

ALL OUR RELATIONS

A SOCIAL INNOVATION STRATEGY



.....
PHASE 2 of the
**Surrey Urban Aboriginal
Social Innovation Project**
.....

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for the Surrey Urban Indigenous Leadership Committee



A Note on Terminology

For the purposes of this strategy, the term “Indigenous” means Métis, First Nations, and Inuit people.

ACKNOWLEDGEMENT

We recognize the traditional territories of the Semiahmoo, Katzie, Kwikwetlem, Kwantlen, Qayqayt, and Tsawwassen First Nations.

We respectfully acknowledge the many Indigenous nations who are represented by the urban Indigenous population in Surrey.

We are grateful for the funding and support of the BC Association of Aboriginal Friendship Centres and the Urban Partnership Program of the Government of Canada.

We hold our hands up to you. All my relations. All our relations.

The following organizations have actively supported Phase 2 of the Surrey Urban Indigenous Leadership Committee:

Aboriginal Community Career Employment Services Society (ACCESS)

City of Surrey

Cwenengitel Aboriginal Society

First Nations Health Authority

Fraser Health Aboriginal Health

Fraser Region Aboriginal Friendship Centre Association

Kekinow Native Housing Society

Kwikwetlem First Nation

Métis Nation of British Columbia

Metro Vancouver Aboriginal Executive Council

Ministry of Children and Family Development Circle 5

Nova Métis Heritage Association

RCMP

Surrey School District

Fraser Valley Aboriginal Children and Family Services Society (Xyolhemeylh)

INTRODUCTION

We are the **Surrey Urban Indigenous Leadership Committee**. In 2015 we came together to facilitate the development of a Surrey Urban Aboriginal Social Innovation Project.

The overarching objective of the **Surrey Urban Aboriginal Social Innovation Project** is to build and strengthen relationships at all levels of the community so as to improve the economic participation, educational attainment, and health outcomes for the Indigenous population in Surrey.

In **Phase 1** our goal was to develop a deeper understanding of the urban Indigenous experience in Surrey. To this end, we released the **"All Our Relations"** report in May 2016. Our research showed that:

- The urban Indigenous population in Surrey is estimated to be the largest urban Indigenous population of any city in Metro Vancouver;
- Over the past decade Surrey's urban Indigenous population has doubled in size;
- 50% of the urban Indigenous population in Surrey is younger than 25 years old; and,
- Surrey's Indigenous child poverty rate of 45% is significantly higher than the national poverty rate for off-reserve Indigenous children and youth (31%).

These research findings and many others from the **"All Our Relations"** report are a wake-up call to all of us and require action.

Phase 2 of the Social Innovation Project has been an opportunity to organize our thinking and ideas into a concrete strategy. However, we also recognized the need to bring more people and organizations to the table to create shared ownership in the strategies for change. To that end, we hosted a Solutions Workshop in October 2016. At the workshop we sought input for new and creative ways to tackle the most pressing needs of the urban Indigenous community.

What follows is our **Social Innovation Strategy**.

You will see our Vision for the future, our Mission, the Values by which we will work, our five Strategic Objectives, and finally our Goals and Strategies for Change. This is our commitment to action. As the Surrey Urban Indigenous Leadership Committee, we are the protagonist driving the change we want to see. More than that, however, this document is an invitation for you to work with us. **Join us.**

All our relations.



– Photo by Kelsie Marchand, Fraser Region Aboriginal Friendship Centre Association

SOCIAL INNOVATION STRATEGY

OUR VISION

A city that values Indigenous contributions to city life. A city that is committed to working towards reconciliation at all levels. A city where every Indigenous person has the opportunity to achieve their full potential.

OUR MISSION

Our mission is to be the collective voice of the urban Indigenous population in Surrey. We will advocate on behalf of all urban Indigenous people in Surrey and work collaboratively with other governments, organizations, and individuals that are committed to understanding and achieving our vision.

