



BC FIRST NATIONS
JUSTICE COUNCIL

INDIGENOUS WOMEN'S JUSTICE PLAN: FINAL DRAFT



Truth is Love - Marika Echachis Swan/ Łupinup



"Truth is Love"
by Marika Echachis Swan
ʕupinup

"Truth is Love" honours the medicine of listening to the true stories of our more vulnerable community members.

When we advocate for their true well-being we create a just and safe world for us all.

About the Artist

Marika Echachis Swan/ʕupinup (Tla-o-qui-aht/Nuu-chah-nulth) is a mother, artist, and community arts organizer of mixed Tla-o-qui-aht, Scottish, and Irish descent. Her main creative practice explores feminist Nuu-chah-nulth values through woodblock printmaking, often layered with other visual arts techniques such as carving, stencil, and photography.

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2025 Revisions: Indigenous Women's Justice Plan Final Draft - A Living Document

Original Release Date: April 8, 2024, at the Third Annual Justice Forum

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The Indigenous Women's Justice Plan (IWJP) – Final Draft is a living document, shaped by ongoing dialogue, reflection, and commitment to transformative change. First passed through Provincial Territorial Organizations (PTOs), including the Union of BC Indian Chiefs, the First Nations Summit, and the BC Assembly of First Nations, this plan continues to evolve as we humbly recognize that creating meaningful and lasting change takes time, requires continuous assessment, and must be responsive to the voices of those it serves.

Since the initial release of the IWJP, our team has engaged with government partners, Indigenous organizations, and communities. These discussions have provided valuable insights that have directly informed the revisions and updates presented in this revised version of the IWJP.

In upholding to our core values of transparency and accountability, we remain committed to reporting back to all First Nations in British Columbia, as well as to our key partners and, most importantly, to the Indigenous women, girls, and 2SLGBTQIA+ people whose voices and experiences are at the heart of this work.

We acknowledge, with deep gratitude, the guidance of our Steering Committee, whose leadership continues to shape and strengthen our efforts.

Community Steering Committee Members:

Viola Thomas
Dr. Gwendolyn Point

Darla Rasmussen
Senator Kim Pate

Tristen Wybou
Jaden Welsh

Our Steering Committee is chaired by: Kory Wilson and Lydia Hwitsum.

To ensure clarity in this evolving document, revisions and updates are marked with an asterisk (*) and are accompanied by footnotes providing context and rationale for the changes made. We have made changes throughout the whole IWJP-Final Draft to the following: Child Wellbeing, 2SLGBTQIA+, and distinction based, we included a footnote with the first change for each with the rationale in the footnote.

Together, we move forward with the collective vision of justice, safety, and dignity for Indigenous women, girls, and 2SLGBTQIA+ people across BC.

With respect and gratitude,
The BCFNJC Indigenous Women 2SLGBTQIA+ Justice Team

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Acknowledgement

We acknowledge and honor that the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG2S+) Calls for Justice, the Red Women Rising Report, the Highway of Tears Symposium Report, and many other reports and recommendations serve as a testament to the unwavering efforts of those who have fought tirelessly to raise awareness about MMIWG2S+ and violence against our Indigenous women, girls, and 2SLGBTQIA+^{*1}

The concrete actionable steps described in those reports, and this plan, are crucial in creating lasting change and ensuring that families and survivors are given the support and protection they deserve. It is imperative that these recommendations are not only acknowledged but also implemented to effectively combat violence against our Indigenous women, girls, and 2SLGBTQIA+* and establish a more secure and equitable society for our families.

By prioritizing and acting on these recommendations, we can work towards reducing violence against our Indigenous women, girls, and 2SLGBTQIA+* and the MMIWG2S+ genocide. It is essential that governments, organizations, and individuals come together to hold perpetrators accountable and provide comprehensive support to families and survivors.

Only through a collective and collaborative effort can we address the root causes of violence against our Indigenous women, girls, and 2SLGBTQIA+* and create a culture of respect, equality, and safety for our families. Now is the time to implement these recommendations and make meaningful progress towards a world free of violence against our Indigenous women, girls, and 2SLGBTQIA+*.

We also acknowledge, honor, and thank all the participants who attended the 17 in person and 3 virtual engagement sessions in Fall 2023 and the members of the Steering Committee who provided their time, insight, feedback and lived experience that contributed to this final draft.

¹ We have heard in spaces that it is more appropriate to list out the entirety of the group and not to shorten it to just 2S+. We have made the 2S+ change to 2SLGBTQIA+ throughout this document, with an asterisk marking where the language has been changed

She's Someone

**She was born,
She grew,
She learned,
She loved,
She laughed,
She cried,
She smiled,
She danced,
She forgave,
She shared,
She was light,
She was silent,
She was strong,
She was resilient,
She was Indigenous,
She was someone.**

**She's someone – who was loved
and valued but her life, love and
value was taken when she was
murdered or went missing and
that is not okay. We will not
forget her worth, her value or her
life. She lives through us and we
speak with and for her.**

We are her.

-TM

Introduction

Purpose

The Indigenous Women's Justice Plan ('IWJP') was called for under Strategy 11 of the BC First Nations Justice Strategy ('the Strategy'), which states:

Strategy 11: First Nations Women

There is a clear imperative for us all, coming out of the MMIWG2S+ Inquiry and taking into consideration its Final Report, to set out clear and shared approaches to ending the grim reality faced by First Nations women as victims of crime.

Lines of Action

- A.** BCFNJC and BC, working with relevant partners, will develop an Indigenous Women's Justice Plan within 12 months that includes consideration of the MMIWG2S+ Inquiry Final Report and Calls for Justice.
- B.** Jointly develop a strategy to address the challenges of intimate partner violence and the range of issues caused by enforcement of no contact orders, administrative offences and providing safety to victims of violence in communities.

Scope and Language

The IWJP seeks to uplift the work of Indigenous women, girls, 2SLGBTQIA+, grassroots organizations and advocates that have continued to ring the alarm for the safety and wellbeing of Indigenous women, girls, and 2SLGBTQIA+ for decades. The IWJP is intended as a pathway to bring about real and timely action to the calls and recommendations that have sat with little to no action for too many years. The IWJP is not intended to claim a novel approach but rather to utilize BCFNJC's position to uplift and advance long called for action.

"Indigenous" Women's Justice Plan:

BCFNJC is a First Nations organization that holds a mandate to the 204 First Nations in British Columbia. BCFNJC is also responsible for providing justice services, through our Indigenous Justice Centres and service programs, to all Indigenous Peoples within British Columbia, including urban or rural, First Nations, Métis, or Inuit community members. Furthermore, we understand that changes to the colonial systems impacting First Nations women, girls, and 2SLGBTQIA+ will inevitably serve all Indigenous women, girls, and 2SLGBTQIA+, and more broadly, all Indigenous Peoples. BCFNJC has sought to include impacted Indigenous voices be it through engagements, partnerships, or collaborations.

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Inclusion of 2SLGBTQIA+

As this plan was being developed it became clear that particular consideration needed to be paid to gender and sexual diversity and that this was not necessarily encompassed within the title of the Indigenous Women's Justice Plan. With the advice gained from specific engagement and consultation on this topic, it was determined that there is a need to be considerate of each of the intersections of identity while simultaneously accounting for the distinct needs surrounding gender and sexual diversity. 2SLGBTQIA+ identities have been included in this plan in an effort to account for the diverse intersections of identities. Furthermore, an independent strategy calling for a specific plan of the distinct needs of 2SLGBTQIA+ community has been included in the IWJP.

