



Walking Together: The Path Toward Reconciliation



A Report and Invitation from
Community Living BC and the
Indigenous Advisory
Committee

Territorial Acknowledgement



CLBC works across the unceded and ancestral territories of more than 200 distinct First Nations throughout British Columbia. We acknowledge the deep and enduring relationships Indigenous Peoples have with their lands, waters, and communities, and we recognize the diversity of Nations, cultures, languages, and governance systems across this province.

CLBC's head office is located on the unceded and ancestral territory of the $x^w m \theta k^w \acute{a} y \acute{a} m$ (Musqueam) people. We acknowledge their enduring presence, stewardship, and relationship to this land since time immemorial.

CLBC is committed to reconciliation, learning, and building relationships with Indigenous communities. CLBC approaches this necessary relational work as a foundation for planning and action.

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Message From CLBC Board Chair



As Chair of the Community Living BC Board of Directors, I am pleased to introduce this report highlighting progress made through CLBC's Reconciliation Plan from 2022 to 2025.

Through the life of the plan, CLBC has taken important steps to strengthen relationships with Indigenous peoples, communities, organizations, and partners throughout British Columbia. Guided by our Indigenous Advisory Committee and the voices, experiences, and priorities of Indigenous people, we work to better understand barriers, strengthen accountability, and identify opportunities to improve services and supports for Indigenous people and families.

Reconciliation is an ongoing commitment. It requires listening, learning, and building trust over time. The work described in this report reflects efforts to deepen engagement with Indigenous communities, strengthen partnerships, improve cultural safety, increase awareness and access to CLBC services, and advance more equitable outcomes.

In 2023, the Board adopted a Commitment to Reconciliation, recognizing CLBC's responsibility to advance reconciliation within our organization and to ensure Indigenous perspectives help inform our decisions.

The Indigenous Advisory Committee has played a key role throughout this journey. As an advisory body to CLBC's board, the Committee helps advance CLBC's vision of "Communities of belonging, lives with connection" for individuals with developmental disabilities and their families in First Nations, Métis, and Inuit communities across British Columbia.





Since its establishment in 2008, the Committee has provided leadership and guidance to CLBC, challenging CLBC to do better, and to be accountable. Its formal recognition as a committee of the Board has strengthened its role in overseeing and guiding CLBC's reconciliation efforts. The Committee has helped shape priorities, identify emerging issues, and ensure Indigenous perspectives remain central to this work. I would like to thank the members of the Indigenous Advisory Committee, Indigenous partners across the province, and the many individuals who have contributed their time, knowledge, and leadership. Their guidance, partnership, and willingness to engage in important conversations have made this progress possible.

This report demonstrates that meaningful progress happens when commitments are matched by action. We've taken the first steps, but we know we have a long way to go on this journey. The Board remains committed to ensuring reconciliation is reflected in our decisions, priorities, and accountability.

Shane Simpson
Chair, Board of Directors
Community Living BC



Message from IAC Chair



As I reflect on the past three years, I am proud of the progress that has been made through the partnership between Community Living BC and the Indigenous Advisory Committee (IAC).

When this strategic plan began, we knew there was important work ahead. Indigenous people with disabilities often experience barriers that arise at the intersection of disability, colonialism, racism, poverty, and geographic isolation. Too many individuals and families remain disconnected from services, supports, and opportunities to fully participate in community life. We also knew that meaningful reconciliation would require more than good intentions—it would require action, accountability, relationship-building, and a willingness to work and partner differently.

Over the past three years, the Indigenous Advisory Committee has worked alongside CLBC to help advance a vision grounded in both the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the United Nations Convention on the Rights of Persons with Disabilities (CRPD). Together, these frameworks reinforce what we always knew, that Indigenous people with disabilities have the right to self-determination, inclusion, accessibility, cultural connection, and full participation in their communities.

We have seen significant and important progress. CLBC has strengthened relationships with Indigenous communities and organizations across British Columbia, expanded its Indigenous Relations capacity, increased its focus on cultural safety, and worked alongside Indigenous partners to better understand the experiences and aspirations of Indigenous people who live with disabilities. New partnerships have been established, awareness has grown, and important conversations have begun about how services can be delivered in ways that better reflect Indigenous priorities, cultures, and community strengths.

The Indigenous Advisory Committee has also built a strong national and international reputation for advancing Indigenous-led systems change. In recognition of this leadership, the Committee was invited by the Global Leadership Exchange, an international network that brings together leaders from different countries to share innovative approaches to social change, to host a Match event. The gathering brought together delegates from Canada, Aotearoa New Zealand, and the Netherlands to explore how Indigenous leadership, culture, lived experience, and community-driven approaches can improve outcomes in disability, mental health, and community well-being. The event strengthened international relationships, showcased the Committee's leadership, and created opportunities to share Indigenous knowledge and promising practices across countries.



The Indigenous Advisory Committee has been proud to contribute to this work by providing advice, sharing perspectives, raising concerns, and advocating for change where it is needed. At times, these conversations have been challenging, but they have always been grounded in a shared commitment to improving the lives of Indigenous people and advancing a more equitable and inclusive system.

At the same time, we recognize that this work is far from complete. Reconciliation is an ongoing responsibility. Advancing the rights affirmed in both UNDRIP and the CRPD requires sustained effort, meaningful partnerships, and a willingness to challenge systems that were not designed with Indigenous Peoples or people with disabilities at the centre. The work ahead will require courage, innovation, and a continued commitment to listening to the voices of Indigenous people with lived experience and their families.

As I conclude my term as Chair, I would like to thank the members of the Indigenous Advisory Committee, the CLBC Board of Directors, senior leadership, and the many Indigenous leaders, organizations, families, and community members who have contributed to this journey. Every step forward has been made possible through collaboration, persistence, and a shared belief that better outcomes are possible.

I am also pleased to welcome Sue Sterling-Bur as the incoming Chair of the Indigenous Advisory Committee. Sue brings extensive experience, deep community connections, and a strong commitment to advancing the rights, voices, and aspirations of Indigenous people and communities. I know that under her leadership, the Committee will continue to strengthen its impact and help guide the next chapter of this important work.

The past three years have demonstrated what is possible when we work together in partnership and with purpose. While there is much more to do, there is also much to build upon. I look forward to seeing this work continue to grow in the years ahead.

Neil Belanger

Chair, Indigenous Advisory Committee (2022–2025)



About This Report

This report provides an update on Community Living BC's (CLBC) commitment to reconciliation to First Nations, Métis and Inuit communities, as well as to Indigenous partners and the people we serve. It is an invitation to help us reflect, and to provide feedback to guide this journey.

CLBC funds support services for adults with developmental disabilities, and people who have Autism or Fetal Alcohol Spectrum Disorder and need help with daily tasks. CLBC and the Indigenous Advisory Committee (IAC) have a vision for including everyone in community, and believe we have a lot to learn from Indigenous peoples.

Since the B.C. government passed the Declaration on the Rights of Indigenous Peoples Act (Declaration Act) in 2019, and with the guidance of the Indigenous Advisory Committee, CLBC has renewed its efforts toward reconciliation.



Key to reconciliation is working together with First Nations across the province, Indigenous partners and communities to understand what inclusion of people with disabilities means for Indigenous peoples.

CLBC embarks on this path with humility and respect, acknowledging that we have much more work to do to strengthen our relationships with Indigenous Communities. Our Indigenous Advisory Committee has taught us that CLBC cannot walk this path alone. That is why we invite Indigenous communities as authentic partners in creating solutions.

The Guiding Role of the Indigenous Advisory Committee

The Indigenous Advisory Committee (IAC) is guiding CLBC's work to advance reconciliation and ensure alignment with the B.C. Declaration on the Rights of Indigenous Peoples Act (Declaration Act).



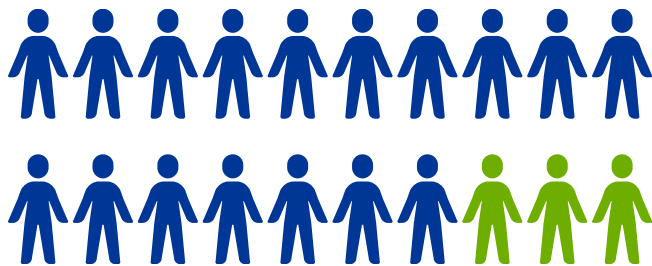
Created in 2012, the IAC represents Indigenous communities across the province, Indigenous partners, and Indigenous people who live with disabilities (self-advocates) and family members. Read more about members in [Appendix A](#).

