



Relationship-building, Partnerships and Governance				
Initiative	Report	Funded/ Unfunded/ Partially funded	Not Started/ Underway/ Complete/ Operationalized	Comments/Next steps
1.1 Expand support for Urban Indigenous in Saanich through partnerships with Victoria Native Friendship Centre and the BC Métis.	Strategic Plan 2023-2027	A. Partially funded B. Funded C. Funded	A. Underway B. Operationalized C. Complete	A. Parks, Recreation, and Community Services (PRCS) provided and supported a range of Indigenous programming opportunities over 2025 such as increased inclusion at all community events, Indigenous music festival, Elder and Youth programs at Victoria Native Friendship Centre (VNFC), participation with Victoria Urban Reconciliation Dialogue and BC Urban Indigenous Coalition. B. The Equity Office and Human Resources Division partnered to support staff volunteering with the Victoria Native Friendship Center as part of Saanich's Indigenous Relations Learning Curriculum. C. Supported by a UBCM grant, a Council-to-Council event was held in the fall with the Métis Nation of Greater Victoria to foster the relationship.
1.2 Continue implementation of the ÁTOL,NEUEL ("Respecting One Another") Memorandum of Understanding with the WSÁNEĆ Leadership Council.	Strategic Plan 2023-2027	Partially funded	Underway	The WSÁNEĆ Leadership Council (WLC) and District of Saanich (District) joint working groups and task groups continued to meet regularly to implement the ÁTOL,NEUEL ("Respecting One Another") Memorandum of Understanding (WLC-DoS MOU). Joint projects included finalizing terms of reference, a celebration and sign rededication event led by WLC to restore the name of PKOLS (Mount Douglas Park), and a WSÁNEĆ Awareness Learning Session held for Saanich Council and senior leadership.
1.3 Develop and nurture formal Council-to-Council relationships with the ləkʷəŋən peoples represented by the Songhees and Esquimalt Nations	Strategic Plan 2023-2027	Partially funded	Underway	A new Indigenous Relations and Reconciliation Manager (IRR Manager) was hired in Q1 2025 and is meeting with local First Nation governments and Indigenous organizations to explore opportunities to learn interests, build relationships and support shared priorities.

Attachment 1 – Reconciliation Initiatives Dashboard

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



and the WSÁNEĆ peoples represented by the WJOLELP (Tsartlip), BOKEĆEN (Pauquachin), STÁUTW (Tsawout), WSIKEM (Tseycum) and MÁLEXEL (Malahat) Nations.				In 2025, Council continued to build formal relationships with local First Nation governments by supporting and participating in the South Island Powwow. A Leadership-to-Leadership meeting was held with the WSÁNEĆ Leadership Council early 2026.
1.4 Continue leading the District's response to the Truth and Reconciliation Commission's June 2015 "94 Calls to Action".	Strategic Plan 2023-2027	Partially funded	Underway	The IRR Manager provides oversight on the District's continued response to the Truth and Reconciliation Commission's June 2015 "94 Calls to Action" and is tasked with leading the development of a Reconciliation Framework. The District continued to advance Call to Action #57 in 2025 by building on the Indigenous Relations Learning Curriculum, hosting an interactive staff learning session in June in recognition of National Indigenous History Month, and supporting and attending the South Island Powwow, a regional event commemorating the National Day for Truth and Recognition and Orange Shirt Day Sept 30 th . The District is continuing to explore the United Nations Declaration on the Rights of Indigenous Peoples in alignment with Calls to Action #47.
1.5 Develop a formal Reconciliation framework to guide the District's government to government work.	Strategic Plan 2023-2027	Partially funded	Not Started	The IRR Manager is: Working with Council and leadership to develop trusted relationships with Indigenous communities, governments, organizations and businesses and understand key priority areas; Supporting community engagement and consultation plans and; Providing advice and support to staff. Development of a Reconciliation Framework to guide the District's work will begin in 2026 and implementation will follow as resources allow.
1.6 Work in partnership with First Nations governments, the Victoria Native Friendship Centre, and other community and government partners to provide housing for Indigenous populations in Saanich.	Sustainable Saanich Official Community Plan (2024)	Funded	Operationalized	The Planning Department's Housing Division has provided information to the VNFC regarding housing and supports offered to non-market housing projects. The District is providing priority reviews for non-market housing applications from the Aboriginal Land Trust (ALT) and the Métis Nation BC. These projects are eligible for additional support through the Saanich Affordable Housing Reserve Fund, DCC and CAC exemptions, and Permissive Tax Exemptions. An ALT housing development project has received District's Rapid Deployment for Non-Market Housing suite of support.