Language & Terminology:

Women, Girls, and 2SLGBTQIA+

The decision to utilize “women, girls, and 2SLGBTQIA+” is envisioned to be inclusive of the many intersections of identity as well as the intended expansive reach of this plan. This plan, in tandem with the forthcoming Indigenous Youth Justice Plan, seeks to address a spectrum of needs, such as the experiences of young Indigenous mothers, sex workers, Indigenous women, girls, and 2SLGBTQIA+* with disabilities or brain injuries, groups that are often targeted by these systems simply for existing within the intersections of Indigeneity, youth, parenting, disability, or sex work.

2SLGBTQIA+

Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and Plus. The Plus in the acronym is intended to represent additional diverse sexual and gender identities not otherwise represented. We acknowledge that Two Spirit has been adopted as an umbrella term that covers a variety of Indigenous-specific concepts of sexuality and gender that are outside colonial constructs. Throughout this document the terminology of 2SLGBTQIA+ will be used in a manner intended to be inclusive of all Indigenous Peoples with diverse sexual and gender identities.

Chosen Family

The plan encompasses many references to family, chosen family, or heart family. In all these instances, this plan seeks to expand the colonial construct of family to a more Indigenous definition which extends to community and cultural connections.

Method and Contributions

Development of this Plan

The pathway to develop this plan included three stages:

- 1) development of the Guiding Draft,
- 2) community engagement,
- 3) integration of engagement feedback into final draft.

Development of the IWJP: Guiding Draft (Guiding Draft) involved review of many reports and related recommendations, with a focus on the National Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice, the Red Women Rising Report, and the Highway of Tears Symposium Report, to develop a plan with tangible action for BCFNJC to progress and uplift this work, as well as working with partners to uplift their plans and strategic work in alignment with this plan further.

Once complete, the Guiding Draft was taken to communities and utilized as a guide for the engagements. Seventeen engagements were held in different communities throughout the province, occurring in Fall 2023.

Communities included:

Prince Rupert	Cranbrook	Victoria
Hazelton	Kamloops	Nanaimo
Terrace	Kelowna	Port Alberni
Burns Lake	Merritt	Campbell River
Fort St. John	Vancouver	Port Hardy
Fort Nelson	Chilliwack	

Additionally, three virtual sessions were held: an open session, a 2SLGBTQIA+ session, and a disabilities session.

The voices and feedback of these sessions were then integrated into this IWJP: Final Draft (Final Draft). This plan is intended to uplift the voices of Indigenous women, girls, 2SLGBTQIA+, relations, and communities who participated in the engagements, as well as those who have put their voices and hearts forward through other means.

‘Final Draft’ versus ‘Final Report’

We humbly bring this plan to you with the awareness that creating change takes time and requires ongoing assessment and adjustment. BCFNJC provides this draft as a path forward but understands there will be a need for re-evaluation and course adjustment along the way. Therefore, this Final Draft is an important version that creates space for this necessary reassessment. We will move forward with transparency and honesty, guided by Indigenous women, girls, and 2SLGBTQIA+ and

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with a focus on making Track Two work of the BC First Nations Justice Strategy, restoring First Nations justice systems and laws, a reality.

Structure of this Plan

This plan is structured in a manner intended to center Indigenous women. The plan is divided into strategy domains (i.e. Accountability, Policing, Prevention, etc.). The collective voices of Indigenous women, girls, and 2SLGBTQIA+ from engagements and other sources are highlighted at the forefront of each strategy. This is followed by a descriptor of each strategy which offers an objective to the action. Finally, the 'Lines of Action' offer a description of the steps this plan intends to take to uphold the various calls and recommendations coming forth from the multitude of reports, grassroots activists, and engagement.

This plan offers two appendices, the 'Proposed Collaborative Action Plan' and 'Resources and Toolkits.' The 'Proposed Collaborative Action Plan' is an adaptation of the plan, intended as a tool to work with government to create change. This is made available in the Appendices for transparency, accountability, and consistency, but the plan only differs in its use of formal, legal language, versus the more accessible and clear offering of the plan. The strategies and desired outcomes of the plan are clearly defined, however the steps to achieve them in the 'Proposed Collaborative Action Plan' may change during engagements with the Provincial and Federal governments regarding implementation. The 'Resources and Toolkits' includes existing resources that align with the various domains of this plan. BCFNJC hopes to continue contributions to this section throughout the course of our work.

Track Two: Revitalization of Traditional Justice

This plan seeks to build on the BC First Nations Justice Strategy with a particular focus on the uplifting, expansion, and advancement of Track Two efforts and to reaffirm the gendered context in revitalization of legal traditions.

Track Two aims to support the rebuilding of First Nations' justice systems by revitalizing legal space, establishing Indigenous Justice Centres, rebuilding self-determined institutions, implementing restorative approaches, and expanding community justice programs. This comprehensive approach ensures proper recognition and support for First Nations justice systems, which must be led by First Nations and governments.

Throughout this plan Track Two work is embodied in every strategy through the principles of:

- **Self-determination and Autonomy:** Recognizing First Nations communities inherent right to exercise self-determination and autonomy for legal traditions leading to positive outcomes and a more equitable justice system which includes economic sovereignty.

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- **Revitalization of legal traditions:** Empowerment of First Nations to revive legal traditions that focus on building capacity, healing, reconciliation, and creating culturally appropriate practices to decrease recidivism.
- **Respect for rights and values of Indigenous peoples:** Establishment of Indigenous systems of justice that respect the unique rights, values, customs, language, traditions, knowledge systems, and governance structures of Indigenous peoples that will contribute to fostering trust and reconciliation.

1. Accountability

“What we Heard”

- There is no transparency in these processes, complaints go without action, no one is held accountable.
- Funds are given out, but the impacts are rarely seen. We need more transparency in where money is going and how it is being spent by both provincial and federal governments.
- These systems are racist and there is no clear way to stop it, so it just continues.

Objective: Indigenous women, girls, and 2SLGBTQIA+* will experience a life where they are treated with dignity and respect, and people will be held accountable when they are not. It will be clear who oversees these systems and how to address issues and negative experiences. There will be an easily accessible, public space where criminal and social justice actors such as Government bodies, Police, Courts, and organizations responsibilities and progress are tracked and plainly reported.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Oversight Team: The Indigenous-led oversight team will oversee the responsibilities of all oversight and accountability measures included in this strategy by enforcing culturally safe guidelines and reporting out when this is not being followed. The oversight team will be made up of Indigenous community members and leaders from all regions with preference given to Indigenous women, girls and 2SLGBTQIA+*.

B. Task Force: Creation of an Indigenous-led MMIWG2S+ Task Force will be independent from government and free of cross-jurisdictional barriers, and will manage overseeing and liaising regarding ongoing and cold cases of MMIWG2S+ and will include roles such as:

- Indigenous Forensic Pathologist to coordinate with coroner and medical examiner services across the province, ensuring that Indigenous women, girls, and 2SLGBTQIA+* victims' cases are taken seriously, not dismissed, and treated in alignment with cultural practices.
- MMIWG2S+ Oversight Unit to coordinate with justice authorities on current and ongoing investigations relating to Indigenous women, girls, and 2SLGBTQIA+* to ensure investigative steps are adhered to and are taken seriously.
- MMIWG2S+ Cold Case Unit handles reviewing any cold cases related to Indigenous women, girls, and 2SLGBTQIA+* and to seek further inquiry.
- A 24/7 Tip Line dedicated to receiving and promptly responding to tips on current and past MMIWG2S+ cases. Coordinating with the other Task Force units and police as appropriate.