CLBC values the wisdom the IAC holds about the intersecting challenges Indigenous people living with a disability face.

The IAC has provided leadership to help create CLBC's reconciliation action plan. It has helped CLBC to understand that an action plan is about more than achieving goals. It is about living shared values and principles and ultimately about creating respectful and true partnerships. This work is not easy and takes time.

The IAC has also helped CLBC understand the importance of ongoing reflection. This is the intention of this report. The IAC invites First Nations, Métis and Inuit communities, and its partners, to help us understand what is working and what needs to be adjusted, and to find opportunities to learn from each other.

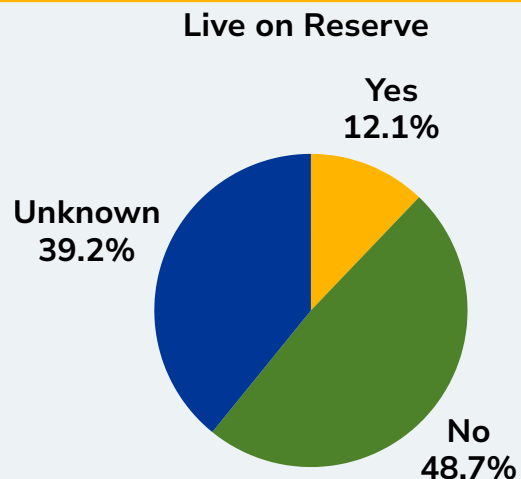
Why Indigenous Communities Need To Know About CLBC



14%

Identify as Indigenous

Currently CLBC enables 30,248 people in the province to access community services, of which approximately 14 percent identify as Indigenous.



Supporting Inclusion, Independence, and Well-Being

We are raising awareness about CLBC because many people do not know what we do, if they are eligible for CLBC funding, and what types of supports they can receive:

Supports to Participate in Your Community

- Employment
- L.I.F.E. Program (Learning, Inclusion, Friendship and Employment supports)
- Community Inclusion

Supports to Live in Your Home

- Independent Living
- Shared Living
- Staffed Living

Support for You and Your Family's Well-being

- Individual and family wellness (previously called respite)
- Communication and behavioural
- Homemaker
- Psychological
- Support Coordination

CLBC staff work in regional offices around the province to meet and plan with eligible individuals and then to contract service provider agencies.

Many people in B.C.'s urban, rural, status and non-status First Nations, Métis and other Indigenous communities, do not know what CLBC supports are available to them, or they may face barriers accessing these supports.

Some people CLBC serves live in urban areas and also experience homelessness, mental health challenges, addiction and interactions with the justice system. Among this group are Indigenous people experiencing intergenerational trauma who may be dis-connected from the support in their home communities.

With the guidance of the IAC, early work towards reconciliation has resulted in important partnerships and an initial set of agreements. We are eager to engage more First Nations and Indigenous communities to achieve true partnerships in the delivery of supports, connecting more people to their community.

Preparing for the Path to Reconciliation



Foundational Work Completed from 2019-2022

CLBC was created in 2005 by a grassroots movement of people with disabilities (self-advocates), families, service providers and other community partners who wanted an organization, outside of a government ministry, that could better support individual choices and partnerships.

Since that time, the number of people CLBC serves has grown tremendously. The challenges to meet this demand, and to build responsive, fair and effective services, are significant. While the path to date has not been perfect, CLBC is committed to continuous improvement guided by bodies such as the Indigenous Advisory Committee, Provincial Advisory Committee, and 13 Community Councils.

Turning a new page in 2019...

Since the work of the Truth and Reconciliation Commission of Canada (TRC), and the passing of the B.C. Declaration Act in 2019, CLBC has turned the page to write a new chapter for Indigenous Relations. The TRC helped all of us to better understand the history of oppression and harms experienced by Indigenous Peoples CLBC serves. It is our priority to fully support reconciliation.



Re-imagining Community Inclusion (RCI)

Re-Imagining Community Inclusion (RCI) is a 10-year provincial vision released in 2019 by the Ministry of Social Development and Poverty Reduction. It was shaped through extensive consultation with people with diverse abilities, families, Indigenous partners, service providers, and community organizations to set out a community-driven, lived-experience-rooted roadmap for a more inclusive British Columbia:

Since the RCI Plan was launched in 2019, it has helped shape CLBC's reconciliation commitments and everyday work. The plan turns what we hear from Indigenous partners, communities, and families into practical actions. These actions improve cultural safety, strengthen relationships, and help address service gaps.

RCI priorities inform CLBC's Reconciliation Plan, ensuring our commitments reflect real experiences and Indigenous perspectives. These commitments are then built into the annual work plan, where they become clear actions, timelines, and measures. This approach helps make reconciliation part of how CLBC plans, delivers services, and tracks progress.



Role of the Indigenous Advisory Committee (IAC)

The Indigenous Advisory Committee (IAC) plays an important role in guiding this work. The IAC provides advice and accountability to ensure CLBC's actions reflect Indigenous knowledge and priorities. Their guidance shapes the RCI plan and helps set reconciliation and work plan priorities.

Together, the IAC supports CLBC to move forward in a way that is respectful, responsive, and grounded in partnership.

Development of the Indigenous Relations team

2012

Establishment of the Indigenous Advisory Committee

Pre-2019

- Indigenous-related work was carried out mainly within regions
- Support relied on individual relationships and ad-hoc consultation

2021

CLBC created a new role of Executive Director of Indigenous Relations

- Joanne Mills, Member of Fisher River Cree Nation with ties to Skidegate

Indigenous Practice Advisor roles were introduced

- These roles were created to support regions
- Advisors focused on consultation, relationship-building and cultural guidance

2022

Team expansion and integration

- Additional Indigenous Advisor positions were added to improve regional coverage
- Stronger connections built with Nations, Indigenous Organizations, FNHA and ISC

2023-24

Role maturity and provincial consistency

- Addition of new roles including the Director of Indigenous Cultural Safety & Humility, Manager of Indigenous Strategic Initiatives and a Cultural Safety Lead
- Clear expectations set around long-term solutions and shared responsibility
- Advisors embedded as trusted supports for leadership and frontline teams increased consistency in culturally safe practice across CLBC

2025 - Present

Indigenous Relations functions as a provincial partnership & relationship support team

- Focus on building and strengthening partnerships with First Nations, Indigenous Child and Family Service Agencies, Indigenous Governing Bodies (IGBs) and Indigenous organizations across BC
- Roles collectively supported partnership development, collaborative planning, leadership engagement, staff consultation and long-term relationship building grounded in shared learning, accountability and culturally responsive practice



Strengthening the Indigenous Advisory Committee and CLBC Team

PROGRESS

15
IAC Members

New Indigenous
Relations team

The first step was the renewal and strengthening of the Indigenous Advisory Committee. The government took action to change the legislation that governs CLBC to enshrine the IAC into the legislation as a key part of its governance. The IAC has led the way to identify the values and principles of CLBC's Indigenous relations work, and to develop a meaningful action plan that will lead to enduring change.

The IAC was formed in 2012 to include Indigenous voices in making our vision "communities of belonging, lives with connection" a reality for Indigenous people with developmental disabilities. The IAC advised CLBC to create a new regional Indigenous relations team to advise staff around the province and move towards reconciliation.





The CLBC Board Commitment on Reconciliation

CLBC prioritized reconciliation work in its 2022-25 Strategic Plan by establishing a goal to ensure “Our actions align with the rights of Indigenous peoples,” identifying the need to develop and strengthen relationships with Indigenous partners, to help staff serve Indigenous peoples in culturally safe ways, and increase culturally safe services.

PROGRESS

The IAC helped develop a Commitment Statement that was signed by the CLBC Board in an official ceremony in June 2023. Within this statement, CLBC officially acknowledged the need to understand the multi-layered forms of oppression experienced by Indigenous people who live with disabilities.

The statement laid out the following principles to guide CLBC’s reconciliation work:

- Cultural Safety and Humility
- Equity and Anti-Racism
- Impactful, Enduring and Sustainable Change
- Self-Determination

2023 CLBC Board commitment to reconciliation ceremony



Charlene Barney is an Indigenous self-advocacy leader from the St’at’imc Nation in Lillooet who was on the initial steering group that created CLBC, and who continues to serve on CLBC’s Indigenous Advisory Committee. She also works for an urban Aboriginal agency in Victoria, Songhees Territory, for almost 20 years.

