

Reconciliation Action Plan

2026-2036



Making a difference...together



First Nations Relations

Acknowledgements

The Capital Regional District (CRD) gratefully acknowledges and thanks First Nations for the discussions, contributions and perspectives they have shared with the CRD Board and staff over the years which have informed this Reconciliation Action Plan (Plan) and shaped the CRD’s approach to reconciliation.

Huy ch q’u HÍSW̱ḴE Hay’sxw’qa Kleco Kleco Thank you

Any pictures, teachings, quotes, and language, are illustrative and not meant to be exhaustive or comprehensive. They are either provided directly by First Nations or used with permission from First Nations. With respect and gratitude, the CRD thanks the many Nations who contributed to the development of this Plan and all those who shared quotes and teachings to be included.

Cover image features a Nootka rose. First Nations of the Pacific Northwest, including Vancouver Island and the Gulf Islands, have long used the Nootka rose for food, medicine, and cultural purposes.

Dancing Dragonflies by Chris Paul

Chris Paul, a WSÁNEĆ artist from the W̱JOŁEŁP First Nation, created Dancing Dragonflies for the CRD, an image based on the idea of First Nation and Settler communities living side by side and our governments making a difference together. Dragonfly is a symbol of change, transformation and swiftness. Dragonfly is a symbol of change in the view of self-understanding and the kind of change that has its source in maturity and insight into the deeper meaning of life. It is our hope today that our work to change and transform will be swift, that as we mature we will develop insight that allows us to be poised for reconciliation, and that we continue to build strong and meaningful relationships with local First Nations.



Dancing Dragonflies by Chris Paul

DAḴE,İŁĆ (Salal) and TI,İŁĆ (Yerba Buena) by Sarah Jim

Sarah Jim is a visual artist, land steward, and SENĆOFEN language learner from the W̱SIKEM village in W̱SÁNEĆ.

DAḴE,İŁĆ (salal) is an evergreen shrub that embodies resilience, adaptation, and community care. Remaining green throughout the cold winter months helps sustain life when much of the landscape lies dormant. It offers year-round shelter and nourishment for animals and pollinators. This is especially important for non-migratory species who endure the harshness of winter. Thriving even in nutrient-poor soils, DAḴE,İŁĆ helps restore and enrich the land, creating conditions that support the growth of other plant and animal life. Its flowers and berries are beloved sources of food for pollinators, birds, animals, and people. As well as being an altruistic member of the forest ecosystem, DAḴE,İŁĆ holds deep cultural significance for the WSÁNEĆ People. It reminds us that resilience is rooted in reciprocity, and that by generously sharing our gifts, we help sustain one another.

TI,İŁĆ (yerba buena) is becoming increasingly uncommon due to urbanization and the ongoing impacts of colonization. It grows in healthy, established forests that are free from invasive species and rich with traditional foods and medicines. This plant is an indicator of a balanced, thriving ecosystem. TI,İŁĆ depends on the shade of towering trees and the protection of its plant relatives. It flourishes as part of an interconnected community, reminding us that survival and strength are rooted in relationships. Its presence speaks to collaboration – between species, within ecosystems, and among people. As the CRD promises a healthier future in partnership with Indigenous communities, TI,İŁĆ becomes a symbol of that commitment: a vision of restored homelands and good relations between communities.

The leaves, adorned with Coast Salish elements, reflect the inseparable connection between land, culture, and community. Through this plant, we are reminded that caring for the land is also caring for one another, and that restoring our relationships with place is an act of cultural and ecological renewal.



Salal and Yerba Buena by Sarah Jim

Territorial Acknowledgement

The CRD acknowledges the First Nations on whose territories the CRD operates, all of whom have a long-standing relationship with the lands and waters from time immemorial that continues to this day.

The CRD operates and provides services within the territories of a number of First Nations whose communities and/or reserve lands are based in the region, including: BOKÉCEN (Pauquachin) First Nation, MÁLEXEL (Malahat) Nation, paaʔčiidʔatx (Pacheedaht) First Nation, Penelakut Tribe, SCTĀNEW (Beecher Bay) First Nation, Songhees Nation, SʔÁUTW (Tsawout) First Nation, T’Sou-ke Nation, WJOLÉEP (Tsartlip) First Nation, WSIKEM (Tseycum) First Nation, and xʷsepsəm (Esquimalt) Nation.

The CRD also recognizes First Nations with territories in the region whose reserve or treaty lands are located outside the region, including: Cowichan Tribes, Halalt First Nation, Lyackson First Nation, scə́waθən məsteyəxʷ (Tsawwassen) First Nation, Semiahmoo First Nation, Snuneymuxw First Nation, Stz’uminus First Nation, and Ts’uubaa-asatx Nation.

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“Take care of the land, water & resources,
& they will take care of you.”

x̓sepsəm (ESQUIMALT) NATION

Francis King Regional Park

Statement of Reconciliation



The CRD’s boundaries span the traditional territories of many First Nations, whose ancestors have been taking care of the land since time immemorial. The CRD believes that a positive working relationship with First Nations is good for the whole region. For the CRD to have a positive relationship with First Nations we need to acknowledge, respect and complement their Indigenous laws, customs and systems of governance.

The CRD is part of a national movement towards reconciliation with Canada’s Indigenous Peoples, informed by:

- The Truth and Reconciliation Commission’s Calls to Action
- The United Nations Declaration on the Rights of Indigenous Peoples
- Section 35 of the Canadian Charter of Rights and Freedoms
- The Douglas Treaties and the BC Modern Treaty process

The CRD’s path to reconciliation focuses on three recurring themes:

1. Self-Determination

The CRD acknowledges the fundamental right of self-determination to Indigenous Peoples. In the spirit and intent of inclusivity, the CRD is committed to working with First Nations through the governance systems they choose. When First Nations wish to participate in our decision-making process then we will support them. The CRD will look to First Nations for leadership in understanding how to create new decision-making systems together on their traditional territories.

2. Shared Prosperity

The CRD recognizes the gap in wealth between First Nations and settler governments. The CRD will work towards a prosperous economic future for all of its residents and believes that improving the lives of the most vulnerable citizens creates a stronger and more resilient region for everyone. The CRD will seek partnerships, share information and deliver fair and equitable services in working with First Nations on achieving their economic goals.

3. Relationship with the Land and Water

The CRD recognizes the integral relationship First Nations have with the land; often the names for the people of the land and the land itself were one and the same. The CRD will work with First Nations on taking care of the land while providing space for cultural and ceremonial use, food and medicine harvesting, traditional management practices and reclaiming Indigenous place names.

As recommended by the CRD’s Special Task Force on First Nations Relations (2018) and adopted by the Board (2018).

Message from the CRD Board Chair

On behalf of the Capital Regional District (CRD) Board, I am honoured to share a message of support and optimism as we continue to develop and strengthen our relationships with the First Nations on whose territories the CRD operates.