- MMIWG2S+ Crown Counsel and BC Prosecution Service who will have the power to review, advise and subpoena all cases involving Indigenous women, girls, and 2SLGBTQIA+* to ensure cases of MMIWG2S+ receive justice whenever possible. This includes ensuring family and loved ones are included in the process at all stages.
- Support and advocate for the implementation of the Red Dress Alert.

C. Public Platform: A public space where there is a clear understanding of the data collected, the provision and use of funds, and the progress made by the government and BCFNJC in addressing the various recommendations, including the Calls for Justice. This will include regular reporting and assessment of practices by all social, economic, and governmental actors and their progress, or lack thereof, that is easily accessible and transparent. Additionally, a space will be included to report and uphold previous and current work being done by grassroots advocates.

D. Indigenous-led Tribunal: Contribution to the development of the Indigenous-led Human Rights Tribunal with the goal to ensure our Indigenous women, girls, and 2SLGBTQIA+* who make complaints are being heard and are properly investigated, with power given to First Nations communities to create their own means of resolution.

E. Media: Development of a culturally sensitive best practices structure for media to follow when reporting on violence and injustices of Indigenous women, girls, and 2SLGBTQIA+* that is centered around a guaranteed increase in culturally sensitive media coverage. It will include a protocol for when Indigenous women, girls, and 2SLGBTQIA+* go missing and/or are found murdered, including how to properly conduct interviews with family and survivors.

2. Prevention

“What we Heard”

- We need access to the resources and supports to keep ourselves, our children, and our communities healthy.
- We are targeted by systems like child-wellbeing and the criminal system because we are kept in poverty, we need access to safe housing, healthy and traditional foods, and quality of care that can only be gained through traditional ceremony.
- Our communities need our own funds that can be used to create programs specific to our diverse needs.

Objective: Funding that is provided in transparent, targeted and easily accessible ways to First Nations communities and Indigenous organizations who lead with strong actions, not just words, to actively reduce and prevent the racism, harm, and violence against Indigenous women, girls, and 2SLGBTQIA+*. This will include

creating long term funding that is outside of government distribution, is led by Indigenous women, girls, and 2SLGBTQIA+*, and includes social and criminal justice.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Funding Stream: Access to funding for active prevention will be low-barrier, sustainable, and continuous. Overseen by Indigenous women, girls, and, 2SLGBTQIA+*, the funds will go to supporting easily accessible, 24/7 Indigenous-led programs and services that support the overall well-being of First Nations communities and allow them to exercise their right to self-determination and create Nation-led prevention programs. The funding will stand as a promise to fulfill the hundreds of recommendations made by various reports to make sure Indigenous women, girls, and 2SLGBTQIA+* live a safe and secure life.

B. Poverty Reduction: Indigenous women, girls, and 2SLGBTQIA+* will have access to poverty reduction resources that include provisions to decrease violence towards, and increase the overall well-being of our Indigenous women, girls, and 2SLGBTQIA+*. This will be reflected in all government policy and legislation.

3. Legal Aid / Indigenous Justice Centres

“What we Heard”

- We are always being shuffled around between services; we need one place where we can get support with all of our needs.
- The colonial system is intentionally confusing, and we don’t have anyone to help us navigate it. We get told to call this number or that one, and no one ever just helps to explain.
- Our own people who are doing this work need to be paid a livable wage so they can keep employees who are passionate about this work.

Objective: Indigenous women, girls, and 2SLGBTQIA+* will have access to legal and social justice services. This will ensure our women, girls, and 2SLGBTQIA+* are getting access to services and programming specific to their lived realities.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. MMIWG2S+ Intimate Partner and Gender Based Violence Targeted Harm Reduction and Gap Filling Services: The Indigenous Justice Centres (IJC) will provide services to our Indigenous women, girls, and 2SLGBTQIA+* to support in navigating service gaps. In particular, the IJC will increase access to justice as it relates to the MMIWG2S+ genocide, Intimate Partner Violence, Gender Based

Violence, and Child Wellbeing^{*2} system. The supports and services offered may include applications for services or funding, explanation of legal processes, and advocacy and help navigating systems and institutions.

B. Delivery of Family Law Services: Indigenous women, girls, and 2SLGBTQIA+* will have access to legal help and advice through the Indigenous Justice Centres, particularly when dealing with the Child-Wellbeing* System, including extended family.

C. Delivery of Equity Seeking Legal Services: Indigenous women, girls, and 2SLGBTQIA+* will have access to legal help and advice that ensures they have equitable access to areas such as education, healthcare, employment, housing, and income.

D. Delivery of Independent Legal Advice: Indigenous women, girls, and 2SLGBTQIA+* victims/survivors and Indigenous girls in care, who are not represented in legal proceedings, will have access to legal help and advice in matters such as sexual assault and violence, as well as in matters that require informal legal oversight (i.e. separation).

4. Policing

“What we Heard”

- They just assume we are intoxicated or up to no good, even if we are unwell and need support or waiting for a safe ride.
- They don't protect us they make us less safe.
- When one of our women go missing, they don't help us look, they don't care.

Objective: Our Indigenous women, girls, 2SLGBTQIA+* and their families who interact with the police will feel assured of humane treatment, respect, and cultural safety. They will feel safe when seeking support and their matters will be handled with care and respect. It is this faith in the police that promotes safety rather than fear.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Community-Led Safety Services: Strengthen and expand distinction-based^{*3} safety services such as Peacekeepers and Community Safety Officers (CSOs) to serve as primary responders for public safety, crisis intervention, and restorative justice, reducing reliance on police in First Nations communities. This ensures that

² To align with current wording being used by the Representative for Children and Youth (RCY)/Ministry of Children and Family Development (MCFD). The language change encompasses an Holistic approach.

³ Language used in the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), revision made at the direction of the BCFNJC Policy Team.

Indigenous women, girls, and 2SLGBTQIA+ individuals experience culturally safe, non-violent, and community-driven safety responses.*⁴

B. Recruitment and Training: Screening for racism during recruitment with a zero-tolerance policy. Update RCMP ‘DEPOT’ training to ensure there is in-depth cultural sensitivity education on the current and historical relationships of RCMP interactions with Indigenous peoples, including a focus on Intimate and Gender based violence, the MMIWG2S+ Genocide, the impacts of colonization, the history of why and how the RCMP was created, and a significant focus on de-escalation and non-lethal tactics.

C. Indigenous Specific Investigation Unit (ISIU): An Independent Indigenous-led Investigative Body that will have the authority to receive complaints, oversee the conduct of all police forces in BC, and publicize police misconduct and outcomes of investigations of interactions with Indigenous peoples with a particular emphasis on the mishandling and mistreatment of Indigenous women, girls, and 2SLGBTQIA+.

D. Weapons Protocol: Shift current provincial firearms standards and explore options for non-lethal weapons to be worn instead of firearms to promote a sense of safety, diminish fear, and address mental health impacts.