Quote from Charlene, “Finally, many years later, I can say I feel part of something where I feel heard. We are being acknowledged and respected at CLBC and within the community living movement as Indigenous people.”

CLBC Board Statement of Commitment on Advancing Reconciliation

CLBC recognizes that meaningful reconciliation begins by acknowledging the devastating impacts that colonialism has had upon Indigenous people and that historical and current harms have occurred as a result of systemic and institutional oppression. Meaningful reconciliation also requires an understanding of the ways in which Indigenous-specific discrimination intersects with ableism, and the resulting multi-layered forms of oppression experienced by many Indigenous adults who are neurodiverse and/or living with a disability or diverse ability.

Finally, we recognize that understanding and accepting these truths are a first step and must be accompanied by a commitment to specific actions that shift our system towards equity, equality, and justice.

To this end we commit to advancing reconciliation through recognizing and eliminating racist, ableist, and discriminatory policies, processes, practices, and approaches embedded into our system, and prioritizing meaningful, authentic, relationships with Indigenous Peoples that respects the unique lived experience and diversity of Indigenous people. We recognize that advancing reconciliation is an ongoing journey that will unfold over time and is guided and shaped through our interactions with the individuals we support, their families/support networks, and the communities to which they belong. As a committed partner to this process, and we acknowledge that there is much to learn along the way.

The following overarching principles will guide our work and relationships with Indigenous Peoples and partners:

Cultural Safety & Humility: We are committed to advancing reconciliation and have embraced a cultural safety and humility lens to guide our actions and approach. We endeavor to build mutual trust and respect through our actions and activities and expect this principle to be embraced and practiced at all levels of the organization and within individual and professional practice.

Equity & Anti-Racism: We are committed to promoting equity and equitable outcomes for people accessing CLBC supports. We promote equitable access, equal opportunity, and, most importantly, a support model that considers unique needs and circumstances, such as cultural, social, jurisdictional, economic, and historical disadvantages. As our understanding about systemic or structural barriers for those we serve grows, we are committed to doing the work to find practical solutions. Finally, in recognizing that we have a long way to go to achieving true equity, we are committed to flexible approaches that will remedy the unique disadvantages and will do this work through the guidance of the CLBC Indigenous Advisory Committee, the CLBC Elder's Council, and those with lived experience.

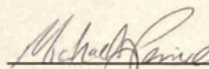
Impactful, Enduring, & Sustainable: We are committed to prioritizing actions and activities that will lead to lasting and meaningful change for the individuals and families/ networks we support. We are committed to learning from and incorporating the priorities and activities that are co-led, co-developed and co-informed by First Nations, Métis, and Inuit and Indigenous Partners as it unfolds across the province and when this has a direct beneficial impact on the individuals' and families/support networks we support.

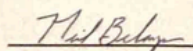
Self-Determining: CLBC acknowledges the fundamental right of self-determination of First Nations, Métis, and Indigenous Rights Holders, and pay respect to the Esteemed Elders and Culture Bearers past, present, and emerging that guide the work. We recognize that the health, social, emotional, spiritual, and cultural well-being of individuals living with diverse abilities are intricately tied to the well-being of their communities and hold an important place within their communities. We are committed to supporting individuals to develop or maintain their connection to their culture, family, and community.



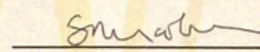
Signed on this 3rd Day of June 2023 in Vancouver, British Columbia,

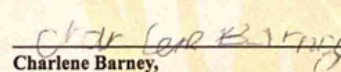


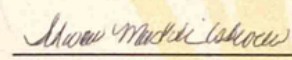

Dr. Michael J. Prince, Chair
Community Living BC


Neil Belanger, Chair
Indigenous Advisory Committee

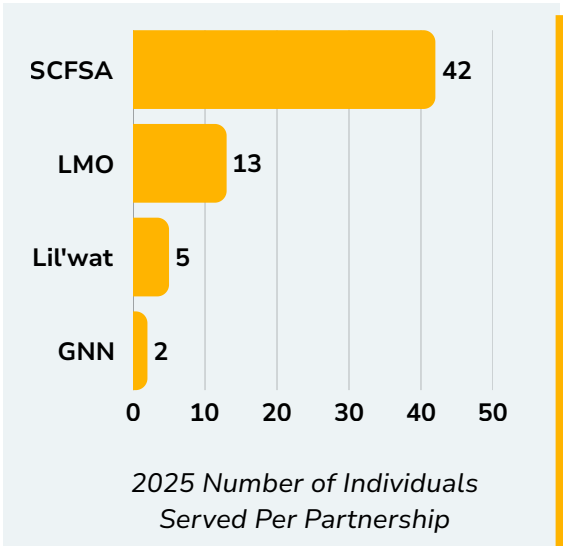

Ross Chilton, CEO
Community Living BC


Honourable Sheila Malcolmson
Minister, Social Development and Poverty Reduction


Charlene Barney,
Witness


Sihwaw, Maskiki' Iskew (Joanne Mills)
Witness

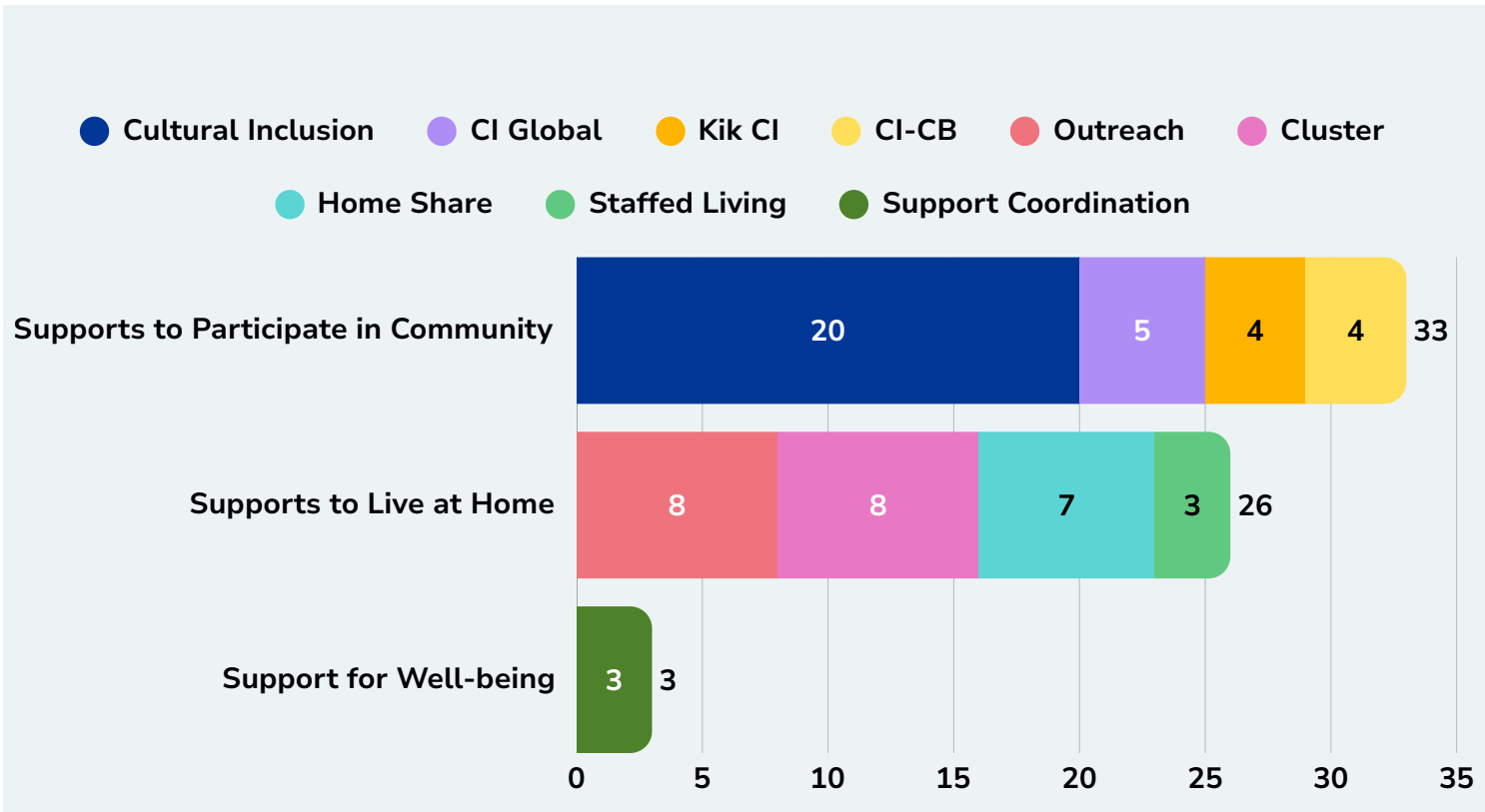
CLBC Partnership Snapshot



Develop and strengthen relationships with Indigenous partners remained a key mechanism through which CLBC advanced Indigenous-led service delivery. Through established partnerships and agreements, CLBC worked collaboratively with Indigenous governments and governing bodies to support programs and services that reflect community priorities, governance structures, and cultural approaches to care.

