

# STAFF REPORT TO COUNCIL

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**DATE:** May 31, 2022

**TO:** MAYOR AND COUNCIL

**NAME AND TITLE:** Chris Bone, Sr. Mgr. of Strategic Initiatives & Partnerships

**SUBJECT:** Coalition of Inclusive Municipalities – Next Steps

**ATTACHMENT(S):** None

## RECOMMENDATION(S):

1. That Council RECEIVES FOR INFORMATION the report dated May 31, 2022 from the Sr. Mgr. of Strategic Initiatives & Partnerships titled “Coalition of Inclusive Municipalities – Next Steps”.
2. That Council DIRECTS Administration to develop a Reconciliation Action Plan and to return a report by Q2 of 2023 detailing the steps that will be undertaken to develop the Plan.

## PURPOSE:

At its March 14, 2022 Regular Meeting, Council directed staff “to review the commitments of the Coalition of Inclusive Municipalities and return a report in mid-June 2022 with concrete recommendations on next steps forward”. This report provides relevant background information and recommends how the City can continue to act on its commitments as a Coalition member.

## BACKGROUND:

In May of 2010, Council resolved to join the Canadian Coalition of Municipalities Against Racism and Discrimination (now called Coalition of Inclusive Municipalities) and directed its Policy Advisory Committee at the time to “develop a strategy to meet the commitments of the Common Declaration for Council’s consideration”. The Common Commitments are structured around three areas of municipal responsibility including:

- **The municipality as a guardian that respects the public interest.**
  - Increasing vigilance against systemic and individual discrimination.
  - Monitoring discrimination in the municipality and taking action to address it.
  - Supporting individuals who experience discrimination.
  - Providing police services that are exemplary institutions for fighting discrimination.
- **The municipality as an organization that upholds human rights.**
  - Providing equal opportunities as a municipal employer, service provider, and contractor.
  - Supporting measures that promote equity in the labour market.
  - Challenging discrimination and promoting diversity and equal opportunities in housing.

- **The municipality as a community that promotes diversity.**
  - Involving citizens by giving them a voice in anti-racism initiatives and decision-making.
  - Challenging discrimination and promoting diversity and equal opportunities in education and other forms of learning.
  - Promoting the respect, knowledge, and appreciation of cultural diversity and the inclusion of Indigenous and racialized communities in the cultural fabric of the municipality.

The Policy Advisory Committee at the time did not develop a strategy to meet the commitments, and Council's 2011 – 2012 Strategic Plan did not identify the development of an action plan to meet Coalition commitments as a priority. As such, the corporate work plan did not include the implementation of initiatives to combat racism and discrimination, and/or to foster equality, and respect for all citizens.

Following the naming of the Lheidli T'enneh as an official host of the 2015 Canada Winter Games, attention turned to how the City could further advance Reconciliation. As such, Administration developed a Reconciliation Framework guided by the UN Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission's Calls to Action, and its Coalition commitment to promote "the respect, knowledge, and appreciation of cultural diversity and the inclusion of Indigenous and racialized communities in the cultural fabric of the municipality". The City's Reconciliation Framework was highlighted as a good practice by the Coalition in its toolkit titled, [Reconciliation with Indigenous Peoples - A Holistic Approach: Toolkit for Inclusive Municipalities in Canada and Beyond.](#)

Over the past seven years, initiatives such as those highlighted below, have been implemented to advance Reconciliation.

- Renaming of Fort George Park to Lheidli T'enneh Memorial Park
- Permanent Presence of the Lheidli T'enneh Flag at City Hall
- Staff to Staff Gathering
- Tri-Party Memorandum on Cooperation and Communication
- Leadership Reconciliation Symposium
- Lheidli T'enneh Memorial Park Pavilion
- Indigenous Awareness Online Training Program for City Staff (Module Two scheduled to launch on National Indigenous Peoples Day 2022)
- Daycare Development Partnerships (Land Disposition) with Lheidli T'enneh and the Prince George Native Friendship Centre
- Raise Up Our Kids Initiative – Nusdeh Yoh School

The Coalition of Inclusive Municipalities encourages member municipalities to develop an Action Plan, but emphasizes that the process is flexible so that each municipality can address its own inclusion-related issues. Council's 2022-2024 Strategic Plan includes a City Government and Infrastructure Goal to "Act on Calls to Action Established by the Truth & Reconciliation Commission of Canada" through the continued building of relations with the Lheidli T'enneh First Nation and urban Indigenous organizations" with two identified actions, noted below.

- Continue development and implementation of the City's Online Indigenous Training program.
- Continue to build relation with the Lheidli T'enneh First Nation and Urban Indigenous organizations.

As such, Administration recommends development of an Action Plan to advance Council's Reconciliation priority as a concrete next step to ensure the City continues to honour its commitments as a member of the Coalition of Inclusive Communities. Pending Council's approval of this recommendation, Administration will return a report to Council with details regarding the steps that will be undertaken to develop a Reconciliation Action Plan.

#### **STRATEGIC PRIORITIES:**

The 2022-2024 Strategic Plan identified the following goal applicable to the content of this report:

#### **City Government and Infrastructure Goals**

5. Act on Relevant Calls-to-Action Established by the Truth & Reconciliation Commission of Canada
- Continue development and implementation of the City's Online Indigenous Training program.
  - Continue to build relations with the Lheidli T'enneh First Nation and Urban Indigenous organizations.

#### **SUMMARY AND CONCLUSION:**

At its March 14, 2022 Regular Meeting, Council directed "staff to review the commitments of the Coalition of Inclusive Municipalities and return a report in mid-June 2022 with concrete recommendations on next steps forward. The main objective of the Coalition is to provide a platform to broaden and strengthen human rights through coordination and shared responsibility among local governments, civil society organizations, and other democratic institutions.

The Coalition of Inclusive Municipalities encourages member municipalities to develop an Action Plan, but emphasizes that the process is flexible so that each municipality can address its own inclusion-related issues. As such, Administration recommends development of an Action Plan to advance Council's Reconciliation priority as a concrete next step to ensure the City continues to honour its commitments as a member of the Coalition of Inclusive Communities.

#### **RESPECTFULLY SUBMITTED:**

Chris Bone, Sr. Mgr. of Strategic Initiatives & Partnerships

#### **APPROVED:**

Walter Babicz, City Manager

Meeting Date: 2022/06/13