

Community Need

Initiative Progress Report



First Nations Relations

Initiatives approved in 2020 and 2021			
Ref	Initiative	% complete	Progress to date
3a-1	First Nations Regional Planning	100%, ongoing	Lead: First Nations Relations (2020) Progressing – proposed amendments to CRD Procedures Bylaw to include First Nations at CRD Committees have been approved and completed. Outreach to the Nations to determine their identified elected representatives is ongoing, with orientation to take place as they are nominated. The Tsartlip First Nation has nominated a Councillor and alternate to join the CRD committee tables. Staff have provided an initial orientation session and will continue to provide any further assistance that the Nation Members may require to attend meetings. Discussions with First Nations are ongoing regarding how to further government-to-government decision-making and planning systems.
3a-2	First Nations Economic Goals	100%, ongoing	Lead: First Nations Relations (2020) Part of core services. Ongoing collaboration with First Nations to identify opportunities to support economic goals.
3a-2.1	Indigenous Intern Leadership Program	30%	Lead: First Nations Relations (2021) Progressing – The new First Nations Relations manager has revised the approach, based on lessons learned from similar programs. Staff anticipate retaining a consultant to scope a program that will support cultural safety for Indigenous interns, meet the needs of the local First Nations, and support service delivery, and that aligns with requirements of the collective agreement. The resulting scenarios will be assessed and brought forward for 2023 service planning.
3a-2.2	First Nations Economic Opportunity Portal Social Value Procurement	50%	Lead: First Nations Relations (2021) Progressing – Website content being developed to share information on how to access CRD contract opportunities, anticipated completion Q4. Updates to procurement policy are being considered to advance procurement opportunities for First Nations.

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3a-3	First Nations Collaboration	100%, ongoing	<p>Lead: First Nations Relations (2020)</p> <p>Part of core services – the CRD is meeting quarterly with the WSANEC Leadership Council (WLC) to share information on land altering works and receive feedback from the WLC. Ongoing engagement with First Nations on parks management planning, incorporating Indigenous names and perspectives into signage, developing Indigenous cultural programming for regional parks, and water and wastewater servicing agreements. The Protection and Conservation of Heritage Sites Policy has been approved and training sessions to support the use of this policy are ongoing. Cultural awareness training for CRD regional parks staff, Salt Spring Island parks staff, and Southern Gulf Islands parks commissioners is planned for 2022.</p>
3a-5	First Nations Strategic Plan	0%	<p>Lead: First Nations Relations (2020)</p> <p>Delayed by departure of the First Nations Relations Manager. The new First Nations Relations Manager has re-assessed goals and scope; next steps will be the Reconciliation Action Plan as outlined.</p>
3a-5	Cultural Confidence Program Development & Implementation	30%	<p>Lead: First Nations Relations (2021)</p> <p>Progressing – Delayed by departure of First Nations Relations Manager. Requests for proposals were shared in Q3, to determine an appropriate qualified facilitator to develop a module based program, with virtual/in person training sessions to begin in early 2022.</p> <p>The CRD Board endorsed Intercultural Skills Training in June 2021, which will support CRD Directors and Alternate Directors in building positive, respectful and reciprocal working relationships with First Nations participating in CRD Board select standing committees. The results of a CRD Board survey will be used to identify training goals, find a facilitator, and deliver training in Q4.</p>
3a-6	First Nations Service Plan and Budget	100%	<p>Lead: First Nations Relations (2020)</p> <p>Completed</p>