- Secwepemc Child & Family Services Agency (SCFSA)
- Lii Michif Otipemisiwak (LMO)
- Gwa'sala-'Nakwaxda'xw Nations (GNN)

This graph presents the number of Indigenous peoples being served by programs and services that have been established through Indigenous partnerships. Indigenous partnerships play a critical role connecting communities to relevant programs and services, and they provide a snapshot of service delivery made possible through these relationships.



CLBC's Reconciliation Action Plan to 2025



Guided by Indigenous voices on the IAC, work has been done on the first steps toward reconciliation:

1. Relationships and Engagement
2. Shifting Sector Culture
3. Enabling Cultural Safety
4. Service Delivery to Support the Draft Principles

CLBC invites the feedback of First Nations, Métis, Inuit communities and partners to help us learn together, to celebrate what is working and to have authentic conversations about where change is needed. CLBC and the IAC hope that this report sparks an interest from even more Indigenous communities to join us.





1. Relationships and Engagement

CLBC is building stronger relationships with Indigenous partners by engaging early, listening carefully, and acting on what we hear. Indigenous leaders and organizations help advise on policies, programs, and training to ensure they are culturally appropriate. This ongoing engagement supports trust, shared learning, and better decision-making, ensuring services reflect Indigenous perspectives.

PROGRESS

[RCI] Strengthen connection to Indigenous Communities, Agencies, and Partners.

In 2025, Indigenous Relations Practice Advisors built ongoing relationships with 20 First Nations and connected with 16 Indigenous organizations, along with various agencies, through ongoing engagement throughout the year.

CLBC created an Elders Advisory Council. CLBC created an Elders Advisory Council to provide guidance, knowledge, and cultural leadership. The Council supports CLBC by sharing Elders' perspectives, strengthening relationships with Indigenous communities, and helping ensure Indigenous voices and teachings inform CLBC's work.

Grants were provided to these Indigenous partners to work together to develop solutions:

- **BC Association of Aboriginal Friendship Centres** – How to provide culturally safe shared living
- **Indigenous Community Leadership Development** – Indigenous employment supports
- **Aboriginal Housing Management Association** – Improving access to housing
- **Secwépemc Child and Family Services** – Supporting Indigenous youth transitions
- **Fraser Region Aboriginal Friendship Centre Association** – How to provide cultural supports to those with complex needs

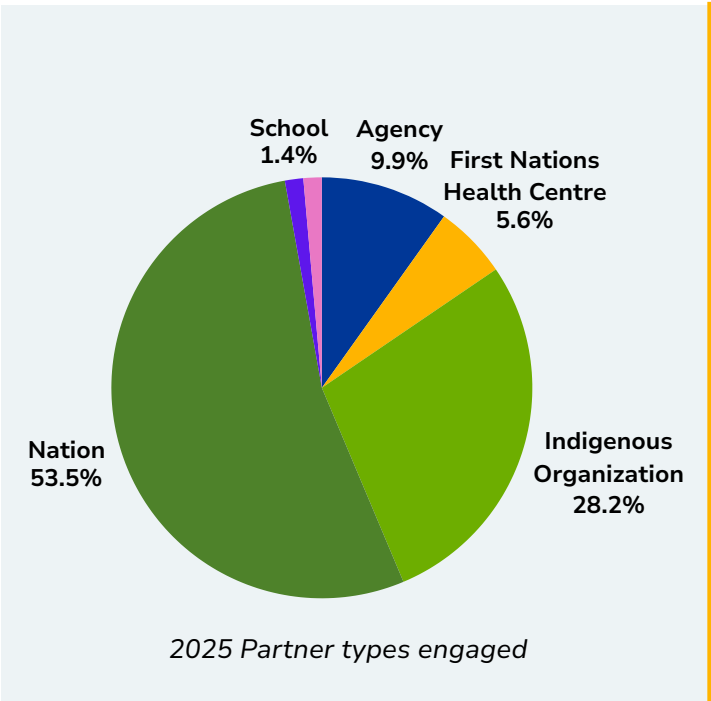
2022 Elder Advisory Committee put in place

2023-25 Provided Grants to Indigenous Partners

Indigenous Relations Practice Advisors

Relationship Building

Indigenous Practice Advisors build strong relationships across the sector. Most of their work focuses on working directly with First Nations and Indigenous organizations, with about half of their connections focused on building partnerships. Advisors also take part in conferences and community events, such as FNHA Caucus meetings, wellness fairs, career fairs, and learning events. Being present in communities helps to promote CLBC services, strengthen understanding, and support collaboration. About ten percent of their work focuses on honouring people and place, such as supporting territory acknowledgements at CLBC offices.



In addition to working with First Nations and Indigenous organizations, Indigenous Relations Practice Advisors are out in community engaging with agencies, health centres, and schools. As a result of this outreach, the broader social services network is learning when to refer people to CLBC to start planning earlier.

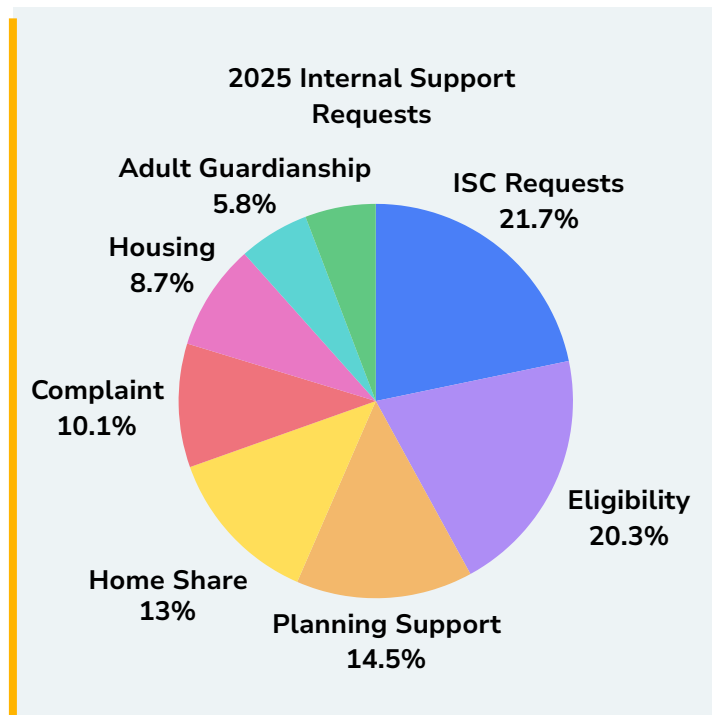


Indigenous Relations Practice Advisors

Practice Consultation

Indigenous Practice Advisors help regional teams and leaders navigate complex or sensitive situations involving Indigenous individuals, families, and communities. This includes stepping in early when tensions are starting, offering support when relationships are strained, and providing guidance when cultural misunderstandings create risk.

They support CLBC staff by offering practice advice and helping bridge communication, so responses are culturally safe and better meet the needs of Indigenous Peoples.



2025 Practice Consultation Summary

Practice consultations supported CLBC staff with complex and often urgent situations involving Indigenous individuals, families, Nations, and service partners. Most support focused on eligibility, service planning, and transitions from youth to adult services, including help with applications, aging-out planning, and advocacy.

Significant support was provided around housing and home share, especially when placements broke down or individuals were leaving hospital or care. Advisors also supported complaint responses, conflict resolution, and rebuilding trust with families and Nations. Additional consultations included guidance on Indigenous Services Canada (ISC) funding and processes, adult guardianship, discharge planning, contracting, and coordination with health, housing, and community partners. Across all work, the focus was on cultural safety, clear communication, and helping staff respond effectively in complex situations.