OUR VALUES

- Respect for the political autonomy of the Coast Salish First Nations in Surrey.
- Respectful engagement with the Coast Salish First Nations in Surrey.
- Cultural understanding and competence.
- Commitment to address racism and intolerance.
- Collective action.
- Perseverance and determination.
- Space for First Nation and Métis voices.
- Inclusive of all Indigenous people regardless of status or membership.
- Caring for and nurturing relationships.
- Leading with our hearts.

OUR STRATEGIC OBJECTIVES

- I. Create and strengthen partnerships that will benefit urban Indigenous people.**

- II. Expand the urban Indigenous leadership capacity in Surrey.**

- III. Improve and grow programs and services for urban Indigenous people.**

- IV. Increase education and understanding about the urban Indigenous community in Surrey.**

- V. Increase funding for urban Indigenous programs and services.**



Surrey Urban Aboriginal Strategy:

Our Victory

PROGRAMS & SERVICES

PARTNERSHIP

LEADERSHIP

- Government is an active partner & ally to Indigenous communities.
- Indigenous people have a strong community of allies in Surrey.
- Indigenous events & occasions are well-supported and well-attended in Surrey.

- Indigenous people hold positions of power in local institutions
- Existing Indigenous leadership & identity is recognized & celebrated.
- Indigenous youth are actively developed into future leaders.

- Indigenous presence is visible through spaces & places in Surrey.
- The Aboriginal Leadership Committee plays a significant role in setting policies & programs in Surrey.

- Indigenous people are served by programs in all key areas: Housing, Health, Food, Employment etc.
- Access barriers are removed for all sectors of the Indigenous community: Elders, Youth, Families etc.
- Indigenous youth and children do not live in poverty.
- Cultural gathering places are created and meet the needs of healing, integration and connection.

Education & Awareness

- The public is well-informed of First Nations & Metis histories and the legacies of colonization.
- Indigenous issues are well-understood in the Surrey context.
- Indigenous people have the learning opportunities they want and need.
- Media covers Indigenous successes and challenges fairly.

FUNDING

- Adequate funding is available for Indigenous programs & services.
- Funding & reporting mechanisms are transparent & effective.
- Funding is spent effectively, particularly to support youth & children in the context of their families.

ALL OUR RELATIONS: coming together in the spirit of reconciliation



Our Victory captures the five strategic objectives identified by the Surrey Urban Indigenous Leadership Committee. These objectives guided the creation of the All Our Relations strategy.

I. CREATE AND STRENGTHEN PARTNERSHIPS

This strategic objective is important because we exist within a web of relationships in the city. All of these relationships are important to the health and wellbeing of the Indigenous community and, like any relationship, Indigenous relationships in the city must be cared for and nurtured. When we do that, relationships will be strong, healthy and self-sustaining.

Goal #1

Improve the relationship between Semiahmoo, Katzie, Kwikwetlem, Kwantlen, Qayqayt, and Tsawwassen First Nations and the Surrey Urban Indigenous Leadership Committee.

Strategy: Convene a Protocol Working Group.

Strategy: Open invitation to any representative appointed by any of the Semiahmoo, Katzie, Kwikwetlem, Kwantlen, Qayqayt, and Tsawwassen First Nations to sit ex-officio on the Urban Indigenous Leadership Committee or any of its sub-committees or working groups.

Strategy: Extend an invitation to develop a Memorandum of Understanding between the Leadership Committee and each of the First Nations.

Goal #2

Formalize the Surrey Urban Indigenous Leadership Committee

Strategy: Approve a revised terms of reference.

Strategy: Seek operational funding from a variety of sources. For example, the Vancouver Foundation, Vancity Community Foundation, United Way, INAC, etc.

Strategy: Meet regularly and invite delegations from the community-at-large to present and seek input or collaboration.



Goal #3

Strengthen the relationship with the City of Surrey.

- Strategy:** Continue to have a City representative on the Urban Indigenous Leadership Committee.
- Strategy:** Continue to seek funding and partnerships by leveraging City relationships.
- Strategy:** Actively support and give guidance to City initiatives to build awareness of urban Indigenous matters.
- Strategy:** Actively support City initiatives in order to incorporate urban Indigenous perspectives into City policy, programs and planning.