Attachment 1 – Reconciliation Initiatives Dashboard

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



1.7 Work with Indigenous and multicultural organizations to promote harmonious relations and access to community services.	Sustainable Saanich Official Community Plan (2024)	Partially funded	Underway	In 2019, the Parks and Recreation Department created a third division with the express mandate to facilitate harmonious relations in the community. Since that time, the Community Services Division has utilized its small team to actively seek ways to generate programs that ensure that, in Saanich, everyone belongs.
1.8 Continue to develop and implement Memorandum of Understandings (MOU) and/or protocol agreements with local First Nations around shared commitments.	Sustainable Saanich Official Community Plan (2024)	Partially Funded	Underway	District and WLC joint working groups and task groups continued to meet regularly to advance work identified in the WLC-District MOU. Also see 1.2.
1.9 Following the completion of the Resilient Saanich process and the Biodiversity Conservation Strategy, update strategic policy documents to reflect their outcomes. This may include: Partnering with Indigenous communities and incorporating Indigenous perspectives on land use and management.	Sustainable Saanich Official Community Plan (2024)	A. Funded	A. Underway	A. The District is updating the Saanich Climate Plan, due to be presented to Council in 2026, which will be informed by Indigenous perspectives.
		B. Funded	B. Complete	B. In 2025, the District partnered with the Greater Victoria School District 61 Indigenous Education Department on the development of the Tillicum Green Infrastructure Project, that included receiving knowledge from the 'Four Houses' representing two Nations, the Métis Nation of Greater Victoria and the Urban Peoples' House Indigenous Advisory, on designs for rain gardens and the plantings.
		C. Unfunded	C. Underway	C. Invited participation from Neighbouring First Nations during the Panama Flats Concept Plan Update and the Lambrick Park Campus Renewal project. Increased capacity funding for the Nations and the WLC will be required to advance this sort of engagement.
1.10 Seek partnerships with community organizations and local First Nations on the collection of data and information.	DEI Strategic Report and Action Framework (2023)	Partially funded	Not Started	Work on this initiative has not yet started.
1.11 Build understanding and respectful relationships with	DEI Strategic	Partially funded	Not Started	Planning seeks to engage with First Nations and local Indigenous partners through Community Planning projects including workshops for

Attachment 1 – Reconciliation Initiatives Dashboard

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



Indigenous Nations and communities and identify ways to incorporate and amplify Indigenous voices through dialogue.	Report and Action Framework (2023)			the Tillicum Burnside Plan. PRCS continues to work with First Nations and Indigenous communities to deliver relevant programs, services and events such as the recent collaboration with the Victoria Native Friendship Centre and Métis Nation through the REACH grant.
1.12 Engage with the leadership of local Indigenous Nations at the Council level with respect to building sustainable and meaningful District to Indigenous Government relationships.	DEI Strategic Report and Action Framework (2023)	Partially funded	Underway	Work on this initiative has begun and is expected to continue through 2026 as Council and District leadership continue to develop trusted relationships with Indigenous communities, governments, organizations and businesses.
1.13 Develop and implement Memorandum of Understandings (MOUs) and/or protocols with local First Nations around shared commitments, including DEI.	DEI Strategic Report and Action Framework (2023)	Partially funded	Complete/ Operationalized	This work has been operationalized and Council will continue to be involved at a strategic level. Preliminary discussions have begun with other First Nations on relationships and protocols. Also see 1.2.