E. Reallocation of Public Safety Funds: Assess public safety funding allotted to policing services and reallocate identified funding to alternative public safety and community-based justice programming that provide support through culturally grounded and trauma-informed care.

5. Corrections

“What we Heard”

- Our women are being sent away, out of province, or they are sent to Prince George, our children and families can’t visit, no money, no transportation.
- Connection to, and support from, our family is a big part of healing.
- We need to have access to elders and knowledge keepers from different communities.

Objective: To move away from forced punishment toward healing. Focusing on social, health and financial supports that uplift Indigenous-led programs and services. Keeping Indigenous women, girls, and 2SLGBTQIA+* away from jail, preventing separation of families by keeping mothers and youth in community, and addressing lack of culturally grounded supports. Reform the parole system to create a trauma-informed and culturally safe parole system that doesn’t perpetuate harm against victims and families.

⁴ Language changed to strengthen the original intent of the line of action (LOA) by giving a clear direction that community is to serve as primary responders over RCMP/Police.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Presumption of Diversion: The creation of alternative pathways away from custody, specifically for Indigenous women, girls, and 2SLGBTQIA+*. These options include cultural programs and services, healing plans, and the unification of families.

B. Expansion of Cultural Programs within BC Corrections: Development of a workplan and budget to expand cultural and trauma-informed programs for Indigenous women, girls, and 2SLGBTQIA+* in custody and increase community-based programs. Programs will provide treatment, traditional healing, mental health, addictions, and trauma support. Services will also focus on family support and family unification.

C. Community-Based Justice Programming: Specific, tailored support included in the community-based justice programming fund aimed at keeping families together and preventing charges, including conditional release and reintegration.

D. Reform of Parole System: Review and revise the current parole system to imbed safeguards for victims and families, ensuring trauma-informed practice and cultural safety is at the forefront. To decrease the harm the current parole system causes by retraumatizing victims and families at parole hearings that impact their healing process.

6. Gladue Services Department

“What we Heard”

- Our women are always considered ‘high risk’ which means they don’t get to access the cultural programs and Elders, even if they exist.
- Social Workers need to understand the trauma we are dealing with and how they are making that worse. We need to heal, not to meet goals that keep changing at their whim.
- I feel like I don’t know enough about the reports and the rights that come with Gladue, can BC First Nations women who don’t live in BC still access Gladue? When can Gladue reports be used? We need more access to information and workers to know what they are talking about.

Objective: To increase the implementation of Gladue standards and to expand access to Gladue reports to support Indigenous women, girls, and 2SLGBTQIA+* in all areas of justice including family, financial supports, housing and more.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

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A. Expansion of Gladue in the Legal System: Ensure Indigenous women, girls, and 2SLGBTQIA+* have their Gladue rights respected. The goal is to repair harm and trauma caused by colonialism, including racism, unfair treatment, poverty, and discrimination based on gender. Gladue expansion will ensure that Indigenous women, girls, and 2SLGBTQIA+* have access to help for prevention, healing, and recovery in both custody and community settings.

B. Standardized and Accessible Gladue Process: Create a straightforward process for Indigenous women, girls, and 2SLGBTQIA+* to access Gladue reports and resources.

C. Expansion of Gladue Awareness and Education: Expand Gladue awareness and education to justice sector professionals including their obligation to educate Indigenous women, girls, and 2SLGBTQIA+* about their Gladue rights.

7. Access to Safety – Transportation and Cellular Connectivity

“What we Heard”

- There are too many dead zones in areas where our women are already being targeted and it is putting our women at risk.
- How can we go to our appointments and get groceries for our family when there are no safe or affordable means of getting to town and back?
- Human trafficking of our women is huge, and nobody is aware of it, we need to protect and educate our women and girls.

Objective: Indigenous women, girls, and 2SLGBTQIA+* will have access to safe and affordable transportation, internet, and cellular services especially in less accessible areas. This will help to keep our Indigenous women, girls, and 2SLGBTQIA+* safe while also making sure they have access to services that are free of discrimination.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Access to Mobility and Connectivity: Programs and services will be created or expanded to improve the overall safety of our Indigenous women, girls, and 2SLGBTQIA+*, especially in areas where they are targeted like the Highway of Tears.

- Increased free and women run transportation.
- Free cell phone programs with all cell phone providers.
- Increased bus stops and routes between communities, cities, and remote First Nations communities.
- Cell service will be completed along the Highway of Tears.
- Phone booths will be placed along high risk stretches of the highway.

B. Training: Employees and policy makers involved in transportation fields will have to take training on the history of colonialism and how it impacts our Indigenous women, girls, and 2SLGBTQIA+*. Training will also include learning about human trafficking and how to report it.

C. Funding Stream: Access to funding to help First Nation communities and Indigenous peoples reduce the impacts that lack of transportation and cell service has on our Indigenous women, girls, and 2SLGBTQIA+*. Communities will be able to create programs that are specific to their needs including but not limited to: building cell phone towers that increase cell and internet services, safe ride and safe places programs and human trafficking education tools.

8. Man Camps, Resource Extraction and Land Exploitation

“What we Heard”

- There is no accountability, no repercussions for Industry workers who harm our women. This further validates the idea that, like our land, our women are available for the taking.
- Our Northern and Rural First Nation communities are increasingly being impacted by the placement of man camps that brings with it an increase in toxic men, transient populations, violence, drugs and alcohol, sexual assault, and murder.
- Violence starts with men and their view on Indigenous women, like they are entitled to treat our women this way.
- Our women are going missing and getting murdered in and around these camps and nothing is being done.

Objective: To protect and prevent our Indigenous women, girls, and 2SLGBTQIA+* from the impacts of man camps and resource extraction which is directly related to the MMIWG2S+ genocide. Our women will no longer be targeted and taken advantage of by the presence of the toxic masculinity permeating these camps, and industry partners will be held responsible for their actions.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Preventative Measures: All people working in resource extraction will be required to take part in prevention measures that will be monitored and developed by Indigenous women, girls, and 2SLGBTQIA+*. These measures include the development of agreements with impacted First Nations in which industry partners must report plans and submit updates on the implementation of mandatory cultural training of industry workers, education, and reporting procedures for issues of sexual assault and drug and human trafficking, and protection measures for women who may come into contact with industry workers. The measures will

include the development of social and educational programs as determined by the community that will be funded by Industry. This includes the hiring of an Indigenous liaison who will ensure these prevention measures are upheld.

B. Funding: Sustainable community led and operated funding will be available for our Indigenous women, girls, and 2SLGBTQIA+* and First Nation Communities to develop their own safety actions. These may include training and employing community members to work with and oversee the actions of the industry. Increase safety measures in community including security, safe transportation, and awareness workshops. Funding for research that is Indigenous led to increase data on how industry contributes to violence against our Indigenous women, girls, and 2SLGBTQIA+*.

C. Land Defender Protection: Evaluate and shift the current framework used for dealing with land defense to uphold First Nations' rights to defend their lands.

9. Crisis Response

“What we Heard”

- No one helped me look for my daughter/sister/mother/aunty.
- You are in a state of grief when someone you love is missing and/or found murdered and you don't know what you should or need to do, you feel lost.
- We need our own people to look for our women and girls because the police don't care, and they don't listen.