2. Shifting Sector Culture Toward Reconciliation

CLBC is working to build a culture of reconciliation. This includes launching a new Indigenous identity logo, increasing housing for Indigenous youth in transition, sharing guides on respectful engagement and territorial acknowledgements, and offering cultural safety training for staff. Together, these actions support understanding, respect, and accountability. A strong culture of reconciliation helps reduce systemic barriers and ensures Indigenous people receive services that are respectful, culturally safe, and responsive to their needs.

PROGRESS

CLBC has worked to promote the need for more Indigenous youth transitioning housing like the Kamloops housing project Kikékyelc: A Place of Belonging. CLBC supported the development of this project together with BC Housing, and it is operated by Lii Michif Otipemisiwak Family and Community Services.

The IAC launched a new Indigenous visual identity logo. The IAC worked with Northwest Coast artist Shawna Kiesman to embed symbols of a new path, transformation of the old one, knowledge of the past and the truth to move forward.

The CLBC Indigenous Relations team released a Respectful Engagement with Indigenous People's Guide and a Territorial Acknowledgement Guide for staff and for agencies and service providers. A guide to work respectfully and meaningfully with Indigenous Peoples, communities, and organizations.

CLBC provided Cultural Safety Training, in partnership with the Indigenous Perspectives Society, and delivered comprehensive two-day training sessions to 765 staff across the province.

2020 Supported development of housing for youth transitioning (2020)

2023 New identity logo for IAC

2025 New guides for staff, agencies and service providers

2023-25 Delivered Cultural Safety training to 765 CLBC staff (2025)

Indigenous Advisory Committee (IAC) Logo



To the IAC the raven symbolizes creation of a new path, transformation of the old one, knowledge of the past and the truth to move forward.

The person inside the raven symbolizes the IAC's person-centered focus and dedication to the work within CLBC. The symbols between the wings of the raven are to recognize the three distinct groups of Indigenous people in BC. In order from left to right, the Inuit (represented by the inuksuk), First Nations (represented by the feather), and Métis (represented by the infinity symbol).

The colours of blue and green mirror CLBC's logo and represent the connection to CLBC.



3. Enabling Cultural Safety

CLBC is working to make services safer and more respectful for Indigenous people through clear, practical steps. This includes creating policies and easy-to-use guides that help service providers understand how to deliver respectful and culturally aware supports. CLBC also recognizes and promotes important Indigenous days to encourage learning and awareness across the organization. Together, these actions support better understanding, safer services, and stronger relationships with Indigenous communities.

PROGRESS

Increase culturally safe and appropriate services and support staff to serve Indigenous individuals and families in culturally safe ways.

CLBC has made good progress in supporting cultural safety. In 2022, CLBC released a Cultural Safety Policy that explains what cultural safety means and how it should guide our work.

CLBC also shared a short video to explain cultural safety in a clear and practical way. The video talks about treating people with respect, challenging racism, understanding the impacts of trauma, staying connected to community, and putting the person at the centre of services. It also highlights the importance of working together across services. These actions help staff provide better, more respectful support for Indigenous people.

2022 Implemented a Cultural Safety Policy

2023 Published a Cultural Safety Principles Video

2023 Published a Service Provider Guide

Explore CLBC Cultural Safety Policy and Video:

[Learn about CLBC's Cultural Safety Principles in new video - Community Living BC](#)

CLBC Service Provider Practice Guide:

[Cultural-Safety-CLBC-SP-Guide.pdf](#)



4. Service Delivery to Support the Draft Principles that Guide B.C.'s Relationships with Indigenous Peoples

We deliver services based on what Indigenous people tell us they need and want. We work with Indigenous partners to support youth transitioning with complex needs, strengthen connection and belonging, and develop culturally safe, life-based services. We are testing new tools across regions to make sure they work well, expanding Indigenous Homesharing through training and support, and working with partners to help people reconnect with community and access the right supports.

PROGRESS

Implement recommendations from BC Association of Aboriginal Friendship Centres (BCAAFC) procurement review.

CLBC accepted 69 of the 73 recommendations from BCAAFC. Most were fully or partly accepted, showing CLBC's strong progress and commitment.

Increase the number of Indigenous service providers.

Progress continued toward increasing the number of Indigenous service providers by supporting Indigenous organizations to understand CLBC's pre-qualification processes and funding pathways. CLBC currently has 22 confirmed Indigenous-contracted service providers, of which 11 are pre-qualified vendors.

Improved Coordination: Re-Imagining Community Inclusion

Partnerships with Secwepemc Child & Family Services Agency (SCFSA) and Lii Michif Otipemisiwak were established in 2023 and 2025, respectively, to strengthen supports for youth transitioning to adulthood.

2025 CLBC accepted 69/73 BCAAFC procurement review recommendations

2025 Update, CLBC currently has 22 confirmed Indigenous-contracted service providers

2023-25 CLBC established two new Partnerships to support youth transitioning to adulthood



Honouring People & Place

CLBC's Honouring People and Place projects are important because they show respect for the First Nations territories where our offices are located across British Columbia. Acknowledging these territories recognizes the deep connection First Nations have to the land. These actions support learning, understanding, and CLBC's commitment to reconciliation in our everyday spaces.

PROGRESS

[RCI] Develop and implement Land Acknowledgement of all offices through Art & Ceremony in collaboration with the Nations on which our offices sit.

The Indigenous Relations team has made strong progress on the Honouring People and Place project across the North, Interior, and Fraser regions. In each area, the team has meaningfully engaged with local First Nations to support the implementation of Indigenous artwork and territory acknowledgement signage in CLBC offices.

This work reflects respectful collaboration with Nations and ensures each space acknowledges the lands it is located on in a visible and meaningful way. These efforts demonstrate the team's commitment to relationship-building, reconciliation, and honouring Indigenous Peoples and territories across the province.

Completed CLBC Office Locations

2022 Vernon
2023 Penticton
2023 Kelowna
2023 Prince George

2024 Kamloops
2024 Smithers
2024 Langley

2025 Terrace
2025 Cranbrook

Honouring People and Place

2022 July | Vernon



CLBC held a territory acknowledgement ceremony at the Vernon office to recognize the unceded, traditional, and ancestral territory of the Syilx people of the Okanagan Nation. There were 30 people in attendance, including Elder Gwen Campbell McArthur, drummer Bill Robbins, as well as guests from Vernon Native Housing, North Okanagan Community Council, our CLBC Indigenous Relations team, and staff from the Vernon & Salmon Arm offices.

2023 February | Penticton

CLBC executives, staff, and invited guests gathered at the CLBC Penticton office for a land acknowledgement ceremony on the homeland of the Syilx-speaking people. Elders Margaret Baptiste and Regina Gabriel of the Penticton Indian Band shared teachings with



approximately 35 attendees, including Joanne Mills, Vice President of Quality Services and Indigenous Relations, and representatives from local service provider agencies.

Honouring People and Place

2023 June | Kelowna



CLBC's Kelowna office hosted a territory acknowledgement ceremony recognizing the unceded, traditional, and ancestral territory of the Syilx people of the Okanagan Nation. The ceremony was led by Elders Marion Radawetz and Gwen Campbell McArthur, whose guidance grounded the gathering in local knowledge and teachings. Attendees included representatives from the South Okanagan Community Council, members of CLBC's Indigenous Relations team, and Kelowna office staff.

The event included the unveiling of an artwork by Hector Alec, which was gifted to the Kelowna office and is now displayed at the entrance. The artwork serves as a lasting reflection of the ceremony and honours the deep and ongoing Indigenous connections to the land. This gathering marked the third land acknowledgement ceremony held across CLBC offices as part of this work.



2023 November | Prince George



CLBC's Prince George office Honouring People and Place ceremony featured the unveiling of artwork by Jennifer Annaïs Pighin of the Lheidli T'enneh First Nation and a guided land acknowledgement led by Kim Gouchie, a respected Elder-in-training.

Story: [Prince George Unveiling](#)

2024 February | Kamloops



The Kamloops office hosted a ceremony to recognize the unceded and ancestral territories of the Tkemlúps te Secwépemc. Elder Russel opened the gathering with a blessing and teaching about beginning meetings in a good way through prayer for all those present and their families. Singers and drummers then shared a Welcome Song and an Honor Song. Staff held the artwork while Lyle Paul explained his inspiration, process, and the meaning behind the colours and subject. Grant Huffman spoke about the importance of the ceremony and thanked everyone for their songs and prayers.

2024 April | Smithers



Smithers office hosted a ceremony to recognize the Gitxsan and Wet'suwet'en peoples and marked the installation of Indigenous artwork in the workspace, highlighting the importance of Indigenous guidance and presence.