Goal #4:

More opportunities for learning between Indigenous organizations and non-Indigenous organizations.

- Strategy:** Seek opportunities for Indigenous and non-Indigenous organizations to attend or co-host professional development workshops together.
- Strategy:** Present the Social Innovation Strategy to the Surrey Board of Trade and other associations and groups.

Goal #5

More community partnerships, collaboration and more connections between Indigenous and non-Indigenous organizations.

Strategy: Host an annual event that highlights collaboration and partnerships.



Leadership Committee, Strategic Planning Workshop

– Photo by Jon Benjamin photography

We will know we have been successful when:

- Government is an active partner and ally to urban Indigenous people and organizations
- Indigenous people have a strong community of allies in Surrey
- Indigenous events and occasions are well-supported and well attended in Surrey
- The Urban Indigenous Leadership Committee is recognized as the voice of urban Indigenous people in Surrey



– Photo by Fraser Health Aboriginal Health

II. EXPAND INDIGENOUS LEADERSHIP CAPACITY

This strategic objective is important because Indigenous people need to lead the changes that will support the urban Indigenous population. That means growing the pool of Indigenous candidates who are prepared to use their voice for positive change. According to the 2011 census, there are at least 13,000 urban Indigenous people living in Surrey. Who is ready to be part of our agenda for change?

Goal #6

Identify and cultivate more Indigenous people to take on leadership roles within Indigenous and non-Indigenous organizations in Surrey.

Strategy: Partner with educational institutions and/or non-profits that provide leadership training to develop and implement an urban Indigenous leadership program.

Strategy: Create mentorship opportunities so that emerging Indigenous leaders can connect with experienced community leaders.

Goal #7

More Indigenous people serving as directors of community organizations, on city committees, and other boards.

Strategy: Request community organizations to dedicate a seat for an Indigenous person on their board of directors.

Strategy: Place graduates of the urban Indigenous leadership program onto community boards or committees.

Strategy: Offer non-profit director training for Indigenous organizations and potential leaders.

Strategy: Seek Indigenous representation for city committees.



Goal #8

Recognize urban Indigenous leadership in Surrey.

Strategy: Create a leadership award that is presented to a urban Indigenous person, urban Indigenous organization, or successful program that provides services to urban Indigenous people.

Goal #9

Policy and programs reflect the urban Indigenous community in Surrey.

Strategy: Welcome delegations seeking policy advice and input to attend Urban Indigenous Leadership Committee meetings.

Strategy: Seek a Métis representative for all sub-committees or working groups of the Urban Indigenous Leadership Committee.



Leadership Committee, Strategic Planning Workshop

Goal #10:

Indigenize public spaces.

Strategy: Partner with the City of Surrey to increase Indigenous art in City Hall, city-owned buildings and public spaces.

Strategy: Advocate for the City of Surrey to consult local Coast Salish First Nations on appropriate ways to recognize their connections to the land (e.g. – signage and designation of heritage sites etc.)



– Photo by Fraser Health Aboriginal Health

We will know we have been successful when:

- Indigenous people hold positions of power in local institutions
- Existing Indigenous leadership is recognized and celebrated
- Indigenous youth are actively developed into future leaders
- Indigenous presence is visible through spaces and places in Surrey
- The Urban Indigenous Leadership Committee plays a significant role in setting policies and programs in Surrey



– Photo by Fraser Health Aboriginal Health

III. IMPROVE AND GROW PROGRAMS & SERVICES

This strategic objective is important because although there are a wide variety of social services and programs in Surrey, most of the services and programs are not designed to serve Indigenous needs or preferences. We need to strive for more culturally appropriate services because Indigenous people are more likely to access services that reflect their own values, experiences and ways of being.

HOUSING

Goal #11

Increase culturally appropriate services for Indigenous homeless people.

Strategy: Identify best practices for the provision of culturally appropriate services for Indigenous people who are homeless or at-risk of homelessness.

Goal #12

Develop an accurate picture of Indigenous homelessness in Surrey.

Strategy: Participate in the Metro Vancouver homeless count.

Strategy: Complete a needs assessment to determine how to improve services to Indigenous homeless people.