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



Dialogue and Engagement				
Initiative	Report	Funded/ Unfunded/ Partially funded	Not Started/ Underway/ Complete/ Operationalized	Comments/Next steps
2.1 Engage in dialogue with Indigenous Nations and communities	DEI Strategic Report and Action Framework (2023)	Partially funded	Underway	Work on this initiative is underway at an operational level. Also see 1.2 and 1.11-1.13.
2.2 Engage with community organizations and local First Nations to receive input and feedback on progress in implementing the Strategic Report and Action Framework actions and potential gaps.	DEI Strategic Report and Action Framework (2023)	Partially funded	Underway	This work has not started directly with local First Nations however community organisations are engaged through the ADEI committee and Council meeting updates.

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



Economic Reconciliation				
Initiative	Report	Funded/ Unfunded/ Partially funded	Not Started/ Underway/ Complete/ Operationalized	Comments/Next steps
3.1 Align strategies to support Indigenous economic development fostering social equity and reconciliation.	Strategic Plan 2023-2027	Partially funded	Not Started	To align the District's economic development services to support economic reconciliation, in 2024, the Economic Development Strategy was shared with the Indigenous Prosperity Centre and the Songhees Nation. In collaboration with the new IRR Manager, further work will continue in 2026.
3.2 Work with the South Island Prosperity Partnership, Capital Regional District, neighbouring municipalities, First Nations, businesses and other stakeholders on regional economic cooperation.	Sustainable Saanich Official Community Plan (2024)	Partially funded	Underway	Also see 3.1.
3.3 Continue to work with other municipal economic development offices and First Nation governments in the Capital Region to retain and enhance existing businesses and attract new businesses to the region	Sustainable Saanich Official Community Plan (2024)	Partially funded	Underway	Also see 3.1.
3.4 Work with the First Nations to explore economic development, job creation, and employment opportunities in Saanich and the broader region.	Sustainable Saanich Official Community Plan (2024)	Funded	Operationalized	The District demonstrated leadership in inclusive hiring by being the only municipality represented at several career events including the Victoria Native Friendship Centre's Indigenous Hiring Fair. These efforts helped promote the District as an employer of choice, expand the talent pool, and strengthen connections with diverse communities including Indigenous communities. Also see 3.1.

Attachment 1 – Reconciliation Initiatives Dashboard

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



<p>3.5 Support initiatives that build and bridge capacity within Indigenous Nations and communities.</p>	<p>DEI Strategic Report and Action Framework (2023)</p>	<p>Partially funded</p>	<p>Not Started</p>	<p>Provided funding to support implementation of the WLC-DoS MOU.</p> <p>Through a \$2.5 million-dollar federal grant PRCS has partnered with local Indigenous organizations and other not-for-profits to provide programs that support Equitable Social Connection Opportunities for Vulnerable Seniors in our region that focuses on newcomers, Indigenous, Black, racialized and gender diverse seniors. Partners include the Victoria Native Friendship Centre and Métis Nation of Greater Victoria.</p>
<p>3.6 Support Indigenous-led projects and events through funding and in-kind contributions.</p>	<p>DEI Strategic Report and Action Framework (2023)</p>	<p>Partially funded</p>	<p>Not Started</p>	<p>The District supported the South Island Powwow, a celebration and sign rededication event led by WLC to restore the name of PKOLS (Mount Douglas Park) and discussions have begun regarding project-specific engagement funding with Nations. Also see 3.5.</p>

