



The Corporation of the District of Saanich

Report

To: Mayor and Council
From: Sheila Allen, Director of Corporate Services
Date: February 04, 2026
Subject: Reconciliation Initiatives Report and Dashboard
File: 1410-04

RECOMMENDATIONS

That Council receive this report for information.

PURPOSE

The purpose of this report is to apprise Council of the status of reconciliation initiatives included in the 2023-2027 Strategic Plan, Sustainable Saanich Official Community Plan and Diversity, Equity, and Inclusion Strategic Report and Action Framework.

BACKGROUND

Council adopted the 2023-2027 Strategic Plan (Strategic Plan) on September 25, 2023, and revised the Strategic Plan November 20, 2023. Council's key priority initiatives are included in the Strategic Plan providing clear direction to the organization regarding Council's priorities for this term. Council adopted Sustainable Saanich Official Community Plan (OCP) on May 7 2024, and amended the OCP on March 10, 2025. The OCP is the principal legislative tool for guiding future growth and change in Saanich establishes directions for achieving a collective vision of what Saanich should be. The Diversity, Equity, and Inclusion Strategic Report and Action Framework (DEI Framework) was adopted on April 17, 2023 and provides direction on DEI initiatives.

This is the first time reconciliation initiatives have been pulled out into a stand-alone report, which highlights reporting on these initiatives, and provides Council the opportunity to review progress, reassess priorities and discuss.

DISCUSSION

Dashboard

The Reconciliation Initiatives Dashboard (Attachment 1) provides a list of reconciliation initiatives in the Strategic Plan, OCP and DEI Framework listed by theme and includes funding information, status, and brief comments.

As shown in Table 1 below, there are 58 project/program/initiative examples listed. Of the 58 examples listed, 31 are underway and 16 have been completed or operationalized,

demonstrating progress towards the District's reconciliation goals. Funding is provided or partially provided for 47 projects/program/initiative examples, and consideration may be needed in future to support progress in the remaining areas. See Table 1.

Table 1: Reconciliation Initiatives (Counts)

Theme	Funding			Status		
	Funded	Unfunded	Partially funded	Not Started	Underway	Complete or Operationalized
Relationship-building, Partnerships and Governance	5	1	11	3	9	5
Dialogue and Engagement			2		2	
Economic Reconciliation	1		5	3	2	1
Culture	7	7	5	2	9	8
Environmental Stewardship	4	1	3	1	7	
Policy	2	2	2	2	2	2
Total February 2026	19	11	28	11	31	16

Note that the engagement with leadership of local Indigenous Nations at the Council level (1.12) is underway and not complete as previously stated in the 2025 DEI Strategic Report and Action Framework Check In. The install Indigenous Art at the Municipal Hall (4.1) initiative has been updated from the 2025 Strategic Plan Check In from funded to partially funded given feedback from Nations.

The Reconciliation Initiatives Dashboard also identifies alignments with Truth and Reconciliation Commission of Canada's Calls to Action (TRC Calls to Action) and Reclaiming Power and Place: The Final Report of the National Inquiry Into Missing and Murdered Indigenous Women and Girls and its Calls to Justice (Calls for Justice). See Table 2.

Table 2: Alignments with Important Reports

Report	Reconciliation Initiative Example
TRC Calls to Action	
#47: We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.	1.4
#57: We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.	1.1 B; 1.2; 1.4; 4.6C
Calls for Justice	

#4.1: We call upon all governments ¹ to uphold the social and economic rights of Indigenous women, girls, and 2SLGBTQQIA people by ensuring that Indigenous Peoples have services and infrastructure that meet their social and economic needs. All governments must immediately ensure that Indigenous Peoples have access to safe housing, clean drinking water, and adequate food.	1.6; 5.5A; 6.3
#15.2: Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.	1.1B; 1.3; 3.6

COUNCIL OPTIONS

1. That Council receive this report for information.
2. That Council provide alternate direction to staff.

FINANCIAL IMPLICATIONS

Initiatives in the Reconciliation Initiatives Report and Dashboard are either funded, partially funded, or have not yet received funding.

Council makes the funding decision through the budget process. Considerations for unfunded initiatives will be brought forward as part of future budget processes.

STRATEGIC PLAN IMPLICATIONS

Reconciliation initiatives are included in the 2023-2027 Strategic Plan, The Sustainable Saanich Official Community Plan and The Diversity, Equity, and Inclusion Strategic Report and Action Framework as outlined in Attachment 1.

Prepared by Karen Ramsay Cline, Indigenous Relations and Reconciliation Manager
 Approved by: Sheila Allen, Director of Corporate Services

Attachments:
 Attachment 1 – Reconciliation Initiatives Dashboard

ADMINISTRATOR’S COMMENTS:

I endorse the recommendation from the Director of Corporate Services.
 Brent Reems, Chief Administrative Officer

¹ “All governments” are defined in the report as “federal, provincial, territorial, municipal, and Indigenous governments.”