HOUSING

Goal #13

More appropriate and affordable Indigenous-run housing options serving the diverse needs of the community.

Strategy: Lobby all levels of government for more housing units and more diversified housing systems for the urban Indigenous population.

Strategy: Document innovative best practices of sustainable housing solutions from other jurisdictions.

EMPLOYMENT

Goal #14

Increase opportunities for career progression (Low wage to higher wage).

Strategy: Work with large employers in the city to create career development opportunities for urban Indigenous people.

Goal #15

More youth participating in education and training that leads to employment.

Strategy: Work with Surrey Schools to identify opportunities to overcome youth education and training challenges.

Strategy: Engage university partners (for example SFU Radius) to investigate ways to support urban Indigenous entrepreneurs in Surrey.

EDUCATION

Goal #16

Expand programs that assist Indigenous adults to complete a high school degree.

Strategy: Advocate for the province to reinstate a new and improved version of Adult Basic Education programs.



Goal #17

More urban Indigenous people from Surrey attending post-secondary institutions in Surrey.

Strategy: Partner with post-secondary educational institutions to develop strategies to achieve this goal.



Leadership Committee, Strategic Planning Workshop

– Photos by Jon Benjamin photography



EDUCATION

Goal #18

Strengthen and expand culturally sensitive programs and services that support Indigenous youth to graduate from high school.

Strategy: Work with Surrey Schools to explore opportunities for the Urban Indigenous Leadership Committee to help achieve this goal.



Goal #19

Increase early literacy for Indigenous children.

Strategy: Partner with Surrey Libraries to increase utilization rates among Indigenous people.

Strategy: Expand programs that get age appropriate Indigenous books and stories into the homes of Indigenous families.



Leadership Committee, Strategic Planning Workshop

PUBLIC SAFETY

Goal #20

Increase police outreach to Indigenous youth.

Strategy: Create opportunities for police to collaborate with Indigenous youth leaders.

Strategy: Work with Surrey Schools to increase positive interactions between Indigenous youth and police.

Goal #21

Improve the physical safety of Indigenous youth.

Strategy: Document barriers that limit Indigenous youth from accessing programs and services.

Strategy: Inventory existing programs and services targeted to Indigenous youth.

Strategy: Work with Surrey RCMP and others to develop a task force to address Indigenous youth physical safety issues.

Goal #22

Improve the physical safety of Indigenous women.

Strategy: Develop a report of best practices from other jurisdictions.

Strategy: Work with women's advocacy organizations to develop a strategy for improving the physical safety of Indigenous women.

Goal #23

Raise the profile of Murdered and Missing Indigenous Women and Girls in Surrey.

Strategy: Identify individuals that are willing to share their story.

Strategy: Host an annual event to raise the profile of Murdered and Missing Indigenous Women and Girls in Surrey.



CHILDREN & FAMILIES

Goal #24

Strengthen and expand programs and services that focus on Indigenous children, youth and young families.

Strategy: Partner with MCFD to create an Indigenous Child task force to understand the root causes of Indigenous child poverty in Surrey and develop strategies for change.

Strategy: Work with MCFD to evaluate the effectiveness of resource deployment and utilization in Surrey.

Strategy: Advocate for more funding to increase programs for Indigenous children, youth and young families in Surrey.

Goal #25

More resources to support children that age out of care.

Strategy: Advocate for more funding to support Indigenous children that age out of care.

Strategy: Work with MCFD and others to determine best practices for supporting Indigenous youth aging out of care.

Goal #26

Increased food security for Indigenous families.

Strategy: Partner with Surrey/White Rock Food Action Coalition to pilot a “traditional foods” food bank or service.

Strategy: Develop a healthy eating or nutrition literacy type program or resources that can be used by organizations working with Indigenous families.

CHILDREN & FAMILIES

Goal #27

Increase Indigenous youth participation in sport.

Strategy: Partner with the Aboriginal Sport, Recreation and Physical Activity Council and/or City of Surrey Parks and Recreation to develop strategies for increasing Indigenous youth participation in sport in Surrey.