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



Culture				
Initiative	Report	Funded/ Unfunded/ Partially funded	Not Started/ Underway/ Complete/ Operationalized	Comments/Next steps
4.1 Install Indigenous Art at Municipal Hall and expand exhibition opportunities for First Nations, Urban Indigenous Métis artists.	Strategic Plan 2023-2027	A. Partially funded B. Unfunded	A. Underway B. Operationalized	A. Work continues on the “First Nations Art at Saanich Municipal Hall” initiative. B. Outreach has been undertaken regarding existing exhibition opportunities. Calls for artists and selection committee members have encouraged applications from BIPOC artists and groups. District has partnered with organizations or artists when interest expressed and opportunities available.
4.2 Where heritage or Indigenous cultural assets are potentially impacted through redevelopment, require applicants to explore opportunities and innovative tools to protect, rehabilitate, restore and/or formally designate these assets as appropriate.	Sustainable Saanich Official Community Plan (2024)	Funded	Operationalized	In alignment with the Truth and Reconciliation Commission’s Calls to Action, and endorsed by Council, Saanich requires that all applicants undertake a data search through the Provincial Archaeology Branch. The purpose of this is to support the <i>Heritage Conservation Act</i> that recognizes the historical, cultural, scientific, spiritual, and educational value of archaeological sites to First Nations, local communities, and to the general public.
4.3 Work with First Nations to address archeologically important areas and ancestral remains in parks, beach accesses, and marine areas ensuring that information be kept confidential.	Sustainable Saanich Official Community Plan (2024)	A. Partially funded B. Funded	A. Underway B. Complete	A. District Parks partnered with the UVic School of Anthropology and Tsawout First Nation to host a summer Anthropology field school in Cordova Bay in 2023, with final reports underway. B. Parks and Engineering staff participated in Chance Find Protocol refresher training in 2025.
4.4 Work with other municipalities, First Nations, school districts, Chambers of	Sustainable Saanich Official	Unfunded	Not Started	Work on this initiative has not yet started.

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



Commerce, Tourism Victoria, and other agencies to plan and coordinate arts initiatives and events.	Community Plan (2024)			
4.5 Support the goals of reconciliation by working with the First Nations and Indigenous peoples to incorporate Indigenous art into public spaces.	Sustainable Saanich Official Community Plan (2024)	A. Unfunded B. Funded C. Funded	A. Underway C. Underway C. Underway	A. Feedback from the Art in the Hall project and other art initiatives will help determine potential art and placemaking opportunities. These projects will require capacity and project funding as they unfold. B. In an effort to raise awareness and encourage applications, outreach and communications efforts for the Call for Artists and Call for Selection Committee members included local First Nations and Indigenous organizations, communities and artists, with positive results. Coast Salish artist Luke Marston (Ts'uts'umuthw) of the Stz'uminus First Nation was selected through public competition to create public art for the new Fire Hall #2. C. The District has partnered with the Greater Victoria School District 61 Indigenous Education Department, providing funding to the School District to support the development of First Nations art at Tillicum Elementary School as part of the Tillicum Green Infrastructure Project. Also see 4.1.
4.6 Work with First Nations and other partners to promote the Indigenous history of Saanich and First Nation cultural values and practices.	Sustainable Saanich Official Community Plan (2024)	A. Partially funded B. Unfunded C. Funded	A. Underway B. Underway C. Complete	A. Indigenous history and cultural values have been included in the Official Community Plan 2024 and other OCP planning documents. This work continues through Centre, Corridor and Village Plans, which are seeking to better embed First Nations history as an important component. B. Through its existing operating budget, Parks facilitated four Indigenous cultural learning opportunities for community showcasing local plants and their cultural importance. Additional funding would be required to expand this program area.