The Reconciliation Action Plan is a next step on the CRD’s ongoing path to reconciliation, and is intended to demonstrate the CRD’s commitment to continue endeavours to deepen respectful and reciprocal government-to-government relationships with First Nations communities. The plan will provide a framework to improve collaboration, advance concrete actions, enable partnerships and meaningfully deliver on commitments and shared priorities.

While the CRD has made a concerted effort over the past 10 years to improve relationships with First Nations, to more readily engage, truly listen and seek to understand the needs and interests of these communities, we recognize there is more work to do and many actions that need further progress.

In my time as CRD Board Chair, I am humbled and grateful for the opportunity to collaborate with First Nations. Thank you to all the leaders and community members I have had the privilege to learn from. We strive to earn trust by demonstrating and following through on our commitments, remaining open to working together in new ways, and learning from any missteps.

We know that reconciliation is ongoing and evolving, that it will take time, and will not always be easy or smooth. We also know the entire region benefits from meaningful engagement and effective partnership between the CRD and First Nations communities, and through this Plan and the work ahead, I look forward to the achievements and improvements we will create, together.

Cliff **MCNEIL-SMITH**
Chair
Capital Regional District Board



Island View Beach Regional Park

Message from the CRD Chief Administrative Officer

On behalf of the entire organization, we are pleased to endorse, champion and participate in the CRD’s first Reconciliation Action Plan. This Plan will support the CRD to further embed reconciliation and an Indigenous inclusion lens in CRD operations, helping to ensure the work is appropriately guided and informed by the First Nations on whose territories the CRD delivers services and programs.

Priorities, key areas of focus, and tangible actions outlined in this Plan have been shaped and guided through past and ongoing engagement with First Nations leadership. The CRD recognizes that concerted efforts to grow and maintain truly respectful relationships with First Nations communities will need to continue, with a role for staff at all levels of the organization.

With this Plan, the CRD’s past work and ongoing commitments to reconciliation are made more visible. The goals and action items reflect the priority topics identified in current government-to-government Memorandums of Understanding and Protocol Agreements recently signed with First Nations, and provide a mechanism to further operationalize these agreements and embed reconciliation principles and actions across the range of work undertaken by the CRD.

This Plan outlines key actions the CRD aims to achieve over the next ten years. While it reflects today’s priorities, we know our work with First Nations will evolve, so we must remain flexible and adapt as needs and interests change.

Several key actions can be advanced and achieved with existing resources and budgets, while others may require additional approvals, greater partnerships and/or exploration. To stay accountable, the CRD will report on the progress of the Reconciliation Action Plan each year.

We recognize that we have much to learn. Through ongoing, new and expanded efforts, we look forward to continuing to work with First Nations to strengthen relationships, advance priorities of mutual interest, and design and deliver CRD services and programs in a respectful way.

Ted **ROBBINS**
Chief Administrative Officer
Capital Regional District



Crescent Beach, Sooke Potholes Regional Park

“Naut’sa mawt”, meaning “one heart one mind”, which denotes the interconnection between all things.

T’SOU-KE NATION

Canoes at East Sooke Regional Park for Tribal Journeys Event

Reconciliation Action Plan

Purpose and Intent

To guide efforts in advancing reconciliation, the objectives of the Plan are to:

- outline a set of concrete actions the CRD plans to focus on to advance reconciliation over the next 10 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 to measure and provide transparent reporting on reconciliation initiatives from across CRD Divisions

The CRD recognizes that reconciliation is a continuous, long-term process with no defined endpoint. While the Plan represents an important step forward, it is part of a broader commitment to ongoing learning, relationship building and meaningful engagement. The CRD will remain responsive to evolving relationships with First Nations, changing community priorities, and the CRD’s organizational realities.

Goals

The CRD will dedicate time and resources to advance the following goals, which build on the themes outlined in the CRD’s Statement of Reconciliation:

- SELF DETERMINATION & RELATIONSHIP-BUILDING: Recognize and respect Indigenous self-determination through more inclusive governance and meaningful government-to-government relationship-building
- SHARED PROSPERITY: Support shared prosperity by enhancing economic opportunities, in partnership with First Nations
- RELATIONSHIP WITH LANDS & WATERS: Uphold and respect First Nation rights, responsibilities and relationships with the lands and waters
- CULTURAL SAFETY & INCLUSION: Foster cultural safety by increasing visibility and awareness of First Nations across the CRD region and enhancing Indigenous inclusion in CRD programming



“ In the SENĆOŦEN language, ‘T’Sou-ke’ is the name of the Stickleback fish that lives in the estuary of the Sooke River. ”

T’SOU-KE NATION

“ As Pauquachin people, we seek to build a healthy, self-reliant and economically strong community where every family is learning from and honoring each other. We will root our future actions in the culture, traditions and languages of our people, which will be done through appreciating our history on this land. ”

We are a strong independent nation that takes pride in ÇENENITEL ŁTE (working together). Through unity BOŖEĆEN will thrive as a safe, healthy and successful nation taking an active role to protect our lands and resources for our SELISET (family).

BOŖEĆEN (PAUQUACHIN) FIRST NATION



“ I’m proud to be Songhees. I am proud of our community’s strength, integrity, and vision. We are the keepers of the spirit of our ancestors, and of the generations to come. We have been here since time immemorial, and we will continue to thrive. ”

CHIEF RON SAM, SONGHEES NATION



Signs of Lekwungen Art at Songhees Point during Songhees walking tour for CRD staff

Guiding Principles for Reconciliation

In implementing this Plan, the CRD will be guided by the following principles:

Honouring our Government-to-Government Relationships

1. Commit to developing and nurturing cooperative, collaborative, long-term, and mutually beneficial government-to-government relationships with First Nations.
2. Communicate in an honest, respectful, meaningful, cooperative, 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.
3. 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.
4. Commit to learning about First Nations laws, beliefs and teachings and how these concepts can support a positive, mutually respectful government-to-government relationship.



Honouring Reconciliation

1. Work to embody the foundational principle of: “Nothing about us without us,” with emphasis on First Nations leadership in decisions affecting their territory.
2. 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.
3. Commit to advancing the Truth and Reconciliation Calls to Action and recognizing the United Nations Declaration on the Rights of Indigenous Peoples Act (UNDRIP) as a framework for reconciliation that guides organizational efforts, with articles whose spirit and aspirations we seek to uphold.
4. Recognize that time and resources are required for meaningful reconciliation.

Honouring the Lands & Waters

1. Recognize that the CRD is situated on First Nations’ territory and that each First Nation has a responsibility to care for and steward their territory.
2. Seek opportunities to facilitate the inclusion of First Nation knowledge, cultural practices and governance into CRD decision-making and operations.
3. Commit to engagement and dialogue on CRD projects, with the goal of seeking Free, Prior and Informed Consent (FPIC) where possible.
4. Support long-term sustainability and stewardship for the benefit of future generations, integrating environmental considerations, community well-being and First Nations’ perspectives.



