circulated.

**Attachments:** [Minutes - September 22, 2021](#)

### 4. Chair's Remarks

### 5. Presentations/Delegations

*In keeping with directives from the Province of BC, there is limited space for the public to attend CRD Board meetings in-person at this time. However, the public may continue to view meeting materials and Live Webcasts online. If you wish to attend a meeting in-person, please email [legserv@crd.bc.ca](mailto:legserv@crd.bc.ca).*

*CRD encourages delegations to participate electronically. Please complete the online application for "Addressing the Board" on our website and staff will respond with details.*

*Alternatively, you may email your comments on an agenda item to the CRD Board at [crdboard@crd.bc.ca](mailto:crdboard@crd.bc.ca).*

### 6. Committee Business

**6.1. [22-058](#) 2022 First Nations Relations Committee Terms of Reference**

**Recommendation:** That the First Nations Relations Committee receive the 2022 Terms of Reference attached at Appendix A.

**Attachments:** [Staff Report: 2022 FNRC Terms of Reference](#)  
[Appendix A: 2022 FNRC Terms of Reference](#)

**6.2. [22-074](#) First Nations Relations Operational Update**

**Recommendation:** The First Nations Relations Committee recommends to the Capital Regional District Board:  
That the First Nations Relations Operational Update report be received for information.

**Attachments:** [Staff Report: First Nations Relations Operational Update](#)

**7. Notice(s) of Motion****8. New Business****9. Motion to Close the Meeting****9.1. [22-079](#) Motion to Close the Meeting**

**Recommendation:**

1. That the meeting be closed for Intergovernmental Negotiations in accordance with Section 90(2)(b) of the Community Charter. [2 items]
2. That the meeting be closed for Land Acquisition in accordance with Section 90(1)(e) of the Community Charter. [1 item]
3. That such disclosures could reasonably be expected to harm the interests of the Regional District. [1 item]

**10. Adjournment**

Next Meeting: April 27, 2022

## Meeting Minutes

### First Nations Relations Committee

---

Wednesday, September 22, 2021

1:30 PM

6th Floor Boardroom  
625 Fisgard St.  
Victoria, BC V8W 1R7

---

#### PRESENT

Directors: M. Tait (Chair), P. Brent (for D. Howe) (EP), B. Desjardins (EP), K. Harper (for F. Haynes) (EP), B. Isitt (1:31 pm), K. Kahakauwila (for Ranns) (EP), C. Plant, K. Williams (EP)

Staff: R. Lapham, Chief Administrative Officer; N. Chan, Chief Financial Officer; K. Morley, General Manager, Corporate Services; C. Vernon, Manager, First Nations Relations; P. Kickham, Manager, Environmental Regulations; M. Lagoa, Deputy Corporate Officer; S. Orr, Senior Committee Clerk (Recorder)

EP – Electronic Participation

Regrets: F. Haynes, D. Howe, J. Olsen, G. Orr, J. Ranns, L. Seaton

The meeting was called to order at 1:30 pm.

#### 1. Territorial Acknowledgement

Capital Regional Board Chair Plant provided the Territorial Acknowledgement.

#### 2. Approval of Agenda

**MOVED by Director Isitt, SECONDED by Director Plant,  
That the agenda for the September 22, 2021 First Nations Relations Committee  
meeting be approved.**

**CARRIED**

#### 3. Adoption of Minutes

3.1. [21-694](#) Minutes of the May 26, 2021 First Nation Relations Committee

**MOVED by Director Plant, SECONDED by Director Isitt,  
That the minutes of the First Nations Relations Committee meeting of May 26,  
2021 be adopted as circulated.**

**CARRIED**

#### 4. Chair's Remarks

Good afternoon all.

September 30th has been known since 2013 as Orange Shirt Day, a day to honour residential schools survivors and their families and also to remember those young people, removed from their family, taken from their community,

who never made it home. This year, the Canadian government has designated September 30th as a National Day for Truth and Reconciliation. Having a day for public commemoration of the history and ongoing legacy of residential schools was a recommendation of the Truth and Reconciliation Commission. With the recent findings of unmarked and undocumented graves on the former grounds of residential schools, many of us have been coming to terms with what survivors of residential schools have always known: that so many children never made it home. Since the 215 unmarked graves were found in Kamloops earlier this year, over 6000 graves have been identified at residential schools across the country, with more anticipated. Removing children from their families and forcing them to attend residential schools was Canadian government policy, in what has been recognized by the Truth and Reconciliation Commission as attempted cultural genocide. As a level of government, we have an important role to play in the journey towards truth and reconciliation. I'd like to take a moment to honour each and every survivor of the Residential School system, their families and the memories of those who never returned. The responsibility of acknowledging the truth, and moving towards healing and towards reconciliation, falls to all of us. I am inspired by the First Nations who against tremendous odds have retained their Indigenous laws, languages, culture and governance protocols. As it says in our statement of reconciliation, we acknowledge, respect, and aim to complement the Indigenous laws, customs and systems of governance of the local First Nations. We will look to their leadership as together we journey towards reconciliation.