Objective: A guarantee that when Indigenous women, girls, and 2SLGBTQIA+* go missing and/or are found murdered they receive the response and care they deserve, the same as any other individual. This includes ensuring that those people who are already responsible, when responding to a missing and/or murdered person, are doing their job properly, timely, and without discrimination or racism and that justice authorities are working together across jurisdictions.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Crisis Response Plan Development: A community-led crisis response plan will be created and will include actions that need to be taken across all areas for all partners who respond when someone goes missing or is found murdered. The plan will include:

- Cultural and trauma informed training for first responders.
- Agreements in place with those who respond to cases of MMIWG2S+ to communicate with impacted First Nation communities.
- Relationships with Indigenous led organizations and allies who can help families with having a safe place to gather and stay.

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- Development of Indigenous Liaison so communities who do not have access to resources have someone who can help them communicate with police during searches and investigations and support them in navigating the justice system.
- A website that contains information on how to navigate the colonial system, so chosen families know what steps to take when a loved one goes missing and/or is murdered, this includes a list of resources.

B. Funding Stream: Have an easily accessible fund led by Indigenous women, girls, and 2SLGBTQIA+* so communities can create their own crisis response teams and plans.

10. MIWG2S+ Fund

“What we Heard”

- We are having to look for our own women with no supports.
- We are often having to travel to larger cities like Vancouver with costs coming out of our own pocket.
- There needs to be drop-in supports for us who are grieving, even just a place to talk and get a warm meal.

Objective: To reduce difficulties so that our Indigenous women, girls, and 2SLGBTQIA+* who are impacted by the MMIWG2S+ genocide can focus on important things like searching, healing, and grieving. This will increase the chances of finding loved ones who are missing and allow the chosen family the ability to focus on the important things.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Funding Stream: A long-term stream of funding that is led by Indigenous women, girls, and 2SLGBTQIA+* that can be accessed to help survivors, victims, and families.

- Funding will be easily available without timelines, difficult application processes, or government rules.
- Funds can be accessed to help with all costs associated with searching for a loved one, including funds for travel, food, and accommodation.
- Funds will provide families with the ability to heal and grieve in a traditionally and culturally sensitive way. This can look like the development of an on-land healing center or counselling.
- The chosen family will have access to funds to ensure the children of those who are missing and murdered and those who survived are cared for and provided for.

11. *Child-Wellbeing*

“What we Heard”

- We are afraid to access family justice because MCFD might take our children away.
- Expectations on social workers are minimal while we as parents are held to every mistake or inaction.
- MCFD involvement is the primary factor when working with individuals that have become involved in the criminal justice system.
- MCFD becomes unnecessarily involved with women/families who are victims of violence or MMIWG2S+, the children of MMIWG2S+ are left without a parent, and family violence leads to apprehension.
- Ministry is taking children and provides no supports to the families.

Objective: The goal is to support First Nations to reclaim legal jurisdiction for child-wellbeing* in British Columbia. Ensuring Indigenous rights and culturally safe interventions, with government funding for collective healing from colonization, recognizing family advocates as experts, removing social workers from child protection authority, and improving the complaint process of MCFD.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Band Designated Representative Support Team:

- **Training:** Supporting the capacity building and long-term sustainability of a community-appointed Band Designated Representative. Beyond formal training, ongoing mentorship and on-the-job support will be available, along with virtual access for continued consultation and guidance.⁵
- **Agent:** Aiming to support community capacity building for Band Designated Representatives through the development of a stand in agent for communities whose Band Designated Representative position may be vacant, or in the process of capacity building. The agent would be able to represent the Nation's position on child protection and jurisdiction. It ensures the Nation has the necessary funding and capacity to support the child and family with healing.

B. Jurisdiction Support: Create a support role to assist Nations in pursuing jurisdiction for child wellbeing* under federal legislation, with the goal of supporting Nations to reclaim their inherent rights for jurisdiction over their children's wellbeing*.

C. Advocating for Increased Investment in Prevention Services: Assess current child wellbeing expenditures and advocate for increased investment in prevention

⁵ Revised to provide more clarity in the intention of the LOA.

services. The goal is to support families and communities in ways that reduce the need for child removal and MCFD involvement.*⁶

D. Independent Indigenous-led Complaints Body: Establishment of a clear complaint process for Indigenous communities regarding social worker harm, explore accountability within the regulatory framework, address challenges like false accusations and unfair targeting, implement safeguards for fairness, and create a more inclusive approach considering cultural competency in handling complaints.

12. First Nations Courts

“What we Heard”

- It is so late in the process, and we already feel defeated, we need to have these earlier on and it shouldn't require a guilty plea.
- They are great in theory but there are so few of them, we need more things like this, and they need to be infused in the traditional ways, run by Elders.
- Our women are overcharged and over sentenced. We need a space that recognizes this and the intergenerational impacts on our Indigenous women, girls, and 2SLGBTQIA+* face so that they can focus on healing and rehabilitation over penalizing in a way that restricts access to services and supports.

Objective: Delivery of culturally grounded legal process that recognizes intergenerational trauma and the impacts of colonialism. This process will put emphasis on healing and rehabilitation and will seek to disrupt the over-sentencing of Indigenous women, girls, and 2SLGBTQIA+*.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Expansion and Strengthening of First Nations Courts and Alternative Justice Processes: Advocate for increased availability, enhanced mandates, and sustainable funding for First Nations Courts across the province. This includes supporting the development of alternative justice processes that are grounded in Indigenous legal traditions and not solely reliant on colonial legal frameworks.*⁷

This will be addressed in the following ways:

- **Increasing Availability:** Increase access to First Nations Court, including more locations and more than once a month.
- **Expand First Nations Court Mandate:** Increased access across the legal process and without pleading guilty and regardless of charge. Process will

⁶ This maintains the core intent but frames BCFNJC's role appropriately within advocacy and collaboration.

⁷ This maintains the core intent but frames BCFNJC's role appropriately within advocacy and collaboration.

focus on healing and rehabilitation over long sentences and high-risk assessment.

- **Funding:** Ensuring adequate and stable funding to engage with communities and continue to expand First Nations courts that are grounded in cultural and traditional justice.

13. Crown Counsel and BC Prosecutorial Service

“What we Heard”

- There needs to be more support/clarification (e.g., independent legal advice for those accessing services).
- We need a Specialized Crown Prosecutors team (with training in GBV).
- I do not understand the colonial system, I worry that judges, jury, and lawyers will be racist, I do not understand legal language or the bureaucracy, so I think pleading guilty is the best choice.

Objective: Indigenous women, girls, and 2SLGBTQIA+* will be treated with respect and dignity throughout the legal process. They will not be over charged or given harsher sentencing, and they will not be unfairly labeled high risk.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Protocol Agreements: Rules will be developed and followed with First Nations that address the unequal treatment of our Indigenous women, girls, and 2SLGBTQIA+*.

B. BCPS/Crown Liaison: An Indigenous Liaison will be hired and have the power to make sure our Indigenous women, girls, and 2SLGBTQIA+* are not being treated unjust.

14. 2SLGBTQIA+

“What we Heard”

- 2SLGBTQIA+* need to be considered as we are part of these challenges, but we also have our own distinct and specific needs and experiences. We need our own plan to speak to some of these unique areas.
- There are people running 2SLGBTQIA+* programs who are not even 2SLGBTQIA+*, we need more programming specific to our needs.
- We need a safe place for relationship building that includes 2SLGBTQIA+*.