“*ÁTOL (respect): “Mutual respect for the rights of others (with life).” The W̱SÁNEĆ concept of ÁTOL extends to all life, including water.*

ĆAINEUEL (co-operation): “Working together.”

HIWESTEL (partnership): “To honour one another.”

”

**W̱SÁNEĆ LEADERSHIP COUNCIL, ON BEHALF
OF W̱JOŁEŁP (TSARTLIP) FIRST NATION AND
W̱SIKEM (TSEYCU) FIRST NATION**

“*We stand proud on our hwulmuhw mustimuhw tumuhw (ancestral land of Malahat people), guided by the wisdom of our s̱ul’eluhws (elders) and carried forward by the strength of our sṯul’iqulh (children). Our inherent Rights and Title come from generations of stewardship. Fishing, hunting, gathering, and ceremony are part of the seasonal cycles that continue to shape our way of life and remind us that sovereignty is not only about borders, but also our responsibility to care for the land, water, and all beings who live here.*

Malahat Nation continues to walk forward in the teachings of our ancestors – building community and governance in a way that honours our elders, uplifts our youth, and protects the land and waters for generations to come.

”

MÁLEXEŁ (MALAHAT) NATION

Mill Hill Regional Park

Process

In September 2025, the CRD invited all 19 First Nations on whose territory the capital region is situated to engage and participate in the development of the CRD’s first Reconciliation Action Plan. Simultaneously, an internal engagement process across all CRD divisions was also initiated to support development of the Plan.

12 First Nations responded in the first phase of engagement. The feedback and guidance offered was combined with prior input on a variety of topics that First Nations have shared with the CRD over the years and incorporated into an initial draft Plan.

The draft Plan was then shared with all 19 First Nations in February 2026 for additional input and a more detailed review, where there was interest to engage further. Feedback and/or discussions with 11 First Nations occurred during this second phase of engagement and have informed the final Plan.

The CRD acknowledges that not all 19 First Nations were available or interested in directly engaging on the content of this Plan at this time, and invites further participation from First Nations through Plan implementation, if and as desired.

“*EWENE STÁN ET ŁNINEŁ HO, ŁS TU, EWES ŁNINEŁ: ‘Nothing about us without us’*

”

STÁUTW (TSAWOUT) FIRST NATION



“

The *W̱SÁNEĆ* Nation is the beneficiary and successor of the 1852 North Saanich and South Saanich Douglas Treaties. Although these Treaties affirmed *W̱SÁNEĆ* rights, they were ignored for generations, resulting in land dispossession, restrictions on traditional harvesting, and the imposition of the Indian Act.

For countless generations, *W̱SÁNEĆ* People travelled throughout their territory and beyond - harvesting foods, visiting relatives, and upholding longstanding responsibilities of stewardship and governance. Colonization introduced systems that disrupted *W̱SÁNEĆ* laws, governance, economy, and ways of life. Despite sustained systemic interference, the *W̱SÁNEĆ* People have persisted, maintaining their language, culture, and laws.

Today, the *W̱SÁNEĆ* People continue to stand strong - revitalizing their *SENĆOŦEN* language, restoring *SXOLE* (reef net fishing technology), and upholding their cultural, legal, and governance systems. *W̱SÁNEĆ* People have always lived in a profound relationship with the land and waters, guided by sacred responsibilities to protect, care for, and sustain their territory - responsibilities given to them by *XÁLS*, the Creator.

”

**W̱SÁNEĆ LEADERSHIP COUNCIL, ON BEHALF
OF W̱JOŁEŁP (TSARTLIP) FIRST NATION AND
W̱SIKEM (TSEYCU) FIRST NATION**



“

Our connection with the land and the resources of our large territory goes back thousands of years. In that time, we have learned to live in a finely balanced relationship with the seasons, the lands, the tides, and the seasons of our lives that have sustained us. We repaid the land through our commitment to stewardship, and through our ceremonies. We understand this obligation as our Sacred Trust.

”

x̱w̱sepsəm (ESQUIMALT) NATION

First Nations and Indigenous Peoples in the Capital Region

The CRD’s efforts towards reconciliation will continue to focus on relationship building with the First Nations on whose territory the CRD operates, given the nature of CRD’s operations on lands and waters in the region. The CRD recognizes the unique histories, cultures, rights, and interests of each First Nation. The CRD acknowledges that this may require different approaches and actions that account for the distinct rights, preferences, protocols and governance structure of each individual First Nation.

Further, the CRD’s approach to working with the First Nations in the region differs based on which Nations have reserve lands with communities in the region (BOKEĆEN (Pauquachin) First Nation; paa?čiid?atx (Pacheedaht) First Nation; SC’IANEW (Beecher Bay) First Nation; Songhees Nation; STÁUTW (Tsawout) First Nation; T’Sou-ke Nation; WJOŁŁP (Tsartlip) First Nation; WSIKEM (Tseycum) First Nation; and xʷsepsəm (Esquimalt) Nation), which Nations have reserve lands but whose administrative centres

and communities are outside the region (MÁLEXEL (Malahat) Nation and Penelakut Tribe), and those Nations that have territory in the region but whose reserve lands and treaty lands, communities and administrative offices all lie outside the region (Cowichan Tribes, Halalt First Nation, Lyackson First Nation, scəwaθən məsteyəxʷ (Tsawwassen) First Nation, Semiahmoo First Nation, Snuneymuxw First Nation, Stz’uminus First Nation, and Ts’uubaa-asatx Nation). The CRD works most closely with the Nations having service agreements tied to CRD operations and communities based in the region.

In addition, the CRD is also home to many urban Indigenous Peoples who are members of First Nations, Métis, and Inuit communities from outside the region. Where appropriate, a broader lens on Indigenous inclusion will be applied, for example as related to programs/services linked to housing, transportation, recreation, employment and procurement.