Attachment 1 – Reconciliation Initiatives Dashboard

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



				C. HR and Community Services collaborated to undertake Lekwungen Territory Tours for the public and staff.
4.7 Undertake actions to welcome and meaningfully include local First Nations and Urban Indigenous in the current fabric of Saanich by: a. Renaming places of significance; b. Supporting First Nations and Urban Indigenous cultural celebrations.	Sustainable Saanich Official Community Plan (2024)	A. Partially funded B. Unfunded	A. Complete B. Operationalized	A. Facilitated a celebration and sign rededication event led by WLC to restore the name of PKOLS (Mount Douglas Park). Supported the refurbishment of the PKOLS sign at the summit. Also see 4.1 and 4.5. B. Provided in-kind support for National Indigenous Peoples Day.
4.8 Seek to include sites of First Nations' significance as part of a wayfinding framework in consultation with First Nations. Work to recognize and revitalize historical First Nations trails.	Sustainable Saanich Official Community Plan (2024)	Unfunded	Not Started	Work on this initiative has not yet started.
4.9 Increase public art opportunities for First Nations and Indigenous artists	Sustainable Saanich Official Community Plan (2024)	A. Unfunded B. Funded C. Funded	A. Operationalized B. Operationalized C. Underway	A. As public art opportunities arise, outreach efforts have been made to notify and inform Indigenous artists of the submission process. Also see 4.5. B. Saanich's new Community Mural Grant Program increases opportunities for regional mural artists, including those who identify as First Nations, Urban Indigenous and Métis. Local First Nations are eligible applicants for the grant program. C. In an effort to raise awareness and encourage applications, outreach and communications efforts for the Call for Artists and Call for Selection Committee members included local First Nations and Indigenous organizations, communities and artists, with positive results. Coast Salish artist Luke Marston (Ts'uts'umutlhw) of the Stz'uminus First Nation was selected through public competition to create public art for the new Fire Hall #2.

Attachment 1 – Reconciliation Initiatives Dashboard

District of Saanich
 Reconciliation Initiatives
 Dashboard
 February 23, 2026



<p>4.10 Work with local First Nations to develop interpretative panels and other educational elements in parks, public spaces, beach access areas, and other suitable locations</p>	<p>Sustainable Saanich Official Community Plan (2024)</p>	<p>Partially funded</p>	<p>Underway</p>	<p>District Council supported a celebration and sign rededication event led by WLC to restore the name of PKOLS (Mount Douglas Park). Other parks initiatives included:</p> <ul style="list-style-type: none"> • Working with an artist (Sarah Jim) to develop artwork along with SENĆOŦEN & ləkʷəŋən plant names for portable educational signs in parks; • Facilitating guided Native Plant Walks; • Producing a Saanich Plant & Animal Guide with SENĆOŦEN names translation; and • Developing Naturescape Plant Species signage that now includes ləkʷəŋən and SENĆOŦEN translations.
---	---	-------------------------	-----------------	---

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



Environmental Stewardship

Initiative	Report	Funded/ Unfunded/ Partially funded	Not Started/ Underway/ Complete/ Operationalized	Comments/Next steps
5.1 Support Saanich's work towards reconciliation with local First Nations through collaboration on climate action.	Sustainable Saanich Official Community Plan (2024)	A. Funded B. Unfunded C. Partially funded	A. Underway B. Not Started C. Underway	A. The District contacted local First Nations about their input to the Climate Plan Update and contacted several local Indigenous artists to include their work in the Update. B. Following the successful Tillicum Elementary Green Infrastructure Climate Resiliency Project, the District has applied for grants for climate adaptation in partnership with School District and their Indigenous Education Department. C. The District is currently pursuing FireSmart BC initiatives in collaboration with other departments and the provincial government.
5.2 Work with senior levels of government, First Nations, neighbouring municipalities, and stakeholders to protect and enhance marine, intertidal, backshore, wetland and riparian habitats.	Sustainable Saanich Official Community Plan (2024)	Funded	Underway	The District is collaborating on the Gorge Coastal Flood Adaptation Strategy with the City of Victoria, Township of Esquimalt, Town of View Royal and initial discussions have taken place with some local First Nations.
5.3 Continue to work with partners, agencies, organizations, First Nations, the public, and private property owners to protect the environmental integrity and	Sustainable Saanich Official Community Plan (2024)	Funded	Underway	Also see 5.2.