Objective: The aim of the 2SLGBTQIA+* strategy is to affirm the Calls for Justice recommendations and BCFNJC's engagement sessions in Fall 2023 that heard the need for greater awareness of 2SLGBTQIA+* issues, inclusion of 2SLGBTQIA+* history

and uplifting their existing place within communities. Priority areas include having a 2SLGBTQIA+* led team to develop a 2SLGBTQIA+* specific justice plan that will address policing, education, justice, socio-economic priorities, health, and healing.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Development of Indigenous 2SLGBTQIA+ Justice Plan: Development of a 2SLGBTQIA+* specific justice plan grounded on a distinctions-based approach, considering safety challenges for 2SLGBTQIA+* individuals and groups, including youth, through a 2SLGBTQIA+* led team.

15. Legislation and Policy

“What we Heard”

- The system was created to colonize, and it’s still set up that way.
- We need the province to implement UNDRIP throughout the plan to help strengthen BC’s legal obligation for implementation.
- Reconciliation will not happen until there is action, and laws are changed in accordance with the National Inquiries 231 Calls for Justice.

Objective: Laws and policies negatively impacting our Indigenous women, girls, and 2SLGBTQIA+* will be reviewed so they align with UNDRIP.

We plan to meet this objective, working with the Provincial and Federal Governments, through the following actions:

A. Legislation and Policy Review: Review of laws and regulations related to the human and Indigenous rights abuses directly impacting our Indigenous women, girls and 2SLGBTQIA+* in a timely way with the aim of targeting areas for change. This includes but is not limited to legislation and policy in:

- | | |
|--|--|
| • Policing | • Courts |
| • C-IRG (the RCMP’s Community-Industry Response Group) | • First Nations Courts |
| • Healthcare | • Conditional Release |
| • Education | • Sentencing |
| • Child-Wellbeing | • Transportation |
| • Anti-Poverty | • Environment/Resource Stewardship |
| • Housing | • Crown Counsel and BC Prosecution Service |
| • Employment | • Economics |
| • Accountability | |
| • Corrections | |

Appendix A: Indigenous Women's Justice Plan: Proposed Collaborative Action Plan

This appendix acts as the guiding framework for BCFNJC's action within government. The positioning of this document as an appendix is intended to demonstrate that while it is needed to formally guide our work, there is a significant lack of accessibility which fails to put those most impacted and those who we are mandated to serve first.

As BCFNJC's mandate is to 200+ First Nations across BC and the Indigenous Women's Justice Plan is developed by and for Indigenous women, girls and; 2SLGBTQIA+* this document has first been released at the 3rd Annual First Nations Justice Forum, in advance of collaborative discussions with provincial or federal governments and other justice partners. As acknowledged in our plan, BCFNJC is not claiming a novel approach or imposing new guidance. Rather, we recognize that communities and Indigenous women have the answers and solutions already, and that our work builds off past recommendations and reports. We also recognize that there is likely important work being moved in the direction this plan proposes by our partners, including provincial and federal governments, and that the next step for us to effectively advance this work will be to engage in collaborative relationships. BCFNJC will work with the impacted governments and organizations to develop decision processes and pathways to meet the objectives set out within the plan.

Therefore, we ask that you regard this document as both a formative piece of work that upholds transparency and accountability, and a flexible, living document that may shift and change along with these collaborations and the directions we receive from the First Nations in BC who BCFNJC is ultimately accountable to. We commit to ensuring that an updated version of this plan is always available and holds true to the voices that have come together in creation of this important piece of work.

1. Accountability

Objective: Development of oversight and accountability measures, including a public facing reporting platform, dedicated to Indigenous women, girls, and 2SLGBTQIA+* as an ongoing assessment and progress tracking system. Tracking and data collection on MMIWG2S+ serves to monitor and hold all persons involved accountable while also providing transparency to all Indigenous Peoples in BC.

Lines of Action

A. Oversight Team: BCFNJC, BC, and Canada, with guidance from BC First Nations and Indigenous women, girls, and 2SLGBTQIA+*, will develop an Indigenous-led Oversight Team that oversees all responsibilities of the oversight and accountability systems in place.

- The Oversight Team will be comprised of Indigenous community members and those in leadership roles from all regions, with preferred placement given to Indigenous women, girls, and 2SLGBTQIA+*.
- The Oversight Team will ensure and prioritize that proper guidelines are enforced and will, at minimum, provide an annual report on status.

B. Task Force: BCFNJC, BC, and Canada will develop an Indigenous-led and comprised Task Force that is independent from government and free of cross-jurisdictional barriers that will be responsible for ensuring current and past mishandling of cases of MMIWG2S+ are properly investigated. Providing transparency and equal access to justice for all Indigenous peoples, the Task Force will include:

- An Indigenous (when possible) forensic pathologist who handles ensuring coroners from across BC are properly trained in the murders (deaths) of Indigenous women, girls, and 2SLGBTQIA+*. This includes respecting all families and communities' distinct cultural ceremonies for burial and the requirement to treat all MMIWG2S+ related deaths as murder to end the perpetuation of mishandling of these cases.
- An oversight unit who will be responsible for overseeing and guiding all investigations of MMIWG2S+. The unit will be the first and continuous point of contact for all police (RCMP) across jurisdictions when an Indigenous woman, girl, or 2SLGBTQIA+* is reported missing and/or is found murdered.
- A team dedicated to the continuous reopening and reviewing of Cold Case files without restriction. This is to uphold accountability and transparency on the mistreatment and handling of past cases and hold those criminally responsible accountable.
- A 24/7 anonymous Tip Line that is dedicated to receiving tips and providing updates in a timely matter. The Tip Line will ensure direct communication to the oversight unit who will hold police (RCMP) responsible in ensuring proper investigation is delivered and treated seriously.

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- A MMIWG2S+ Crown Counsel and BC Prosecution Service liaison who will be included in all cases involving MMIWG2S+. Including the power to reopen, access and subpoena all cases to past and present police files. This includes ensuring family and loved ones are included in the process at all stages.
- Support for the creation and implementation of the Red Dress Alert as envisioned by Indigenous women, girls, and 2SLGBTQIA+*.

C. Public Platform: Building on the work of Strategy 16, BCFNJC, BC and Canada will establish standards for data collection and reporting on progress and actions made to implement the IWJP and the various calls and recommendations from Indigenous women, girls, and 2SLGBTQIA+* including the 231 Calls for Justice.

- BCFNJC and BC will develop regular reporting protocols for all governmental ministries, police forces, and other relevant actors, to allow for ongoing assessment of progress. A centralized, accessible, transparent, and interactive platform will be developed to display these updates.
- The public platform will also hold space to uphold all the previous and current work that Indigenous, women, girls, and 2SLGBTQIA+* have and are doing. This will highlight positive work continuously being done while creating opportunities to educate governmental institutions on what can and should be done to act on the many recommendations.
- This platform will also include specific accountabilities for the allocation and utilization of funds provided by Governmental bodies for the purposes of work relating to the advancement of justice for Indigenous women, girls, and 2SLGBTQIA+* and/or MMIWG2S+ related work.