The event included artwork by Gitxsan–Wet'suwet'en artist Ta'kust (Trevor Angus), along with pieces by Gitxsan artists Bo Smith and Michelle Stoney. Together, the ceremony and artwork reflect respect for Indigenous culture and ongoing relationship-building in the Smithers office.

2024 May | Langley



The Langley office held a land acknowledgement ceremony to recognize the unceded, traditional, and ancestral territories of the Katzie, Semiahmoo, and Kwantlen First Nations. The gathering was guided by Elder Kevin Kelly of the Kwantlen First Nation, who shared welcoming remarks and supported the unveiling of artwork within the space. A highlight of the ceremony was the unveiling of a carved wolf paddle, painted in black and red with natural wood tones. Attendees listened to the story of how the paddle “came home” to Kwantlen territory, symbolizing reconnection with its cultural roots.

2025 October | Terrace



The Terrace office hosted a ceremony to recognize the unceded territories of the Tsimshian Nation, including the Kitselas and Kitsumkalum First Nations, and marked the installation of Indigenous artwork in the office. Guided by Simogyet Wii Neas Hi Waxes Ken McDames Sr. of the Kitselas First Nation, the gathering included shared food, teachings, and reflection. Featured artwork by Kitselas carver Stan Bevan and his apprentice Savannah Medeiros reflects intergenerational learning and helps create a more welcoming, culturally respectful space.

2025 November | Cranbrook



The Cranbrook office hosted a ceremony to recognize the unceded and ancestral territories of the Ktunaxa Peoples. The ceremony included an opening prayer and teachings from Ktunaxa Elder Marty Williams, followed by the unveiling of artwork by Ktunaxa artist Carol Louie. Her painting of an eagle feather reflects a Ktunaxa approach to land acknowledgement and includes symbols tied to the land, culture, strength, and healing.

Our Impact Snapshot

1

An enduring first step: Changing the law that governs CLBC

In 2022–23, CLBC engaged more than 200 First Nations, Métis, and other Indigenous communities across B.C. to ensure their voices shaped proposed amendments to the Community Living Authority Act. Enacted in May 2023, these changes formalized the Indigenous Advisory Committee in legislation and strengthened Indigenous representation and lived experience on CLBC's board.

2

A moving CLBC Board commitment ceremony

On June 3, 2023, CLBC and its Indigenous Advisory Committee marked a historic milestone with a formal signing ceremony committing to advance reconciliation with Indigenous Peoples. The agreement, signed by CLBC leadership, Minister Sheila Malcolmson, and IAC Chair Neil Belanger, was witnessed by self-advocate Charlene Barney, underscoring a shared commitment to Indigenous leadership and accountability.

3

Secwépemc Agency and Community Living BC sign historic Partnership Agreement

In September 2023, CLBC launched a groundbreaking partnership with Secwépemc Child & Family Services Agency (SCFSA) to deliver CLBC-funded supports to eligible First Nations people in Kamloops and seven Secwépemc communities—its first agreement of this kind in B.C. Building on this momentum, CLBC renewed its partnership with SCFSA for a third year, setting a strong foundation for future Indigenous-led service collaborations across the province.

4

A historic agreement with Lii Michif Otipemisiwak Family and Community Services

In July 2025, CLBC reached a historic agreement with Lii Michif Otipemisiwak Family and Community Services (LMOFCS), expanding culturally safe supports and community inclusion for Métis adults in the Kamloops area. This formal collaboration marks a significant step forward in advancing Métis-led service delivery and strengthening Indigenous partnerships across the region.

Our Impact Snapshot

5

CLBC and Lil'wat Nation Interim Indigenous Funding Agreement

CLBC and Lil'wat Nation are in the second year of an Interim Indigenous Funding Agreement that provides support coordination for seven eligible members, with more expected as assessments continue. A formal Partnership Agreement was signed in mid-April 2026.

6

CLBC and Gwa'sala-'Nakwaxda'xw Nations Interim Indigenous Funding Agreement

In July 2025, CLBC and GNN signed an Interim Indigenous Funding Agreement. CLBC and GNN are now exploring a formal Partnership Agreement guided by GNN's laws, priorities, and long-term community planning.

7

CLBC Indigenous Advisory Committee and Board Members Listen and Learn on the Traditional Territory of the Lheidli T'enneh

In August 2025, CLBC's Board and Indigenous Advisory Committee members visited Prince George on the traditional and unceded territory of the Lheidli T'enneh, strengthening relationships with local communities and service providers. The visit emphasized listening and learning from Northern organizations supporting Indigenous adults with developmental disabilities to live meaningful, inclusive lives.

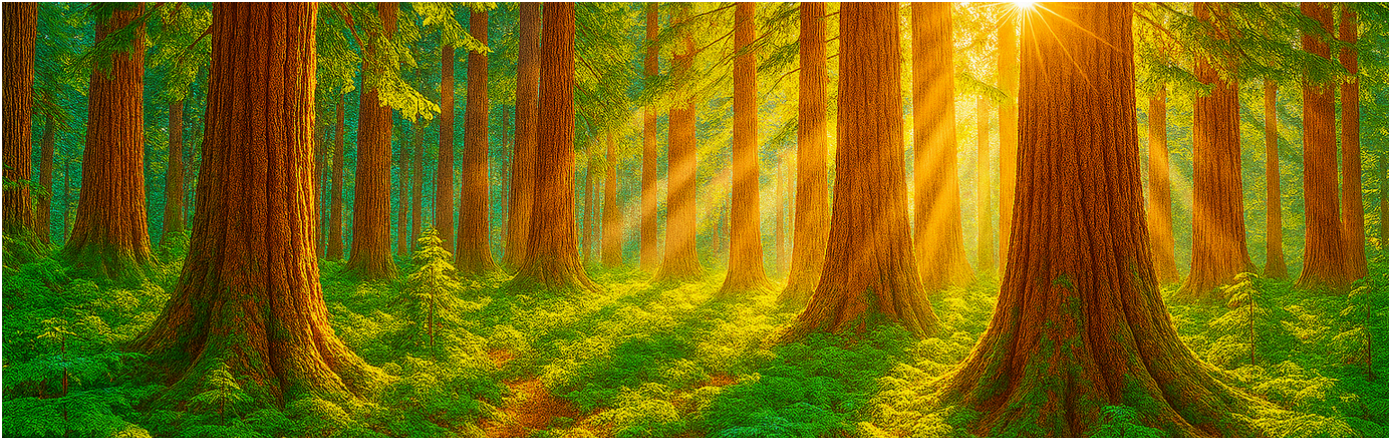
8

Housing project supports Indigenous women with complex needs in Northern B.C.

In August 2025, a new home in Lheidli T'enneh territory (Prince George) opened to support six Indigenous women with complex needs who receive Community Living BC (CLBC) funded services. The home provides a safe, stable place to live with culturally grounded supports that help each woman thrive.

This project was made possible through strong partnerships and shared commitment to culturally safe housing.

Stories of Impact



An enduring first step: Changing the law that governs CLBC

These changes were passed into law in May 2023 and included:

- The formal inclusion of the Indigenous Advisory Committee in the Community Living Authority Act
- The requirement that CLBC include one Indigenous person, two people served by CLBC, and one family member on its board

Story: [Community Living Authority Act amendments strengthen CLBC Board](#)

*“These amendments reflect our ongoing efforts to respond in meaningful, enduring ways that will make a difference for the people we serve,”
said Ross Chilton, CLBC CEO.*



The CLBC Indigenous Advisory Committee is guiding a reconciliation plan focused on building strong relationships with Indigenous communities and creating services that are respectful and culturally safe. This includes new supports like culturally safe housing for Indigenous youth in Kamloops.

Story: [Kikékyelc: A Place of Belonging](#)



Jocelyn Cartwright, CLBC Integrated Services Manager, Joanne Mills, CLBC Vice President, Quality Services and Indigenous Relations, Karen Coelho, CLBC Practice Service Advisor, and Honourable Sheila Malcolmson, Minister of Social Development and Poverty Reduction

Secwépemc Agency and Community Living BC sign historic MOU

In September 2023, CLBC began working with the Secwepemc Child & Family Services Agency (SCFSA) to deliver CLBC-funded supports to eligible First Nations people in Kamloops and seven Secwepemc communities. This is CLBC's first agreement with an Indigenous Child & Family Services Agency and will help inform future partnerships across B.C. CLBC renewed its Partnership Memorandum of Understanding with Secwépemc Child and Family Services Agency (SCFSA) for a third year.