## 5. Presentations/Delegations

Board Chair Plant stated that next week, the Capital Regional District (CRD) will be flying an orange flag for truth and reconciliation, and in honour of all residential school survivors. The flag has been loaned to the CRD by Eddy Charlie, a survivor of the Kuper Island Indian Industrial School and organizer of Orange Shirt Day Victoria.

## 6. Committee Business

### 6.1. [21-671](#) 2022 Service Planning - First Nations Relations

K. Morley spoke to Item 6.1.

Discussion ensued regarding:

- Staff archeologist scope of work
- Parks interpretation program
- Parks management plan

The Committee thanked staff for their work.

**MOVED by Director Isitt, SECONDED by Director Plant,  
That the First Nations Relations Committee recommends the Committee of the  
Whole recommend to the Capital Regional District Board:  
That Appendix A, Community Need Summary - First Nations Relations be  
approved as presented and form the basis of the 2022-2026 Financial Plan.  
CARRIED**

**6.2.**     [21-672](#)     Ecological Asset Management Plan

C. Vernon spoke to Item 6.2.

Discussion ensued regarding:

- Regional Parks Strategic Plan
- Budget impacts prepare vs initiating
- Place names; inviting First Nation input
- Park naming policy

**Motion Arising**

**MOVED** by Director Isitt, **SECONDED** by Director Plant,

**That the Committee recommends that the Capital Regional District Board amend the description of Priority 3a-4 in the 2019-2022 Strategic Plan, so that it reads as follows:**

**Initiate ecological asset management planning that includes natural infrastructure, First Nations guiding principles, First Nations language & place names, historical uses & invasive species management.**

**MOVED** by Director Plant, **SECONDED** by Director Isitt,

**That the motion arising be amended as follows:**

**Replace the words:**

**"That the Committee recommends"**

**With:**

**"That the First Nations Relations Committee recommends that the Capital Regional District Board refer the following recommendation to the next strategic planning check-in:"**

**CARRIED**

The question was called on the motion arising as amended:

**That the First Nations Relations Committee recommends that the Capital Regional District Board refer the following recommendation to the next strategic planning check-in:**

**That the Capital Regional District Board amend the description of Priority 3a-4 in the 2019-2022 Strategic Plan, so that it reads as follows:**

**Initiate ecological asset management planning that includes natural infrastructure, First Nations guiding principles, First Nations language & place names, historical uses & invasive species management.**

**CARRIED**

**7. Notice(s) of Motion**

There were no notice(s) of motion.

**8. New Business**

There was no new business.

**9. Adjournment**

**MOVED** by Director Plant, **SECONDED** by Director Desjardins,

**That the September 22, 2021 First Nations Relations Committee meeting be adjourned at 2:28 pm.**

**CARRIED**

---

CHAIR

---

RECORDER



Making a difference...together

**REPORT TO FIRST NATIONS RELATIONS COMMITTEE  
MEETING OF WEDNESDAY, JANUARY 26, 2022**

**SUBJECT**    2022 First Nations Relations Committee Terms of Reference

**ISSUE SUMMARY**

This report is to provide the 2022 First Nations Relations Committee Terms of Reference for the Committee's review.

**BACKGROUND**

Under the *Local Government Act* and the CRD Board Procedures Bylaw, the CRD Board Chair has the authority to establish standing committees and appoint members to provide advice and recommendations to the Board.

On December 8, 2021, the Regional Board approved the 2022 Terms of Reference for standing committees. Terms of Reference (TOR) serve to clarify the mandate, responsibilities and procedures of standing committees and provide a point of reference and guidance for the Committees and members.

This year there were no changes to the defined purpose of the Committee's TOR.

The TOR are being provided for review by the Committee. Any proposed revisions to the TOR will require ratification by the Board.