D. Indigenous-led Tribunal: BCFNJC, BC, and Canada will work towards the creation of a provincial Indigenous-led Tribunal who will have power across jurisdictions and will be responsible for receiving complaints in relation to injustices faced by Indigenous women, girls, and 2SLGBTQIA+*.

- The Tribunal will be assigned the power to compel bodies to comply with recommendations and will be able to respond to both systemic and individual complaints and concerns.
- The Tribunal will make space for First Nation communities to create their own process for conflict resolution with the power to hold systems responsible.
- This strategy will seek to work in tandem with the work being done on the development of the Indigenous and Human Rights Ombudsperson while seeking to advance this call to move from recommendations to mandated action.

E. Media: BCFNJC, BC, and Canada will develop a framework for media relations and reporting regarding instances of violence and injustice experienced by Indigenous women, girls, and 2SLGBTQIA+*. More specifically, this includes the following:

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- The framework will include an outlined best practices protocol to follow when an Indigenous woman, girl, or 2SLGBTQIA+* goes missing and/or is found murdered. This includes ensuring an increase in culturally sensitive media exposure and protocol on how to properly conduct an interview with family and survivors.

2. Prevention

Objective: Preventative and proactive measures will be implemented to decrease anti-Indigenous racism, sexism, harm, and violence, as committed against Indigenous women, girls, and 2SLGBTQIA+* in BC. This includes the development of sustainable, long-term funding aimed at preventing violence against, providing protection for, and supporting the overall well-being of Indigenous women, girls, and 2SLGBTQIA+* as imagined and led by Indigenous women, girls, and 2SLGBTQIA+*.

Lines of Action

A. Funding Stream: BC and Canada*⁸ will create a sustainable, easily accessible, free of jurisdictional disputes, funding stream for First Nations communities, Indigenous peoples, and Indigenous women's organizations to support all preventative and proactive justice actions, with a focus on rights recognition.

- BCFNJC and BC, with guidance from BC First Nations Communities, Indigenous-led grassroots, and organizations, will create a steering committee comprised of elected Indigenous women, girls, and 2SLGBTQIA+* who will be responsible for the oversight of the fund.
- BCFNJC and BC will ensure existing Indigenous-led services and Indigenous Grassroots organizations that support the over-all wellbeing of our Indigenous women, girls, and 2SLGBTQIA+* will confidently be able to supply and enhance existing services without governmental barriers on application and criteria processes that impact sustainability and success.
- With the inherent right to self-determination BCFNJC and BC will ensure First Nation communities will have access to funding to create, train and implement their own means of justice as it pertains to the over-all well-being of our Indigenous, women, girls and 2SLGBTQIA+*.
- Funding will be in alignment with the overwhelming number of strong recommendations given over decades to address the many injustices our Indigenous women, girls, and 2SLGBTQIA+* continue to face, specifically, the 231 Calls for Justice, the 33 Highway of Tears recommendations and the 200 Red Women Rising recommendations. BCFNJC, BC, and Canada will ensure the fund addresses the intentional human rights violations that continue to negatively impact Indigenous women, girls, and 2SLGBTQIA+* individuals' right to live a safe and secure life absent of violence. Areas may include:

⁸ Revised to reflect that BCFNJC does not have the authority to create funding streams

- Healthcare
- Poverty
- Housing
- All forms of violence
- Intergenerational trauma
- Education
- Employment
- Cultural inclusion and support
- Child Wellbeing*
- Human trafficking and sexual exploitation
- 24/7 access to programs and resources

B. Poverty Reduction: BCFNJC, BC, and Canada will develop a workplan specifically aimed at increasing resources around food security, housing, transportation, education, health and connection to culture and family which will work towards reducing violence and increasing the over-all wellbeing of Indigenous women, girls, and 2SLGBTQIA+*.

3. Legal Aid / Indigenous Justice Centres

Objective: Building on Strategy 4, expansion of Indigenous Justice Centres and Strategy 5, Legal Aid Transition. BCFNJC, BC, and Canada will ensure increased and more effective access to an expanded definition of justice for Indigenous women, girls, and 2SLGBTQIA+*. With the transition of legal aid for all Indigenous peoples to BCFNJC and the continued expansion of our Indigenous Justice Centres it is important to include services and resources specific to the lived realities of our Indigenous women, girls, and 2SLGBTQIA+*.

Lines of Action

A. MMIWG2S+ Intimate Partner and Gender Based Violence Targeted Harm Reduction and Gap Filling Services: BCFNJC, BC, and Canada will develop gap filling and harm reduction services at all Indigenous Justice Centre's across BC. These will specifically meet the needs of Indigenous women, girls, and 2SLGBTQIA+* experiencing social and economic impacts of colonialism. This will include:

- Expanding on BCFNJC's Aunties program, BCFNJC and BC will work to increase services and support provided to MMIWG2S+ survivors, impacted loved ones and First Nation communities.
- An open-door policy where Indigenous women, girls, and 2SLGBTQIA+* can have immediate access to services and supports to meet their needs. This may include access and/or guidance to access supportive services, funding, food, water, feminine products bus passes, cab coupons, shelter from extreme weather etc.

- Resources to help family members and those who are in contact with the justice system to navigate the system, including understanding legal terms, knowing their rights, filling out legal forms and navigating the family law and court processes.
- Helping Indigenous women, girls, and 2SLGBTQIA+* who need immediate care, access resources that provide culturally safe low barrier, counselling, mental health, and addiction services.
- BCFNJC and BC will develop culturally safe trauma informed access to resources for Indigenous women, girls, and 2SLGBTQIA+* who have and are experiencing all forms of violence, including Elder abuse.

B. Delivery of Family Law Services: BCFNJC, through the Indigenous Justice Centres and supported by BC and Canada, will provide Family Law services to Indigenous families, particularly those involved with the Child Wellbeing* system. This includes extended members of the family who otherwise would not qualify for legal aid.

C. Delivery of Equity Seeking Legal Services: BCFNJC, through the Indigenous Justice Centres and supported by BC and Canada, will deliver legal and advocacy support services to pursue matters relating to the many injustices surrounding inequitable services such as safe and affordable housing, equitable education and healthcare, income supports, employment, wills and estate support, Elder abuse, and safety for our Indigenous women, girls, and 2SLGBTQIA+*.

D. Delivery of Independent Legal Advice: BCFNJC, through the Indigenous Justice Centres and supported by BC and Canada, will deliver Independent Legal Advice to Indigenous women, girls, and 2SLGBTQIA+* victims, survivors and families, and Indigenous girls in care whose interests are represented by the Crown/BCPS, with access to legal information, advice, and support. Furthermore, this position will support Indigenous women, girls, and 2SLGBTQIA+* with advice, information and support in matters that require informal legal oversight (i.e. separation), on an ad hoc basis. This position will work in tandem with other services, both internal and external to the Indigenous Justice Centres.

4. Policing

Objective: Indigenous women, girls, 2SLGBTQIA+* and their families who encounter the police will feel confident that they will be treated humanely, respectfully and with cultural safety. Indigenous women, girls, 2SLGBTQIA+*, and their families will feel safe to call the police for support and will be confident their matters will be taken seriously and handled with care and respect. Indigenous women, girls, and 2SLGBTQIA+*, and their families who see police (in community or otherwise) will see them as contributing to safety, not fear.