Story: [SCFS and CLBC Sign Historic MOU](#)

"We're working to clear the path to remove barriers for people with disabilities," said Sheila Malcolmson, Minister of Social Development and Poverty Reduction.



Carmen Hance, Board Member for Secwépemc Child and Family Services Agency, and Ross Chilton, CLBC CEO

"This agreement is important because it demonstrates how we can collaborate with Indigenous partners to create culturally appropriate relationships," said Ross Chilton, CEO of Community Living BC. "At CLBC we've been building toward this milestone for years, by growing our Indigenous Relations team, and working with our Indigenous Advisory Committee and Elders Advisory Council to acknowledge the harms of our colonial past and work towards advancing reconciliation. Now we are partnering with SCFSA to build capacity for the Secwépemc Nation to be self-determining over their programs, services, and policies."

A historic agreement with Lii Michif Otipemisiwak Family and Community Services

In July 2025, a historic agreement with Lii Michif Otipemisiwak Family and Community Services Kamloops-area Métis adults with developmental and intellectual disabilities now have enhanced access to culturally safe support and community inclusion directly from Lii Michif Otipemisiwak Family and Community Services (LMOFCS) through a formal Collaboration Agreement with Community Living BC (CLBC).

Story: [Lii Michif Otipemisiwak Family and Community Services signs historic agreement with CLBC to support Métis community](#)

CLBC Indigenous Advisory Committee and Board Members Listen and Learn on the Traditional Territory of the Lheidli T'enneh

In August 2025, CLBC's Indigenous Advisory Committee and Board members visited service providers and community sites in Prince George, on the traditional and unceded territory of the Lheidli T'enneh. The visit focused on building relationships and learning from people and organizations in Northern B.C. who support Indigenous adults with developmental disabilities to live included, meaningful lives in their communities.

Story: [Listen and Learn on the Traditional Territory of the Lheidli T'enneh](#)

Housing project supports Indigenous women with complex needs in Northern B.C.

In August 2025, a new home in Lheidli T'enneh territory (Prince George) opened to support six Indigenous women with complex needs who receive Community Living BC (CLBC) funded services.

This project was made possible through strong partnerships and shared commitment to culturally safe housing. Led by the Aboriginal Housing Society of Prince George (AHSPG), the project brought together multiple organizations, including the Aboriginal Housing Management Association (AHMA), National Indigenous Collaborative Housing Inc. (NICHl), AiMHi – Prince George Association for Community Living, and Community Living BC. Operated by AimHi, with supports funded by CLBC, the home is designed to offer not only safety and stability, but also meaningful cultural connection.

Story: [Housing Project Supports Indigenous Women with Complex Needs in Northern B.C.](#)

Ways to Partner with CLBC

Community Living BC (CLBC) partners with individuals, families, Indigenous communities, service providers, and organizations in several meaningful ways to strengthen inclusive supports. Here are four ways you can work with CLBC.



Provide your feedback on this report

CLBC and the Indigenous Advisory Committee value your feedback about the work we are doing to advance reconciliation. You can provide your feedback in writing, or by reaching out to:

CLBCIndigenousPracticeAdvisor@gov.bc.ca



Ask for more information about CLBC services

If you have questions, or would like to learn more about how CLBC services might support people in your community, simply email our Indigenous Relations team CLBCIndigenousPracticeAdvisor@gov.bc.ca



Let us know about how to work with your community

CLBC wants more information about how to work with your community. Tell us about the best way to reach out and make a connection.



Let us know if you have an interest in building a partnership

CLBC needs to work with and learn from more Indigenous partners. Contact our Indigenous Relations team if you are interested in exploring this.

Acknowledgements

CLBC and the IAC would like to thank everyone who has collaborated with us to provide insight and guidance to support this important work.

First Nations and Elders

We acknowledge and thank the First Nations whose territories we serve and whose knowledge, leadership, and guidance have contributed to early milestones and agreements. We are especially grateful to the Elders and community representatives who have shared their time, experience, and perspectives to develop solutions together.

Indigenous Partner Agencies

We are deeply grateful for the opportunity to work alongside Indigenous partner agencies through our grant-funded projects. We are also grateful for collaborations that reflect our shared commitment to advancing community priorities, supporting self-determination, and learning from one another in the spirit of respect and reciprocity.

The Indigenous people and families served by CLBC

We are honoured to serve Indigenous individuals, families, and communities across British Columbia. We learn from the resilience, wisdom, and diverse ways of knowing and being that are strengthening future generations. Our work is grounded in respectful relationships and guided by a commitment to learning with humility.



Indigenous Advisory Committee Biographies



Métis

Paisley Pelletier is the Senior Disability Case Manager and the Program Coordinator for the Indigenous Disability Case Management, RDSP Navigation, and National Indigenous Navigation (NINS) programs at the BC Aboriginal Network on Disability Society (BCANDS) / Indigenous Disability Canada (IDC). Paisley has a Bachelor's degree in Child and Youth Care with a specialization in Indigenous Perspectives, a Graduate certificate in Evaluation, and is nearing the completion of a Masters degree in Community Development, all with the University of Victoria.



Paisley's passion for this work is guided by her lived experience. In addition to her work and education, Paisley is a Métis woman who lives with disabilities and is a mother of 4 children (Métis and Métis / Cree); all of whom are neuro- or gender-diverse and who live with their own disabilities.



Dr. Rheanna
Robinson

Métis and a member of the Manitoba Métis Federation

Rheanna lives on the territory of the Lheidli T'enneh Nation. Rheanna holds a Bachelor of Arts in History and First Nations Studies at UNBC, a Master's degree in First Nations Studies at UNBC, and a PhD in Educational Studies at UBC. Rheanna has been involved with UNBC as a student, staff, faculty member, and volunteer.



Rheanna is an Indigenous scholar who is deeply committed to the discipline of First Nations Studies. She deeply values the role of Indigenous Knowledge (IK) within institutions of higher learning and what IK offers to the world. Her research interests include Indigenous Disability Studies, Indigenous Education and Theory, and Indigenous-led Community-based research.



Sonia Rice



Yahgujáanas Raven Clan from Gaw Tlagée Old Massett

Jáas K'iyygaanga hánuu díi kyá'aang. Díi uu Yahgujáanas gáagang. Sandy Adams díi 'aw uu íjan. Isabella Edenshaw díi náan náan uu íjan. Charles Edenshaw díi náan chán uu íjan. Díi gidalang hlGúinalgang. Skil Jáada, SGáan Gid, isgyáan Waatsasdiyyee hánuu 'll kyá'aa'waang. Yáahl Gadáas hánuu Skil Jáada gid íhlangaa kyá'aang. Gaw Tlagée, Xaadáa Gwáay aa.uu Hl na'áanggang.

My name is Sonia Rice from the Yahgujáanas Raven Clan from Gaw Tlagée Old Massett. My mother's name was Sandy Adams and we are direct descendants of Isabella and Charles Edenshaw. Jaas K'iyygaanga's children, grandchildren, family and her dogs are the focus of her spare time.

Jaas K'iyygaanga and as a committee member of the Community Living BC (CLBC) Indigenous Advisory Committee.



Martha Wilson



Gitksan from the (Lax Gibuu) Wolf Clan and belongs to the House ('Wilps') Xhiimadimtxw.

Martha Wilson, also known by her Feast Hall name WiiYiiBii ("Big Earth") and her Wing Chief name Xhiimadimxtw ("Eye of the Winter Storm"), is deeply rooted in Gitksan culture and actively participates in the Feast system. She integrates Gitksan worldview, values, and protocols into her professional work.

With over 30 years of experience in social services, Martha holds an honours Bachelor's degree in Psychology (Master's equivalent) with a minor in First Nations Studies from the University of Northern British Columbia (2016). A defining moment in her career was learning traditional healing techniques from Tahltan Elder Evelyn Rattray.

Martha has spent most of her life in Gitanmaax, aside from periods of education and travel. She has shared 41 years of marriage with her husband, Charlie Wright. Together they have two children and nine grandchildren. Committed to her community, she continues to live and work in Gitanmaax, focusing on its wellness and future.



Charlene Marie
Barney



Proud member of the St'at'imc Nation (Lillooet)

Charlene has spent over 20 years with Surrounded by Cedar Child and Family Services in Victoria, on Songhees Territory, supporting urban Indigenous communities. A lifelong advocate for people with intellectual disabilities, she played a founding role in the creation of Community Living BC (CLBC), serving on the original steering committee that established it as a Crown corporation in 2005.