Lekwungen dancer opens the Forum of All Councils, a gathering of CRD, Municipal & First Nations leadership

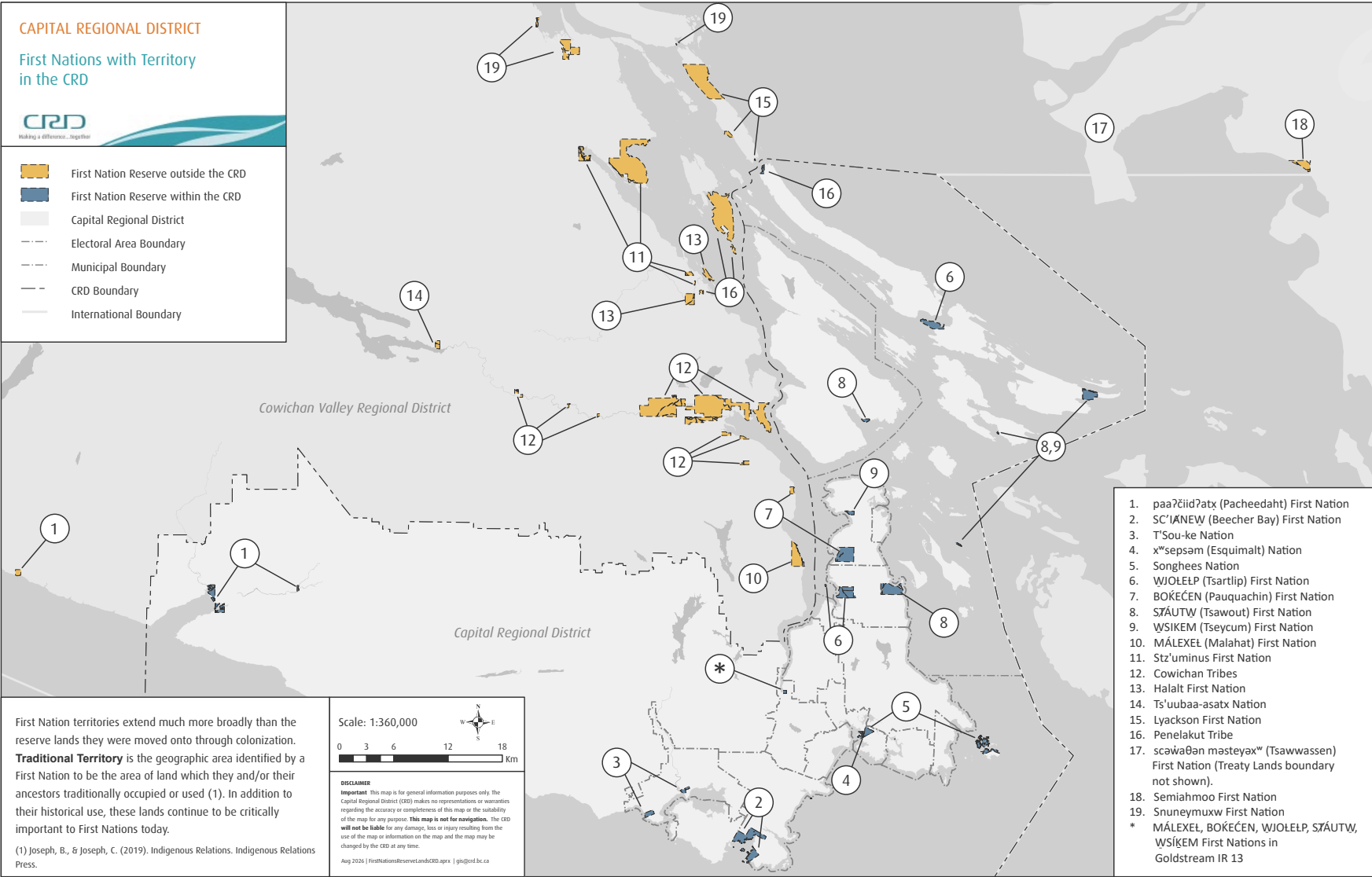


CRD education program at ŁÁU,WELNEW Tribal School



Community representatives and CRD Archaeologist share knowledge and discuss recent archaeological findings

The CRD operates on the territories of 19 First Nations. While this map shows the reserve lands that First Nations were moved onto through colonization, their territories extend broadly across the region.



Select CRD Reconciliation Initiatives Over the Past 10 Years

The CRD recognizes that truth precedes reconciliation and acknowledges the ongoing legacy of colonialism. Colonization displaced Indigenous Peoples and attempted to erase cultures through policies that dismantled languages, traditions, and identities. Residential schools and assimilation policies, including the Sixties Scoop, removed children from their families, causing deep intergenerational trauma and cultural loss. These enduring systems of racism continue to affect Indigenous Peoples, including First Nations on whose territories the CRD operates, and all Indigenous People who call the region home.

The CRD’s reconciliation journey grew from recognizing historic harms and current inequities and the need to support Indigenous self-determination. Early efforts prioritized conversations with First Nations to build enduring, government-to-government relationships. Over time, international, federal, and provincial frameworks, including the UN Declaration on the Rights of Indigenous Peoples (2007), the Truth and Reconciliation Commission Calls to Action (2015), and BC’s Declaration on the Rights of Indigenous Peoples Act (2019), have shaped CRD governance, service delivery, and Indigenous engagement.

In 2015, the CRD created a Special Task Force on First Nations Relations to advance reconciliation. Since then, the CRD has pursued multiple avenues, sought First Nations’ feedback, and published findings in reports such as the Inclusive Governance Report and Indigenous Employment Project Reports. Developing and implementing a Reconciliation Action Plan is the next step toward addressing inequalities and building reciprocal relationships with First Nations.

- **2015**
- Created Special Task Force on First Nations Relations (2015-2018)

- **2018**
- Signed the first Traditional Use Agreement for a Regional Park
- CRD Statement of Reconciliation
- Signed a Watershed Traditional Use Access Agreement

- **2016**
- Held Forum of All Councils (2016, 2019 & 2023)
- Offered tours of the watershed to First Nation leadership and staff (2016, 2025 & 2026)

- **2019**
- Established the First Nations Relations Standing Committee
- Provided CRD staff and Board with Guide to Offering Territorial Acknowledgements

- **2020**
- Adopted Conservation and Protection of Heritage Sites Policy
- Established Equity, Diversity, and Inclusion Steering Committee
- Learning opportunities for CRD staff (ongoing)

- **2021**
- Included First Nations Elected Representatives on CRD Standing Committees
- Adopted a First Nations Cultural Honorarium Policy
- Unveiled Indigenous art, commissioned through the Core Area Wastewater Treatment Project

- **2022**
- Updated Procurement Policy to encourage more procurement from Indigenous businesses
- Provided CRD Staff and Board with First Nations Communications Framework

- **2023**
- Learning opportunities to CRD Board (ongoing)
- Launched the CRD Government-to-Government Relationship Building Initiative
- Collaborated with partners to launch the South Island Indigenous Business Directory
- Published the Indigenous Employment Project Reports
- Provided CRD Staff and Board with Working with Indigenous Elders Guidance Document

- **2024**
- Submitted the CRD Inclusive Governance Report to the province summarizing feedback from First Nations
- Signed a Watershed Environmental Monitoring Access Agreement
- Signed new Water Supply Agreements
- Government-to-Government Relationship Building Initiative Summary Report
- Housing partnership with Songhees Nation
- Signed Government-to-Government Memorandum of Understanding with one First Nation

- **2025**
- Amended the Regional Water Advisory Committee to include First Nations participation
- Developed the Equity, Diversity and Inclusion Strategy
- Signed Government-to-Government Memorandum of Understanding with four First Nations and Protocol Agreement with one First Nation
- Engaged First Nations to support developing a CRD Reconciliation Action Plan

- **2026**
- Reconciliation Action Plan approved
- Regional Parks Cultural Practices & Safety Policy adopted
- Partnered with First Nations on invasive species removal and Canada Goose management (ongoing)
- Water Supply Area Bylaw amended to facilitate First Nations access and use of the watershed



Reconciliation Action Plan – Goals

The action items identified in this Plan were directly informed by discussions with First Nations and internal engagement sessions with CRD staff and leadership between September 2025 and June 2026. Prior engagement and feedback from First Nations also informed these action items, as did the priority topics identified through government-to-government discussions, MOUs and Protocol Agreements. This Plan provides a mechanism for the CRD to operationalize the government-to-government MOUs and Protocol Agreements, by identifying and embedding related action items for CRD divisions across the organization and providing an accountability mechanism.