**CONCLUSION**

Terms of Reference serve to clarify the mandate, responsibilities and procedures of committees and provide a point of reference and guidance for the committees and their members.

**RECOMMENDATION**

That the First Nations Relations Committee receive the 2022 Terms of Reference attached at Appendix A.

Submitted by:	Caitlyn Vernon, MES, Manager, First Nations Relations
Concurrence:	Kristen Morley, J.D., General Manager, Corporate Services & Corporate Officer
Concurrence:	Robert Lapham, MCIP, RPP, Chief Administrative Officer

**ATTACHMENT(S)**

Appendix A: 2022 First Nations Relations Committee Terms of Reference

# Terms of Reference

The logo for the Capital Regional District (CRD) is located in the top right corner of the header banner. It consists of the letters 'CRD' in a bold, sans-serif font, positioned above a stylized, wavy graphic that represents a landscape or water.

## FIRST NATIONS RELATIONS COMMITTEE

### PREAMBLE

The Capital Regional District (CRD) spans the traditional territories of over 20 First Nations, of which 11 have Reserve lands and 9 of those are populated. The First Nations Relations Committee is a standing committee established by the CRD Board to provide support to the Board in building strong government-to-government relationships with First Nations, and to provide advice and direction to the Board on matters that directly or indirectly affect those relationships.

The Committee's official name is to be:

First Nations Relations Standing Committee

### 1.0 PURPOSE

- a) The mandate of the Committee includes providing advice and making recommendations to the Board regarding the following functions relating to First Nation governments:
  - i. Advise on programs and activities that strengthen relationships between the CRD and First Nations within the region;
  - ii. Understand and provide advice to the Board on the implications of the BC Treaty process where it intersects with local government interests;
  - iii. Provide guidance on the coordination of regional events such as a Forum of all Councils;
  - iv. Make recommendations to the Board on the initiatives identified in the First Nations Task Force Final Report; and
  - v. Review progress on Reconciliation with First Nations and make recommendations to support continued efforts.

### 2.0 ESTABLISHMENT AND AUTHORITY

- a) The Committee will make recommendations to the Board; and
- b) The Board Chair will appoint the Committee Chair, Vice Chair and Committee members annually.



### **3.0 COMPOSITION**

- a) Committee members will be appointed CRD Board Members;
- b) All Board members are permitted to participate in standing committee meetings, but not to vote, in accordance with the CRD Board Procedures Bylaw; and
- c) First Nation members are permitted to participate in standing committee meetings at their pleasure, in accordance with the CRD Procedures Bylaw, where the Nation has an interest in matters being considered by the committee.

### **4.0 PROCEDURES**

- a) The Committee shall meet quarterly and hold special meetings as required;
- b) The agenda shall be finalized in consultation between staff and the Committee Chair and any Committee member may request that a matter be placed on the agenda through the Notice of Motion process;
- c) With the approval of the Committee Chair and the Board Chair, Committee matters of an urgent or time sensitive nature may be forwarded directly to the Board for considerations;
- d) A quorum is a majority of the Committee membership and is required to conduct Committee business; and
- e) The above procedures may be relaxed or suspended by majority vote of the Committee in order to facilitate unstructured discussions and consensus-based outcomes.

### **5.0 RESOURCES AND SUPPORT**

- a) The General Manager of Corporate Services with support from the Manager of First Nations Relations will provide strategic support and act as liaison to the committee; and,
- b) Minutes and agendas are prepared and distributed by Corporate Services.

*Approved by CRD Board December 8, 2021*



Making a difference...together

## REPORT TO FIRST NATIONS RELATIONS COMMITTEE MEETING OF WEDNESDAY, JANUARY 26, 2022

---

**SUBJECT**    **First Nations Relations Operational Update**

### **ISSUE SUMMARY**

To provide, for information, an update on some of the initiatives underway in support of the Board priority of advancing strong relationships with First Nations.

### **BACKGROUND**

The CRD's Statement of Reconciliation acknowledges the fundamental right of self-determination to Indigenous peoples, and commits to working with First Nations through the governance systems they choose. Initiatives underway to support this goal include:

- Staff are developing a First Nations Relations Communications Framework to provide a guide for CRD employees on the essentials of respectful, concise, constructive and professional intergovernmental communication with First Nations. Through this framework staff can be more effective and strategic on how and when to engage the Nations, so as to support respectful, positive relationships.
- Staff are developing a Working with Indigenous Elders Guidance Document, to support staff to build respectful relationships with Indigenous Elders.
- CRD staff are exploring requests from First Nations to develop Memorandum of Understandings and to provide capacity funding to enable First Nations to more effectively engage with CRD operations. It is anticipated that governance and funding requests arising from these discussions will be brought forward to the Board.