Attachment 1 – Reconciliation Initiatives Dashboard

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



ecological function of beach environments.				
5.4 Consider future sea level rise and climate change to minimize associated impacts, such as flooding and erosion, on marine ecosystems, areas of significance for First Nations, and beaches and beach amenities.	Sustainable Saanich Official Community Plan (2024)	Funded	Underway	Also see 5.2.
5.5 Support efforts to restore Indigenous plants and food sources, improve access to cultural foodlands, and increase public awareness of local Indigenous food systems.	Sustainable Saanich Official Community Plan (2024)	A. Partially funded B. Partially funded	A. Underway B. Underway	A. The update of the Agriculture and Food Security Plan will explore opportunities to integrate actions related to indigenous food systems. Anticipated to start in mid-2026. B. The Pulling Together program works in 48 parks and public land sites to remove invasive plants and restore with native species, most of which have cultural significance.

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



Policy				
Initiative	Report	Funded/ Unfunded/ Partially funded	Not Started/ Underway/ Complete/ Operationalize d	Comments/Next steps
6.1 Develop and implement a policy for consultation with First Nations governments when creating new and/ or updating major strategic plans, including land use documents.	Sustainable Saanich Official Community Plan (2024)	Unfunded	Not Started	District is assessing current practices. Engagement with First Nations occurred through the Cordova Bay Local Area Plan process and is planned for the Tillicum Burnside Plan. The current program is past capacity and cannot expand without additional resources to support the program. Standardized collective notifications and invitations to participate provided regularly to First Nations on upcoming / in-progress Saanich projects to minimize the volume of overall communications.
6.2 Work with the CRD, member municipalities, First Nations governments, and other stakeholders to identify suitable locations for significant regional institutions.	Sustainable Saanich Official Community Plan (2024)	Unfunded	Not Started	Work on this initiative has not yet started.
6.3 Support and incentivize stable and affordable housing for populations more represented in core housing need such as low-income seniors, persons with disabilities, the Indigenous, youth, and lone-parent households.	Sustainable Saanich Official Community Plan (2024)	Funded	Operationalized	Indigenous housing developers and providers are eligible for a range of policy, procedural, and financial supports from the District including support from a dedicated Non-Market Housing Planner. This includes priority review, and opportunities to request capital grants from the Saanich Affordable Housing Reserve Fund, DCC and CAC exemptions, and permissive tax exemptions.

Attachment 1 – Reconciliation Initiatives Dashboard

District of Saanich
Reconciliation Initiatives
Dashboard
February 23, 2026



Policy				
Initiative	Report	Funded/ Unfunded/ Partially funded	Not Started/ Underway/ Complete/ Operationalize d	Comments/Next steps
6.4 Work collaboratively with other levels of government, non-profits, Indigenous organizations, institutional partners, private sector, and residents to address housing needs and homelessness in Saanich.	Sustainable Saanich Official Community Plan (2024)	Funded	Operationalized	The District continues to implement the Housing Strategy and work as a regional partner in the delivery of housing for the homeless and those in need. In collaboration with the Victoria Native Friendship Centre and provincial funding the District increased the maximum number of full-time shelter beds and continues to support the Victoria Native Friendship Center's advanced emergency preparedness efforts including emergency response and business continuity plans, reinforcing community resilience and collaboration.
6.5 Continue to improve the development review process with respect to archaeology for both external and internal development projects, recognizing that the baseline mapping held by the province is not comprehensive and for many areas in Saanich is very incomplete. Promote awareness of the responsibility of developers and other property owners to protect archeological sites and artifacts and encourage compliance under the <i>Heritage Conservation Act</i> .	Sustainable Saanich Official Community Plan (2024)	Partially funded	Underway	Staff have participated in Provincial engagement on updates to the <i>Heritage Conservation Act</i> over the course of 2025.

District of Saanich
 Reconciliation Initiatives
 Dashboard
 February 23, 2026



Policy				
Initiative	Report	Funded/ Unfunded/ Partially funded	Not Started/ Underway/ Complete/ Operationalize d	Comments/Next steps
6.6 Work with local First Nations to enhance District of Saanich policies for protection of archeological sites when undertaking municipal works.	Sustainable Saanich Official Community Plan (2024)	Partially funded	Underway	Exploratory conversations are underway in regards the WLC's interest in protection of ancestral sites identified under the WLC-DoS MOU.