The CRD acknowledges that the Plan is a living document that will continue to be informed by ongoing engagement with First Nations. The unique MOUs and Protocol Agreements will continue to guide the relationship and specific priorities with each First Nation.

The next section describes the Plan’s Goals, each with its own set of action items that CRD intends to advance in the coming years, in collaboration with First Nations. The full list of associated action items is available in Appendix B.



Goal 1: Recognize and respect Indigenous self-determination through more inclusive governance and government-to-government relationship-building

Recognizing that regional decisions can impact First Nations’ communities and rights, First Nations continue to emphasize the need for more inclusive regional governance that addresses barriers to meaningful participation as well as the importance of developing a government-to-government relationship.

Some First Nations have signed Douglas Treaties, others have or are negotiating modern-day treaties, and each First Nation has unique governance structures and interests. To work with First Nations in the governance structure they choose necessitates flexibility; there is no one-size-fits-all approach.

Goal 2: Support shared prosperity by enhancing economic opportunities, in partnership with First Nations

Ongoing legacies of colonization, residential schools and systemic racism continue to impact the economic well-being of First Nations today, with disproportionately higher rates of homelessness, unemployment, and risk of violence. At the same time, some community members are increasingly achieving high levels of education and training and are seeking opportunities to advance in their careers or to engage in meaningful and rewarding work that aligns with or supports them to fulfill cultural interests and obligations in their communities.

First Nations have stressed the importance of measures to support employment for their members, procurement from Indigenous businesses, and additional opportunities for resource sharing, partnership agreements or other opportunities for shared prosperity.



Goal 3: Uphold and respect First Nation rights, responsibilities and relationship with lands and waters

First Nations have an integral relationship with the lands and waters in their territories, and repeatedly express the importance of conservation and protection of heritage sites, ecosystems, and fish and wildlife habitat, as well as restoring shellfish harvesting, enhancing food security, and increasing involvement in decision-making about lands and waters in a way that respects their rights, responsibilities and ongoing relationship with the lands and waters.

The ability of First Nations and their members to access land has been drastically reduced through colonization, including CRD operations. First Nations urgently seek land back and greater access to and use of land for a variety of purposes including housing, harvesting, cultural use, and economic opportunities.

Goal 4: Foster cultural safety by increasing visibility and awareness of First Nations across the CRD region, and enhancing Indigenous inclusion in CRD programming

First Nations have expressed the goal of increased visibility so that residents and visitors know whose territory they are in. Others have explained how cultural safety for their members is supported by the presence of First Nations art, signage and language, whether that be in a park, housing facility or on a worksite. Cultural safety and respectful relationship-building can also be supported by continuing to educate ourselves and to approach the relationship with humility and openness for ongoing learning.

Implementation

This Plan provides direction for how the CRD can further advance reconciliation and take tangible action over the next 10 years.

The table of action items [Appendix B] provides an estimated timeframe for when the action will advance (i.e. in the short, medium or longer-term). The table also indicates what is ongoing, what is new or something that can be expanded more broadly, and what is already funded. Items and activities not yet funded will be brought forward by the relevant divisions as part of their annual service planning, the process by which the CRD budget is developed for Board consideration and approval each year.

Accountability & Commitment to Learning

Annual progress reports will be made public to share updates, successes and impacts, describe learnings, identify where more progress is needed, and outline any new or refined priorities that have emerged in collaboration with First Nations.

To cultivate a culture of learning within the CRD, internal progress reporting will encourage CRD divisions to not just report out the successes but also to reflect on where and why there are any setbacks or changes to priorities. This process will inform the public progress reports as well as encouraging responsibility for reconciliation across all departments.

This Plan is a living document, to be updated after ten years and remaining responsive to feedback provided from First Nations, changing community priorities, and the CRD's organizational realities.

“

As Saltwater People, our way of life—our ŠXENÁNS in our SENĆOŦEN language—is inseparable from the Salish Sea and from STÁUTW territory, where our ancestors have lived since time immemorial. We do not own the land; we belong to the land, and we hold a sacred, inherent obligation: QEN'T—to care for, protect, and look after our lands, waters, and all our relatives. This responsibility is rooted in our own laws, our creation stories, and our enduring relationship with every living being, including our salmon relatives, whose names in our language reflect kinship and family. We have never ceased to exist, nor have we surrendered our lands, our rights, or our responsibilities. Today, as our ancestors have always done, we continue to uphold these obligations for future generations and to restore the original names of our places, affirming the living presence of STÁUTW and the enduring connection between our People and our territory.

”

STÁUTW (TSAWOUT) FIRST NATION

Appendix A | CRD Overview

The Capital Regional District (CRD) is the regional government for 13 municipalities and three electoral areas on southern Vancouver Island and the Gulf Islands, serving over 464,000 people. The CRD operates on the territories of many First Nations, where 11 of these Nations hold reserve lands.

The CRD plays a key role in providing services that can be delivered efficiently and effectively through region-wide or shared service delivery models. These include the regional water supply, solid waste, wastewater treatment, regional parks, housing, 911 call answer and recreation facilities.

The CRD has more than 200 services, infrastructure and financing agreements with municipalities, electoral areas and First Nations to deliver services in the following categories:

- **regional**, where all municipalities and electoral areas are served
- **sub-regional**, where two or more jurisdictions are served
- **local**, in the electoral areas where the CRD is the local government

CRD services provided to First Nation communities include water, wastewater, solid waste, animal care, fire protection and emergency management.

In addition, the CRD:

- Owns the Capital Region Housing Corporation, a non-profit that provides affordable rental homes throughout the region, serving over 4,000 tenants in over 50 buildings across eight municipalities
- Administers the Capital Regional Hospital District (CRHD) which invests in health care services and provides capital funding for health care infrastructure, such as health facilities and hospital equipment
- Works collaboratively with First Nations and other orders of government and connects directly with individuals, businesses, organizations, institutions and communities to continually adapt and improve our services to meet community needs

The CRD operates under the provincial Local Government Act and Community Charter, and is subject to all other provincial legislation such as the Heritage Conservation Act and the Declaration on the Rights of Indigenous Peoples Act.