Leadership Committee, Solutions Workshop

HEALTH

Goal #28

Create a wellness plan specifically targeted to the urban Indigenous population in Surrey.

Strategy: Compile and review existing health statistics for the Indigenous population in Surrey.

Strategy: Partner with post-secondary institutions and others to develop the objectives and methodology for a wellness plan (including research, community engagement, etc.)



– Photos by City of Surrey



GENERAL

Goal #29

Increase the awareness of Indigenous programs and services available to Indigenous individuals and families.

Strategy: Create a website, webpage or an app for Indigenous services and activities in Surrey.

Strategy: Ensure information on Indigenous programs and services offered in Surrey is easily accessible on the City's website.

Goal #30:

More Indigenous people hired to work in non-Indigenous service organizations.

Strategy: Host an annual job fair.

Strategy: Provide co-op placements for participants in the urban Indigenous leadership program in non-Indigenous organizations.

Strategy: Encourage non-Indigenous organizations to actively recruit Indigenous students from KPU and SFU.



– Photo by Fraser Health Aboriginal Health

Goal #31

Service providers offering culturally appropriate programs and services.

Strategy: Seek a commitment from service organizations to complete a cultural competency training program.

Strategy: Seek a commitment from service organizations that they will endeavor to hire Indigenous people to deliver Indigenous programs.

Goal #32

Build an appropriate space (or spaces) for the Aboriginal community to gather.

Strategy: Convene a Working Group to explore options for construction or acquisition of appropriate spaces.

Goal #33

Create new Indigenous organizations or Indigenous led partnerships to address service gaps.

Strategy: Develop feasibility studies as directed by the Urban Indigenous Leadership Committee.

We will know we have been successful when:

- Indigenous people are served by programs in all key areas: housing, health, employment, etc.
- Indigenous people are working in diverse organizations providing services to the Indigenous community
- Access barriers are removed for all subpopulations of the Indigenous community such as Elders, youth, families, etc.
- Indigenous youth and children do not live in poverty
- Cultural gathering places are created and meet the needs of healing, integration and connection
- Services for Indigenous people are spread out across the City and not only concentrated in North Surrey



– Photo by Kelsie Marchand, Fraser Region Aboriginal Friendship Centre Association

IV. INCREASE EDUCATION & UNDERSTANDING

This strategic objective is important because the collective Indigenous community is largely invisible in Surrey. Perhaps because of this, Indigenous individuals report facing negative stereotypes and ignorance on a daily basis. Greater education and understanding are critical for combating ignorance, racism and creating a city where every Indigenous person has the opportunity to achieve their full potential.

Goal #34

Media understands Surrey urban Indigenous issues and successes.

Strategy: Urban Indigenous Leadership Committee hosts an annual media awareness day.

Strategy: Urban Indigenous Leadership Committee issues press releases on topical issues in Surrey.

Strategy: Urban Indigenous Leadership Committee issues press releases to highlight achievement and success in the Indigenous community.

Strategy: Assign a member of the Urban Indigenous Leadership Committee to be a media liaison.

Goal #35

Greater understanding of First Nation and Métis experiences and opportunities to explore the meaning of reconciliation.

Strategy: Create a cross-cultural dialogues project.

Strategy: Create and deliver a Métis cultural competency training module.

Strategy: Create and deliver a First Nation cultural competency training module.



Goal #36

Individuals have the opportunity to learn about the history of residential schools.

- Strategy:** Host Orange Shirt Day in cooperation with the City of Surrey.
- Strategy:** Partner with the City of Surrey to host a Truth and Reconciliation Commission event.
- Strategy:** Partner with Surrey Libraries to bring in authors and speakers that can share First Nation and Métis experiences of Indian Residential Schools.

Goal #37

More First Nation and Métis cultural events and celebrations in Surrey.

- Strategy:** Expand Louis Riel Day activities.
- Strategy:** Investigate the potential to host North American Indigenous Games or other Indigenous sporting events in Surrey.
- Strategy:** Lead and coordinate National Indigenous Day events.
- Strategy:** Participate in other cultural events and celebrations as requested.



