



First Nations Relations

CRD

CRD's Draft Reconciliation Action Plan

CRD Governance and First Nations
Relations Committee

February 4, 2026





Presentation Outline

- Purpose & Intent of a Reconciliation Action Plan (RAP)
- Process & engagement to date
- Guiding Principles
- Goals & sub-goals
- Action Items
- Other components of the Plan
- Next Steps



Reconciliation Action Plan (RAP): Purpose & Intent

Outline the CRD's ongoing, upcoming and recommended future initiatives to advance reconciliation over the next 5 years

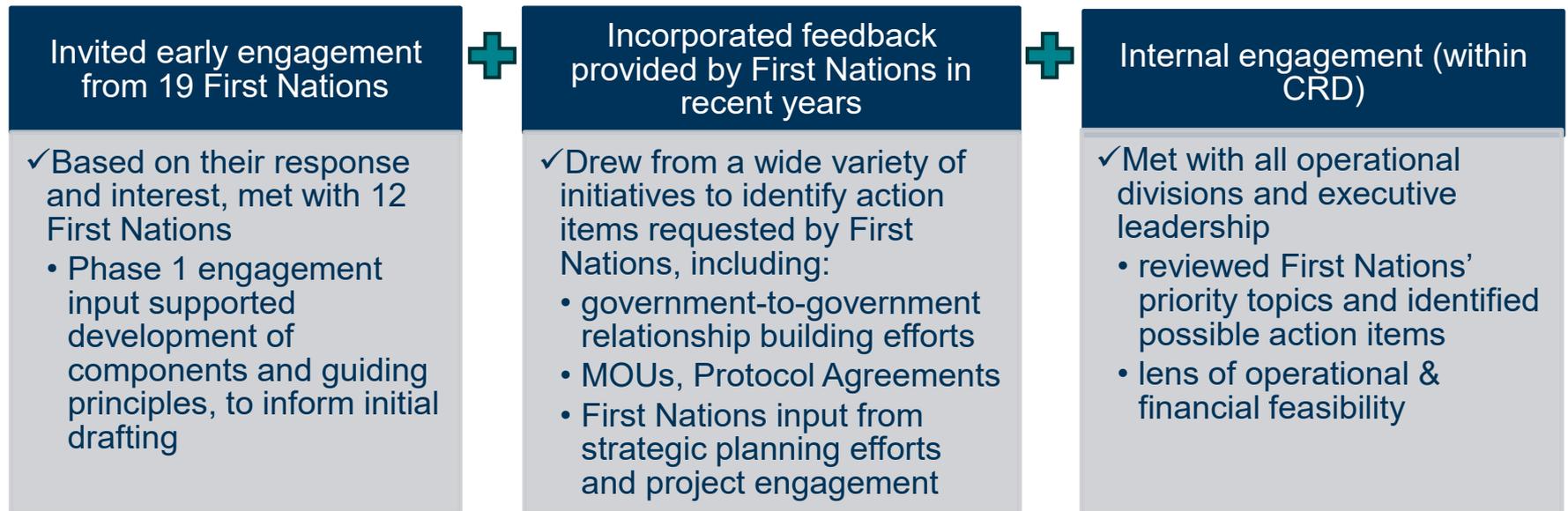
Embed reconciliation principles and initiatives at both the strategic and operational levels, across CRD operations

Serve as a guiding document to help operationalize and deliver on Board priorities related to First Nations relations and CRD commitments outlined in government-to-government MOUs and Protocol Agreements

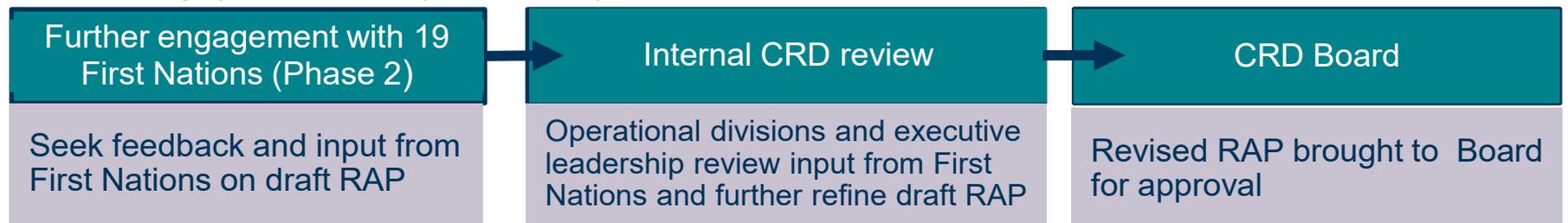
Establish a process for transparent reporting on reconciliation initiatives from across CRD Divisions

Process to develop RAP

Completed between September 2025 – January 2026:



Upcoming (not started) February – June 2026:





Draft Guiding Principles - Broad Themes



Honouring our Government-to-Government Relationship



Honouring Reconciliation



Honouring the Lands & Waters



Draft Guiding Principle 1:

Honouring our Government-to-Government Relationship

- Commit to developing and nurturing cooperative, collaborative, long-term, and mutually beneficial government-to-government relationships with First Nations.
- Communicate in an honest, respectful, and transparent manner with the goal of improving understanding of different perspectives. Remain flexible and adaptable, and open to working together in unique and new ways to achieve desired outcomes.
- Recognize that each First Nation has a distinct culture, governance structure, priorities and capacity. Seek guidance from each First Nation on how to respectfully work together.
- Commit to learning about Indigenous laws, beliefs and teachings and how these concepts can support a positive, mutually respectful government-to-government relationship.



Draft Guiding Principle 2: Honouring Reconciliation

- Work to embody the foundational principle of: “Nothing about us without us,” with emphasis on First Nation’s leadership in decisions affecting their traditional territory.
- Commit to learning about the ongoing legacies of colonialism which continue to impact Indigenous peoples today so that this understanding can inform CRD efforts towards reconciliation.
- Commit to advancing the Truth and Reconciliation Calls to Action and recognizing the *United Nations Declaration on the Rights of Indigenous Peoples Act* as a framework for reconciliation.
- Recognize that time and resources are required for meaningful reconciliation.



Draft Guiding Principle 3:

Honouring the Lands & Waters

- Recognize that Capital Regional District (CRD) is situated on First Nations' Territory and that each First Nation has a responsibility to care for and steward their Territory.
- Seek opportunities to support the inclusion of First Nation knowledge, cultural practices and governance into CRD decision-making and operations.
- Commit to engagement and dialogue on CRD projects, and where possible, seek Free, Prior and Informed Consent (FPIC).
- Support long-term sustainability and stewardship for the benefit of future generations, integrating environmental considerations and community well-being.



Introduction to Draft Goals

1. Indigenous Self-Determination and Relationship Building
2. Shared Prosperity
3. Relationships with Lands and Waters
4. Cultural Safety and Inclusion

Each Goal is further detailed and accompanied by draft Sub-goals on subsequent slides.



Draft Goal: Self-Determination

- Recognize and respect Indigenous self-determination through more inclusive governance and government-to-government relationship-building

Draft Sub-Goals

- Strengthen relationships with First Nations at the leadership and operational level
- Enhance CRD decision-making processes and governance to be more inclusive of First Nation governments
- Develop and strengthen processes to support relationship-building and First Nations involvement



Draft Goal: Shared Prosperity

- Support shared prosperity by enhancing economic opportunities, in partnership with First Nations

Draft Sub-Goals

- Provide fair and equitable services to First Nations through renewed and updated service agreements
- Explore and enhance procurement and other economic opportunities with First Nations
- Increase Indigenous employment and training opportunities
- Identify additional opportunities to support shared prosperity



Draft Goal: Lands & Waters

- Uphold and respect First Nation rights, responsibilities and relationship with lands and waters

Draft Sub-Goals

- Enhance CRD commitments to archaeology and cultural heritage conservation
- Explore how the CRD can support First Nation access to land
- Enhance First Nations involvement in land- and water-based initiatives and services



Draft Goal: Cultural Safety

- Foster cultural safety by increasing visibility and awareness of First Nations across the CRD region and enhancing Indigenous inclusion in CRD programming

Draft Sub-Goals

- Increase visibility of First Nations in the region through art, signage, naming, events and public communications
- Support respectful relationship-building through training and education for CRD Board Directors, Commissioners staff, and contractors
- Incorporate Indigenous needs and priorities in the development of CRD programs



Action Items Matrix

Goal 4: Cultural Safety & Inclusion

Sub-Goal: Increase visibility of First Nations in the region through art, signage, naming, events and public communications

Action	Brief Description	Lead Division(s)	Support Division(s)	New/Ongoing/Expand	In Financial Plan (Yes, No, Partial)	Timeline
11.7	Identify select opportunities to advance Indigenous interpretive signage, in partnership with First Nations and where there are resources to do so	RP&T, RP, ERM, SSI, JDF, SGI	FNR, CCE	Expand	Partial	Ongoing

Other RAP Components (draft)

- First Nations profiles, teachings, quotes
- Indigenous digital art, community pictures shared with permission
- Message from Board Chair and Executive Leadership Team
- CRD Reconciliation Journey
 - Context for reconciliation
 - Summary of CRD efforts towards reconciliation over the past 10 years
- Accountability & Reporting



Next Steps

- Board direction
- Share draft components of the RAP, including all proposed and potential actions, with 19 First Nations, invite further feedback and engagement
- Revise the RAP as needed, in collaboration with First Nations and CRD executive
- Bring the revised RAP to the Board for approval