The CRD is governed by a 24-member Board of Directors, supported by more than 75 committees and commissions. The Board is composed of one or more elected official from each of the local governments within the CRD's boundaries. The directors also serve as the Capital Regional Hospital District Board and the Capital Region Housing Corporation Board.



Appendix B | CRD Reconciliation Action Plan Actions

Indigenous Self-Determination and Relationship Building

**Goal 1:** Recognize and respect Indigenous self-determination through more inclusive governance and meaningful government-to-government relationship-building

Legend
In Financial Plan

Status

Yes

Partial

No

New

Ongoing

Expand

Initiative		Status	Lead Division(s)	Support Division(s)	Timeline
1.1 Strengthen relationships with First Nations at leadership and operational level					
1.1.1 Maintain government-to-government relationships through Memorandums of Understanding (MOUs) and Protocol Agreements with First Nations having communities and/or reserve lands within the region, with regular leadership meetings, staff-level meetings, and collaboration on priority topics			FNR		Ongoing
1.1.2 Strengthen open channels of communication with additional First Nations having territory in the region			FNR		Ongoing
1.1.3 Organize opportunities for local government elected leadership to learn from and build relationships with First Nations leadership through forums, gatherings, presentations and tours			FNR	Various	Ongoing
1.1.4 Support the participation of First Nations at the CRD Board, where enabled through the modern treaty process or changes to provincial legislation			FNR	Leg S	As enabled
1.1.5 Participate in the treaty process and Recognition of Indigenous Rights and Self-Determination tables			FNR		Ongoing
1.2 Enhance CRD decision-making processes and governance to be more inclusive of First Nation governments					
1.2.1 Advocate for, and work with the Province of B.C. on their inclusive governance initiative to increase First Nations involvement in regional district decision-making			FNR	Leg S, ExS	Ongoing
1.2.2 Inform First Nations of existing opportunities to participate in CRD standing committees and other decision-making tables			FNR	Leg S, ExS	Ongoing
1.2.3 Where First Nations participate in local service committees and commissions, enhance inclusion by being responsive to feedback about barriers to participation			Leg S	Legal, FNR, PS, JDF, SGI, IWS, SSI	Ongoing

Initiative	Status	Lead Division(s)	Support Division(s)	Timeline
1.2.4 Jointly advocate with First Nations for the Province of B.C. to enable First Nations participation on the Regional Water Supply Commission and explore options to enhance First Nations participation in decision-making in the Regional Water Supply Area		Leg S, IWS	FNR	Short-term
1.2.5 Notify First Nations when regional strategic plans and master plans are being developed, invite early input and incorporate feedback into the plan development, within existing planning frameworks		Various	FNR	Ongoing
1.2.6 On specific topics of interest, explore opportunities for new ways to involve First Nations in decision-making, beyond existing structures		FNR	Various	Ongoing
1.3 Develop and strengthen processes to support relationship-building and First Nations involvement				
1.3.1 Advocate to the Province to support Nation-to-Nation discussions in order to strengthen Indigenous-led guidance for how to approach engagement in shared territory, for example advancing BC's Declaration Act Action Plan item 1.1		FNR		Ongoing
1.3.2 Provide guidance for internal teams to support appropriate and informed First Nations engagement and consultation practices, including guidance around capacity funding		FNR	Legal	Short-term
1.3.3 Update project planning templates and processes to consider First Nations interests and engagement early in project design		CCPDS, Various	FNR	Short-term
1.3.4 Prepare staff guidance on managing First Nations data respectfully and inventory records held		IS	All	Short-term
1.3.5 Meet quarterly with BC Ministry of Indigenous Relations & Reconciliation (MIRR) and BC Ministry of Housing & Municipal Affairs (HMA) staff to share learnings, advocate, and collaborate on areas of mutual interest		FNR		Ongoing

“

Care for future generations
(le'lumut tthu mustimuhw 'ukw' 'uw' yath / ʔI,TW ʔSU MEQ SʔELITKEʔ SU,I, ENÁ E)

”

MÁLEXEʔ (MALAHAT) NATION

Shared Prosperity



Goal 2: Support shared prosperity by enhancing economic opportunities, in partnership with First Nations

Legend

In Financial Plan

Status



Yes



Partial



No



New



Ongoing



Expand

Initiative	Status	Lead Division(s)	Support Division(s)	Timeline
2.1. Provide fair and equitable services to First Nations through renewed and updated service agreements				
2.1.1 Negotiate new or revised service agreements for bulk water, wastewater, solid waste, emergency response, animal control, fire protection and other services, where applicable	Expand	IWS, PS, JDF, ERMI	FNR, Legal	Ongoing
2.2 Explore and enhance procurement and other economic opportunities with First Nations				
2.2.1 Produce clear guidance to support expanded procurement from Indigenous businesses and increase staff awareness and skills related to identifying Indigenous businesses and expanding opportunities for Indigenous procurement	New	FS	Legal	Short-term
2.2.2 Update procurement templates to identify economic development as a reconciliation priority to encourage procurement from Indigenous vendors	New	FS	Legal, FNR	Short-term
2.2.3 Collaborate with partners to maintain and update the South Island Indigenous Business Directory, and promote its use	Ongoing	FNR		Short-term
2.2.4 Identify and track CRD procurement from Indigenous businesses	New	FS	FNR	Long-term
2.2.5 Identify opportunities for information sharing or workshops for Indigenous businesses to share information about the CRD's services and procurement process	New	FS, IPE	Various, FNR	Short-term
2.2.6 Develop a framework to guide considerations for support agreements, where appropriate and as identified through consultation, in relation to new major infrastructure projects	New	FNR, Legal	IWS, ERMI	Medium-term
2.2.7 Support and/or leverage grant funding to support partnerships with First Nations, in areas of mutual interest	Expand	Various	FNR	Medium-term