Orange Shirt day events at City Hall honoured the resilience and bravery of Indian residential school survivors and their families, and remembered those who didn't make it home

– Photo by City of Surrey

Goal #38

Combat negative stereotypes and discrimination in the City.

Strategy: Develop and implement an anti-racism campaign.

Strategy: Seek support from Surrey Board of Trade to promote cultural competency training for members.

Strategy: Seek commitment from Surrey Schools, RCMP, the City of Surrey and others to complete cultural competency training.

Strategy: Partner with the City of Surrey to increase the visibility of traditional Coast Salish place names.

Strategy: Create opportunities for visual representations of reconciliation.



– Photos by Fraser Health Aboriginal Health



– Photo by Kelsie Marchand, Fraser Region Aboriginal Friendship Centre Association

Goal #39

Raise the profile of First Nation and Métis people in the City.

Strategy: Invite all local MLA's and MP's and promote awareness of the urban Indigenous population in Surrey, the All Our Relations Social Innovation Strategy and the work of the Urban Indigenous Leadership Committee.

Strategy: Host a workshop at the C2U Expo Community Jam 2017.

Strategy: Host an annual fundraising benefit for an Indigenous program.

We will know we have been successful when:

- **The public is well-informed of First Nations and Métis histories and the legacies of colonialism**
- **Indigenous issues are well-understood in the Surrey context**
- **Media covers Indigenous successes and challenges fairly**



– Photo by Fraser Health Aboriginal Health

V. INCREASE FUNDING

This strategic objective is important because the Indigenous population in Surrey is more than 13,000. It is estimated to be larger than the Indigenous population in the City of Vancouver and has been growing at a much higher rate. The population is expected to grow quickly over the next 15 years. As a result, the demand for culturally appropriate services in Surrey will also grow significantly over the next 15 years. Given these facts, there needs to be more resources targeted to the urban Indigenous community in Surrey. In addition to more targeted resources, there must be greater accountability to Indigenous people for the use and outcomes associated with those resources.

Goal #40

Urban Indigenous people from Surrey have more control over the program design of services for the urban Indigenous population in Surrey.

Strategy: Develop partnerships between Indigenous organizations and also between Indigenous and non-Indigenous organizations to access new funding sources.

Strategy: Invite government and other funders to seek advice and guidance from the Urban Indigenous Leadership Committee on urban Indigenous funding priorities in Surrey.

Strategy: Invite government and other funders to commit to transparency with regards to the allocation and effectiveness of funds earmarked for urban Indigenous people, programs and services in Surrey.

Strategy: Offer training (like program design and proposal writing) to support the capacity of Indigenous individuals, organizations and groups to access funding.

Strategy: Seek urban Indigenous representation on non-profit boards, funding review committees, and other project teams.



Goal #41

Greater levels of funding and diversity of programs, and services in Surrey.

Strategy: Meet and lobby the Minister of Aboriginal Relations and Reconciliation, The Minister of Children and Family Development (MCFD), the Minister of Indigenous Affairs, and any other minister or foundation that provides funding for urban Indigenous services and programs.

Strategy: Continue to use the “Profile of the Aboriginal Population in Surrey” report to make the case for increased funding for urban Indigenous programs and services.

Strategy: Explore the possibility of partnerships with local Coast Salish First Nations for service delivery options that span on-reserve and off-reserve communities.



– Photo by Kelsie Marchand, Fraser Region Aboriginal Friendship Centre Association

Goal #42

More effective use of existing funding for Indigenous children and families.

Strategy: Partner with MCFD to create an Indigenous child task force to understand the root causes of Indigenous child poverty in Surrey and develop strategies for change.

Strategy: Work with MCFD to evaluate the effectiveness of resource deployment and utilization in Surrey.

Strategy: Advocate for more funding to increase programs for Indigenous children, youth and young families in Surrey.



– Photo by City of Surrey

We will know we have been successful when:

- Adequate funding is available for Indigenous programs and services
- Indigenous organizations have the capacity to compete with non-Indigenous organizations for funding
- Funding and reporting mechanisms are transparent and effective
- Funding is used effectively – particularly to support children, youth and families



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