The CRD's Statement of Reconciliation recognizes the gap in wealth between First Nations and settler governments, and commits to working towards a prosperous economic future for all. To this end, initiatives include:

- Assisting operations staff in collaborating with First Nations in response to requests regarding land use planning, wastewater and water servicing, and solid waste management.
- One of the recommendations in the CRD First Nation Economic Development Partnership Model Feasibility Study Report (May 2020) was to increase opportunities for First Nations employment across CRD, through mentorship and job shadowing opportunities, Indigenous internships, and an Indigenous employment strategy. A consultant will be engaged to produce a report with recommendations for best practices around Indigenous employment in a settler government context, based on lessons learned elsewhere from Indigenous internship programs and Indigenous employment more broadly, to lay the groundwork for what would need to be put in place internally prior to any new program. Staff, with the support of the consultant, will also connect with the local Nations regarding

their employment goals and how to support a culturally safe working environment within the CRD. It is anticipated that the launch of an Indigenous internship program will require additional funding. Staff will bring forward recommendations and a budget request to the Board on receipt of the consultant's recommendations on program design and the delivery model.

One of the Calls to Action from the Truth and Reconciliation Commission was to provide education “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 following education initiatives are underway:

- The CRD Board will be offered a 3-hour Introduction to Cultural Perspectives Training on February 23rd, delivered by Indigenous Perspectives Society. The training will focus on understanding history, dispelling myths and stereotypes, and building local relationships.
- All CRD leadership, managers and staff, including auxiliary staff, will be offered an essential 2-hour Cultural Competency Seminar. To reach all staff, twenty seminars will be delivered between March to June 2022, incorporating 90 minutes offered by Indigenous Perspectives Society and 30 minutes with First Nations Relations staff.
- CRD Executive Leadership Team, plus those managers and staff who work directly with members from the local First Nations, will also be offered a 3-hour Building Local Relationships Workshop. For these staff, eight workshops will be offered between March to June 2022, delivered by Indigenous Perspectives Society.
- First Nations Relations and Corporate Communications continue to proactively identify opportunities for education, such as was done with informative posts for all staff related to the National Day for Truth and Reconciliation.

## **ALTERNATIVES**

### *Alternative 1*

The First Nations Relations Committee recommends to the Capital Regional District Board: That the First Nations Relations Operation Update report be received for information.

### *Alternative 2*

The First Nations Relations Committee recommends to the Capital Regional District Board: That the report be sent back to staff for additional information.

## **IMPLICATIONS**

### *Intergovernmental Implications*

By uplifting self-determination, promoting opportunities for economic prosperity and raising awareness amongst CRD staff and Board, these initiatives contribute towards efforts to build trusting, reciprocal government-to-government relationships with First Nations.

### *Social Implications*

The CRD's Statement of Reconciliation recognizes the gap in wealth between First Nations and settler governments. By exploring ways to support First Nations economic opportunities, such as through wastewater and water servicing, the CRD is taking steps to support the economic goals of First Nations.

*Alignment with Board & Corporate Priorities*

This aligns with the Board priority of taking measurable steps toward developing respectful government-to-government relationships and partnerships with First Nations to foster shared prosperity for all.

*Alignment with Existing Plans & Strategies*

This work aligns with the CRD's Task Force on First Nations Relations and the CRD's Statement of Reconciliation, and complements the CRD's ability to engage with First Nations on all relevant plans and strategies.

**CONCLUSION**

Some of the initiatives underway in support of the Board priority of advancing strong relationships with First Nations include: offering cultural competency training to all CRD employees and Board Directors; exploring best practices for supporting Indigenous employment; producing a respectful communications framework for staff; participating in intergovernmental discussions regarding CRD service delivery and collaboration to support the development of government-to-government relationships.

**RECOMMENDATION**

The First Nations Relations Committee recommends to the Capital Regional District Board: That the First Nations Relations Operational Update report be received for information.

Submitted by:	Caitlyn Vernon, MES, Manager, First Nations Relations
Concurrence:	Kristen Morley, J.D., General Manager, Corporate Services & Corporate Officer
Concurrence:	Robert Lapham, MCIP, RPP, Chief Administrative Officer