Initiative	Status	Lead Division(s)	Support Division(s)	Timeline
2.3. Increase Indigenous employment and training opportunities				
2.3.1 Explore opportunities with the CRD unions to collaborate on employment-related reconciliation objectives	Expand	PSC	FNR	Short-term
2.3.2 Through employee engagement mechanisms, offer opportunities for voluntary self-identification of Indigenous employees	Ongoing	PSC	FNR	Ongoing
2.3.3 Further relationships with First Nation communities related to CRD employment through connecting with employment coordinators and participating in career fairs	New	PSC	Various	Short-term
2.3.4 Revise job postings as opportunities arise to attract Indigenous applicants	Ongoing	PSC	FNR	Ongoing
2.3.5 Develop hiring guidelines for managers on how to reduce barriers for Indigenous applicants	New	PSC	FNR	Short-term
2.3.6 Apply an Indigenous cultural lens to CRD employment policies, such as reviewing the CRD's Respectful Workplace Policy; Broadening the definition of 'family' for bereavement leave; Updating leave provisions for political participation to include leaves of absence for Indigenous governance	New	PSC	FNR	Short-term
2.3.7 Develop guidance and processes to support preferential hiring of Indigenous employees	New	PSC	FNR	Medium-term
2.3.8 Provide support for CRD divisions related to Indigenous employment as opportunities emerge	Expand	PSC	Various	Ongoing
2.3.9 Explore opportunities to collaborate with partners to create and deliver Indigenous youth education and engagement programming to increase awareness and 'plant the seeds' about career paths	New	FNR	PSC	Medium-term
2.3.10 Develop onboarding processes that connect Indigenous employees to available supports	New	PSC	FNR / Various	Long-term
2.3.11 Extend CRD funded training and education opportunities to First Nations, where possible and of interest to First Nations	Expand	Various	FNR	Ongoing
2.3.12 Explore changes to asset disposal policies to allow for discounted/donated or right of first refusal for surplus assets to First Nations	New	FS, CAMM	TDT	Medium-term

Relationship with Lands and Waters

 **Goal 3:** Uphold and respect First Nation rights, responsibilities and relationships with the lands and waters

Legend

In Financial Plan

Yes

Partial

No

Status

★ New

➤ Ongoing

⏏ Expand

Initiative		Status	Lead Division(s)	Support Division(s)	Timeline
3.1 Enhance CRD commitments to archaeology and cultural heritage conservation					
3.1.1 Lead the CRD's involvement in the feedback and adoption phases related to changes to the Heritage Conservation Act (HCA), as they arise	Yes	★	FNR	Various	As enabled
3.1.2 Provide technical support and guidance to CRD project teams regarding archaeology and cultural heritage conservation throughout the CRD	Yes	➤	FNR	Various	Ongoing
3.1.3 Collaborate with First Nations on mitigation of impacts and involvement of First Nation field representatives during project delivery in areas of high archaeological risk	Partial	➤	FNR	Various	Ongoing
3.2 Explore how the CRD can support First Nations access to land and land back efforts					
3.2.1 Update the Regional Parks Land Acquisition Strategy to incorporate feedback from First Nations	Yes	➤	RP	FNR	Short-term
3.2.2 Continue to engage with First Nations when acquiring land for community parks	Partial	➤	JDF, SSI, SGI	FNR, REFM	Ongoing
3.2.3 Develop a framework for offering right of first refusal to First Nations when disposing of surplus land	Yes	★	REFM	Legal, FNR	Short-term
3.2.4 Explore opportunities to support First Nations access to land, e.g. lease arrangements, partnerships	Partial	★	FNR, REFM	Various	Ongoing
3.2.5 Develop an organization-wide land acquisition strategy that considers First Nations interests while addressing factors such as land donations from the public and timeliness of response on specific parcels.	Partial	★	REFM	RH, HCP, FNR	Long-term

Initiative		Status	Lead Division(s)	Support Division(s)	Timeline
3.3. Enhance First Nations involvement in land- and water-based initiatives and services					
3.3.1 In alignment with the Emergency and Disaster Management Act (EDMA) requirements, collaborate with First Nations on emergency and disaster management plans, including emergency recovery plans, and a post-disaster needs assessment	Partial	★	PS	FNR	Ongoing
3.3.2 Collaborate with First Nations on updating or developing Regional Park management plans or traditional use and access agreements and continue to explore possible approaches to support co-management within existing Regional Park authority on matters that do not require Board approval	Partial	➤	RP	FNR	Ongoing
3.3.3 Expand collaboration on environmental protection initiatives (e.g. harbours, stormwater, and invasive species) through data sharing, partnering with Guardians, or other mechanisms for involvement	Partial	⏏	EPRO	FNR	Ongoing
3.3.4 Engage with First Nations on community parks planning and management	Partial	⏏	JDF, SSI, SGI	FNR	Ongoing
3.3.5 Where possible, explore opportunities for co-management in community parks	Partial	★	JDF, SSI, SGI	FNR	Long-term
3.3.6 Work with First Nations on regional transportation and growth planning initiatives	Partial	➤	RP&T	FNR	Ongoing
3.3.7 Engage First Nations in the development of updates to Liquid Waste Management Plans	Partial	★	EPRO, IWS	FNR	Short-term
3.3.8 When doing public outreach and education, consider opportunities to incorporate Indigenous perspectives into materials, and explore opportunities to offer outreach and education to First Nation communities	Partial	★	ERMI, EPRO, RP&T, RP, WP	CCE	Medium-term
3.3.9 Engage First Nations on land use planning, development applications and Official Community Plan/Local Area Plan updates	Partial	➤	JDF	FNR	Ongoing
3.3.10 Where possible, expand opportunities for First Nations to access the Regional Water Supply watershed lands for cultural and ceremonial use, such as food and medicine harvesting.	Yes	⏏	WP	FNR	Short-term
3.3.11 Expand opportunities for First Nations involvement in stewardship of watershed lands.	Yes	★	WP	FNR	Short-term
3.3.12 Share culturally valuable resources where available and explore additional opportunities (e.g. logs, eagles, gravel, single-tree selection opportunities for carving)	Yes	➤	FNR	WP, ERMI, RP	Ongoing
3.3.13 Update Community Cleanup and Rethink Waste grants to improve accessibility for First Nation applicants	Yes	★	ERMI	FNR	Short-term

Cultural Safety and Inclusion

**Goal 4:** Foster cultural safety by increasing visibility and awareness of First Nations across the CRD region, and enhancing Indigenous inclusion in CRD programming

Legend

In Financial Plan

Yes

Partial

No

Status

New

Ongoing

Expand

Initiative	Status	Lead Division(s)	Support Division(s)	Timeline
4.1 Increase visibility of First Nations in the region through art, signage, naming, language, events and public communications				
4.1.1 Develop and implement a First Nations naming policy/guideline to apply to land-based and infrastructure initiatives		CCE	FNR	Short-term
4.1.2 Identify and implement opportunities for naming or renaming parks, housing or infrastructure initiatives, where possible and where resources are available		RP, RH, IWS, SSI, JDF, SGI, HCP	FNR, CCE	Ongoing
4.1.3 Develop internal guidance for commissioning Indigenous art		A	FNR, CCE	Short-term
4.1.4 Identify select opportunities to advance Indigenous art, where possible and there are resources to do so		RP&T, RP, ERMI, Leg S, SSI, JDF, SGI, CCPDS, Panorama, SEAPARC, HCP, RH	CCE, FNR	Short-term
4.1.5 Develop internal guidance for the First Nations engagement and approval process for Indigenous interpretive signage		FNR	CCE	Short-term
4.1.6 Identify select opportunities to advance Indigenous interpretive signage and include First Nations language, in partnership with First Nations and where there are resources to do so		RP, RP&T, CCPDS, ERMI, SSI, JDF, SGI	FNR, CCE	Ongoing
4.1.7 Advance reconciliation through public communications that uphold cultural safety, reflect First Nations priorities, and foster opportunities for shared storytelling		CCE	FNR	Ongoing
4.1.8 Update internal resources for staff to support respectful and culturally informed communications with First Nations		CCE	FNR	Short-term
4.1.9 In partnership with First Nations and where requested, celebrate Indigenous youth athletes and cultural activities at recreation facilities to foster visibility and inclusion		Panorama, SEAPARC	FNR	Short-term