Now recognized as a leading Indigenous self-advocate in British Columbia, Charlene serves on both the CLBC Indigenous and Provincial Advisory Committees and is an active member of BC People First and People First of Canada. Her work focuses on advancing culturally grounded supports that reflect Indigenous values and ways of being.

A highlight of her journey was participating in the 2023 CLBC Commitment to Reconciliation signing ceremony, affirming her decades of advocacy for dignity, inclusion, and respect. Outside her work, Charlene enjoys knitting, drawing strength and peace from the practice, and continues to lead with honesty, compassion, and a deep commitment to community.



Neil Belanger



Member of the Lax Se el Clan in the House of Nika' teen of the Gitxsan Nation

Executive Director B.C. Aboriginal Network on Disability Society

Neil is the CEO of Indigenous Disability Canada (IDC) / BC Aboriginal Network on Disability (BCANDS). He is an early member of the Indigenous Advisory Committee and a long-time supporter of people living with a disability in the Province of BC.



Sue Sterling-Bur



Proud member of the Nteʔkepmx and Stó:lō Nations.

Sue is a Master of Social Work graduate and PhD candidate (ABD) at the University of British Columbia Okanagan, where her research explores Indigenous knowledge to support gifted children with disabilities, drawing on Nteʔkepmx spíləxm and sptékʷt teachings.

A parent of children with disabilities and an elected Councillor for the Lower Nicola Indian Band, she brings both lived experience and professional expertise to advancing inclusive, culturally grounded systems of care rooted in Indigenous worldviews.

Sue's leadership includes roles as Child and Youth Mental Health Advisor, Provincial Child Care Advisor, Board Member with the BC Aboriginal Child Care Society, and Co-Lead of the Indigenous Research Stream with the Canadian Institute for Inclusion and Citizenship at UBC. She also served as Vice President, Students at Nicola Valley Institute of Technology. Through her work with the CLBC Indigenous Advisory Committee, Sue continues to advocate for systemic change, inclusion, and the meaningful participation of Indigenous persons with disabilities and their families.



Sherwin Strong



Nuu-chatlaht & Carrier First Nations

Sherwin from the Comox Valley (Unceded territory of the Komox First Nation) traditionally from Nuu-chatlaht & Carrier First Nations currently employed locally by Pacific Coast Community Resources & Provincially as SAL (Self Advocate Liaison) & storyteller for CLBC. Part of the IAC since 2017.



Brian Govereau



Fisher River Cree Nation

Brian is Cree from Fisher River Cree Nation, a Treaty 5 community in Manitoba. He is a Manager with Cheam First Nation's Social Development department whose vision is to create safe and welcoming client experiences across their learning employment journey. Brian has a long history of bringing employment and on-reserve income assistance supports to Indigenous communities. He holds a Diploma in Business Administration from the University of the Fraser Valley. Brian lives in Chilliwack with his spouse, son, father and four wonderful daughters.



Cheryl Schweizer



Tl'azt'en Nation and frog clan.

Hadih, Cheryl is a mother of six and grandmother of twelve, and a respected Elder with over 20 years of experience working alongside Indigenous communities. She serves on several key advisory bodies, including the UBC CPD Indigenous Patient-Led Working Group (since 2020), the Provincial Elder Perinatal Substance Use Committee, and the CLBC Elders Advisory Table.

She is also an Elder with the Prince George Native Friendship Centre, contributes to School District 57 Indigenous advisory and education committees, and supports community initiatives including Two Rivers Gallery.

Her experience includes early childhood leadership with Success by Six and participation on regional Elders tables supporting children and families.

She holds a Master of Education (SFU, 2017), completed the First Peoples' Language & Culture Council Master-Apprentice Program (2018), earned a Bachelor of Commerce from UNBC (2008), and a Certificate in Finance & Business Management from the College of New Caledonia (2004).



Linus Lucas



Hi-ma-yiis

Linus Lucas (Si Yaks Kla-kish-ki-sis) is an Elder and Knowledge keeper born in 1960 to Simon and Julia Lucas and is from the Hi-ma-yiis community. He and his wife of 41 years, Donna Amos, have built a large and loving family, raising 13 children—biological, blended, and adopted—and enjoying 18 grandchildren and two great-grandchildren.

Raised by parents who were residential school survivors, Linus grew up grounded in culture, surrounded by Elders and extended family who worked to revitalize their traditions and values. This shared cultural foundation shaped both him and his wife, guiding their lifelong commitment to family, community, and cultural teachings.

Deeply grateful for his parents' strength and choices, Linus continues to pass on those teachings, ensuring future generations carry forward the values and knowledge entrusted to him.



Ted Nordio



Cree and Italian

Ted brings decades of experience supporting Indigenous communities and individuals. He has served on several community advisory boards and has extensive experience in home sharing, currently supporting a young Indigenous man in his home.

With 22 years in the federal government, Ted now works as an Indigenous Community Liaison Officer with Correctional Service Canada. He also has a strong background in researching and writing Indigenous social histories to strengthen community connections.

Ted is Cree and Italian, from Prince Rupert, and has been a member of the CLBC Indigenous Advisory Committee since 2020. He also serves on the Home Sharing Support Society and is committed to enhancing support for individuals in home sharing environments.



Rona Sterling-Collins



Quist'letko from the Nte?kepmx Nation.

Rona was raised on her ancestral land at Joeyaska First Nation in interior British Columbia, where she continues to live with her extended family. She is married, a mother of two adult children, and a grandmother. Her son Wyatt, who is autistic, inspired her lifelong advocacy for Indigenous children and adults with developmental disabilities.

Rona holds a Master of Social Work and, since 1996, started her own consulting business, Rona Sterling Consulting, working with Indigenous communities across B.C. Her work includes training, curriculum and policy development, strategic planning, and community capacity building. She also serves as a part-time Aboriginal Regional Advisor for AIDP and ASCD programs in the Thompson, Shuswap, and Cariboo regions.

Grounded in a holistic approach, Rona is committed to decolonization and Indigenization, centering children and families in systems change.



Kristy Jamieson



From the traditional territories of the Halq'eméylem and Nlaka'pamux speaking peoples on her maternal side, and Scottish-English ancestry on her paternal side.

Serves as the Provincial Advisor for Aboriginal Supported Child Development (ASCD) in British Columbia. Throughout her career, Kristy has supported children and families through Early Childhood Education (ECE) and Early Childhood Development (ECD) programs, where she has worked to uphold cultural teachings and foster inclusive, caring environments. Her journey has been guided by the wisdom of Elders and community, and her work is rooted in connection, cultural learning, and relational practice.

She is an advocate for the inclusion, accessibility, and celebration of Indigenous children with extra support needs in all places they learn, grow, and belong. Kristy lives and works on the traditional territories of the Stó:lō people in the Fraser Valley.



Joyce Roberts



Métis woman with French, Cree, Huron, and Algonquin ancestry

Joyce Roberts is rooted in families who arrived in the 1600s. Raised in British Columbia, she later settled in Prince George.

She was a caregiver to her late husband James, who lived with muscular dystrophy, and together they contributed to disability advocacy through Métis Nation BC, including developing a resource booklet and participating in national forums.

A mother, grandmother of 18, and great-grandmother of 7, Joyce is deeply committed to family, inclusion, and community. Alongside work in home care and food services, she has devoted many years to volunteering, supporting youth, Elders, and Métis cultural activities.

Joyce is passionate about sharing her culture, speaking in schools and teaching beading and traditional crafts to help preserve Métis knowledge and traditions.



Michelle Fortin



Director of Social Programs at Métis Nation British Columbia

Michelle Fortin (she/her) is a dedicated community leader with over 30 years of experience advancing equitable, person-centered services across health, social services, and community development. Grounded in cultural humility, inclusion, and social justice, she is committed to ensuring equitable, discrimination-free access to care.

As Director of Social Programs at Métis Nation British Columbia, she leads initiatives supporting Elders, Veterans, and people with disabilities, working as an ally to elevate Métis voices and improve accessibility in public services.

Her previous executive roles at Options for Sexual Health and Watari Counselling & Support Services highlight her focus on community-driven service delivery, cross-sector partnerships, and policy advocacy to improve health and social outcomes.

Outside of work, Michelle enjoys live music, travel, golf, and spending time with family and friends.