Initiative	Status	Lead Division(s)	Support Division(s)	Timeline
4.2 Support respectful relationship-building through training and education for CRD Board Directors, Commissioners, staff and contractors				
4.2.1 Continue and expand training and education opportunities for Board directors, including Indigenous-led cultural perspectives training and other opportunities for training, presentations, tours and gatherings		FNR	Leg S	Ongoing
4.2.2 Deliver a regular program of cultural perspectives and archaeological awareness training for Gulf Islands Commissioners, staff and contractors		FNR	SGI, SSI	Short-term
4.2.3 Continue and expand Indigenous-led training and education opportunities for staff		FNR, PSC		Ongoing
4.2.4 Support cultural safety by delivering focused training for CRD staff and contractors, including regional parks and projects involving First Nations representatives in the field.		RP, Various	FNR	Short-term
4.2.5 Through training sessions, build awareness and education across CRD to increase competency and confidence amongst staff related to project planning, risk assessment, archaeology, First Nations consultation and engagement, data management, staff reports and communications		FNR	PSC	Ongoing
4.2.6 Establish an internal Community of Practice to support staff as they champion and lead reconciliation efforts in their work		FNR	Various	Medium-term
4.3 Incorporate Indigenous needs and priorities in the development of CRD programs				
4.3.1 As requested by First Nations, collaborate to identify ways to increase First Nations participation in recreation programs and services, including in-community service provision and youth-specific programming		Panorama, SEAPARC	FNR	Ongoing
4.3.2 Explore opportunities to support Indigenous food security through the Regional Foodlands Access Service		RP&T		Long-term
4.3.3 Continue to encourage and support Indigenous participation on the Arts Advisory Council and, as applicable, consult Indigenous artists as part of grant adjudication and strategic planning for arts granting services		A		Ongoing
4.3.4 Continue to explore and seek to understand First Nations needs and desires related to housing to inform related strategies and initiatives, and support advocating to other levels of government in taking action to support FN housing needs		RH	FNR	Ongoing
4.3.5 Assist First Nations to access existing recreation subsidy programs, where appropriate		Panorama, SEAPARC		Ongoing

Legend - Capital Regional District (CRD) Divisions

Acronym	Division
A	Arts
CAMM	Corporate Asset & Maintenance Management
CCE	Corporate Communications & Engagement
CCPDS	Corporate Capital Project Delivery Services
ERMI	Environmental Resource Management & Innovation
EPRO	Environmental Protection
ExS	Executive Services
FNR	First Nations Relations
FS	Financial Services
HCP	Health & Capital Planning
IPE	Infrastructure Planning & Engineering
IS	Privacy & Information Services
IWS	Infrastructure & Water Services
JDF	Juan de Fuca Administration

TIMELINE	
Short-term	1-3 years
Medium-term	4-6 years
Long-term	7-10 years
Ongoing	as opportunities arise
As enabled	by other governments

Acronym	Division
Legal	Legal Services
Leg S	Legislative Services
Panorama	Panorama Recreation
PS	Protective Services
PSC	People, Safety & Culture
REFM	Real Estate & Facilities Management
RH	Regional Housing
RP	Regional Parks
RP&T	Regional Planning & Transportation
SEAPARC	SEAPARC Recreation
SGI	Southern Gulf Islands Administration
SSI	Salt Spring Island Administration
TDT	Technology and Digital Transformation
WP	Watershed Protection

Legend	
In Financial Plan	Status
Yes Partial No	New Ongoing Expand

Appendix C | Community Websites

Nations with Territory and Reserve Lands in the Region

	NATION	WEBSITE
	BOKÉĆEN (Pauquachin) First Nation	HTTPS://WWW.PAUQUACHIN.CA/
	MÁLEXEŁ (Malahat) Nation	HTTPS://MALAHATNATION.COM/
	PAA?ČIID?ATX (Pacheedaht) First Nation	HTTPS://WWW.PACHEEDAHT.CA/
	Penelakut Tribe	HTTPS://PENELAKUT.CA/

	NATION	WEBSITE
	SC'IANEW (Beecher Bay) First Nation	HTTPS://SCIANEW.COM/
	Songhees Nation	HTTPS://WWW.SONGHEESNATION.CA/
	ST'ÁUTW (T sawout) First Nation	HTTPS://STAUTW.CA/
	T'Sou-ke Nation	HTTPS://TSOUKENATION.COM/

	NATION	WEBSITE
	W̱JOLƏLP (Tsartlip) First Nation	HTTPS://TSARTLIP.COM/
	W̱SIKEM (Tseycum) First Nation	HTTPS://WSIKEM.CA/
	x̱sepsəm (Esquimalt) Nation	HTTPS://ESQUIMALTNATION.CA/

Nations with Territory in the Region whose Reserve Lands or Treaty Lands are Outside the Region

NATION	WEBSITE
 Cowichan Tribes	HTTPS://COWICHANTRIBES.COM/
 Halalt First Nation	HTTPS://HALALT.ORG/
 Lyackson First Nation	HTTPS://LYACKSON.BC.CA/
 scə́waθən mə́teyəxʷ (Tsawwassen) First Nation	HTTPS://TSAWWASSENFIRSTNATION.COM/

NATION	WEBSITE
 Semiahmoo First Nation	HTTPS://WWW.SEMIAHMOOFIRSTNATION.CA/
 Snuneymuxw First Nation	HTTPS://WWW.SNUNEYMUXW.CA/
 Stz'uminus First Nation	HTTPS://WWW.STZUMINUS.COM/
 Ts'uubaa-asatx Nation	HTTPS://WWW.TSUUBAAASATX-ECDEV.CA/

“šxʷkʷecxənəm means lookout, steward of the land, guardian on foot. šxʷkʷecxənəm requires a fully realized reciprocal relationship between community members, the land and sea, and the human and non-human inhabitants. This relationship is brought to life through: decision making; listening, monitoring, and building understanding of the current state of the territory; caring for the territory and preparing for anticipated changes; maintaining our strong values and identity as stewards of our cherished places and resources; and harvesting food and medicines.”

scə́waθən mə́teyəxʷ (TSAWWASSEN) FIRST NATION



Spring Salmon Place Campground, Sooke Potholes Regional Park



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