Lines of Action

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A. Community-Led Safety Services: Strengthen and expand distinction-based safety services such as Peacekeepers and Community Safety Officers (CSOs) to serve as primary responders for public safety, crisis intervention, and restorative justice, reducing reliance on police in First Nations communities. This ensures that Indigenous women, girls, and 2SLGBTQIA+* individuals experience culturally safe, non-violent, and community-driven safety responses.*⁹

- Develop distinction* based accountability measures and protocol agreements between community, and relevant actors that include commitments and actions by all actors, including roles and responsibilities, plans, and processes to form reliable open lines of communication and transparency.
- Work with community to train members to become Peacekeepers, CSOs, or Police and act as liaisons if there are vacancies in community-led safety services between RCMP and police to ensure consistency in service delivery for community safety.

B. Recruitment and Training: BCFNJC and Canada will implement screening for racism during recruitment with a zero-tolerance policy. BCFNJC and Canada will collaborate on the revisions to the RCMP 'DEPOT' training to ensure an in-depth cultural sensitivity education on the current and historical relationships of RCMP interactions with Indigenous peoples, including, intimate and gender-based violence, the MMIWG2S+ genocide, the impacts of colonization, the history of why and how the RCMP was created and a significant focus on de-escalation and non-lethal tactics.

- Updated DEPOT training to include topics such as Indigenous legal traditions, mental health, addictions, poverty, PTSD, gender-based violence and intimate partner violence and intergenerational trauma.

C. Establishment of an Indigenous Specific Investigation Unit (ISIU): BCFNJC, BC and Canada will develop an Independent Indigenous-led Investigative Body (the "Investigative Body") which will have authority to receive complaints, investigate the conduct of all police forces in BC, free from jurisdictional barriers, and the right to publicize outcomes of investigations and police misconduct.

- Develop a framework for the Investigative Body that outlines standards of investigation, including what constitutes misconduct, and to hold authority to mandate standards of policing in relation to engaging with Indigenous Peoples.
- Develop information sharing agreements with policing services (RCMP, municipal police forces, First Nations Police forces, BC Police Board etc.) to provide necessary documentation to complete this task.
- Ensure the Investigative Body is comprised of Indigenous peoples from dynamic backgrounds. While having an understanding of policing is

⁹ Revision made to strengthen the original intent of the LOA by giving a clear direction that community serves as primary responders over RCMP/Police.

important, the body will be cautious to ensure it is not represented by retired or civilian policing members to ensure it adequately reflects the population and not one system.

- Ensure the Investigative Body will have processes such as Third-party reporting, publication of police misconduct, and outcomes of those investigations and will end paid leave and transfers while investigations of police misconduct are open.
- Seek to have Indigenous pathways to amends integrated into the complaints system.

D. Weapons Protocol: BCFNJC, BC, and Canada will work with relevant partners to revise the provincial firearms standards to reflect updated terms on use, and the carrying of firearms to promote public confidence in safety. Acknowledging the immense and lasting impacts that gun violence, and even gun visibility has, this will seek to move to the approval of non-lethal weapons to be used in place of firearms.

E. Reallocation of Public Safety Funds: BCFNJC, BC, and Canada will collaborate in a review of public safety funding earmarked to policing and will develop a fiscal plan seeking to redistribute these funds to public safety and community-based justice programming such as:

- Focus on crisis response and prevention, including and not limited to the expansion of programs such as the Integrated Crisis Response Teams throughout the province, including in remote communities.
- Expanded mandate and support for programs offering supports for mental health, crisis response and addictions.
- Development of cultural programming, particularly land-based and relational focused programming.

5. Corrections

Objective: Enacting a presumption of shifting from punishment to healing with referral to alternative social, health and economic supports. To uplift Indigenous-led programs and services that are culturally and traditionally grounded in local and traditional law and governance. Addressing overincarceration, the separation of families, lack of mental health resources – particularly culturally grounded ones, the inequitable treatment of Indigenous women, girls, and 2SLGBTQIA+*, and implementing alternatives to incarceration across BC. Reform the parole system to create a trauma-informed and culturally safe parole system that does not perpetuate harm for victims and families.

Lines of Action

A. Presumption of Diversion: BCFNJC, BC, and Canada will work with First Nations in BC to identify and develop alternatives to corrections for Indigenous women, girls, and 2SLGBTQIA+*, including programming aimed at pre and post charge

diversion, which is Indigenous-led, culturally grounded, and focuses on restoration of traditional law.

- Develop and fund a position within BCFNJC to support community-led prevention, pre and post charge correction alternatives specifically targeting Indigenous women, girls, and 2SLGBTQIA+*. This position will support First Nations communities in program and service development, funding acquisition, and developing culturally relevant evaluation measures.
- Work with existing Indigenous-led and/or Indigenous servicing community based correctional alternatives including healing lodges, prevention programs and diversion options to support and expand this work where possible.
- Develop a culturally relevant evaluation framework that assesses the impact of diversion programming which includes qualitative outcomes and a gendered, culturally grounded, distinctions-based focus.

B. Expansion of Cultural Programs within BC Corrections: Building on the work of Strategy 14, BCFNJC, BC, and Canada will:

- Develop the workplan and budget for the expansion of cultural programs within BC Corrections to ensure Indigenous women, girls, and 2SLGBTQIA+* needs are considered, focused on healing and wellbeing.
 - Ensure cultural services and programming are for Indigenous offenders first with no waitlists/denial of access to these services and programs.
- Develop child-friendly/parent-child community supports with the provision of essential resources and assistance to incarcerated parents, while also focusing on the well-being and nurturing relationships between children and their parents by prioritizing keeping parents in community.
- Follow pathways of cooperation and support from Child Wellbeing*, when necessary, for mothers who are incarcerated.
- Develop a distinctions-based action plan to provide improved and unconditional access to traditional healing practices, Elders, mental health services, addictions treatment programming, and trauma informed supports to Indigenous women, girls, and 2SLGBTQIA+* in BC Corrections to contribute towards healing, growth, and reducing recidivism rates.
- Consider the exploration of different rehabilitation methods tailored specifically for non-violent offenders who may have committed crimes related to poverty, substance misuse, or property offenses rather than violent acts.
- Address family support and unification efforts to maintain family connections to support in-community diversion programs for parents and successful reintegration post-incarceration.
- Review and revise visitation policies, including facilitating communication between incarcerated individuals with their families and communities through technological means, which would enhance understanding about fostering healthy family bonds during incarceration periods.
- Have an evaluation procedure in place that monitors the impact of the cultural, family support and unification programming which includes

qualitative outcomes and a gendered and culturally grounded, distinctions-based focus.

C. Community-Based Justice Fund: Building on Strategy 15, BCFNJC will collaborate with BC and Canada to ensure that funding allocated through the community-based justice fund supports dedicated and individualized services for Indigenous women, girls, and 2SLGBTQIA+* programs.*¹⁰

- With specific consideration to the rates in which Indigenous women, girls, and 2SLGBTQIA+* are charged with violent crimes and are often not included or eligible for alternative programming options.
- Enhance conditional release options specifically tailored to meet the needs of Indigenous women, girls, and 2SLGBTQIA+* involved with community-based justice programs to enhance these reintegration supports contributing to successful rehabilitation and reduce recidivism rates, such as post-release healing plans.
- Evaluate current funds allocated for BC Corrections programming to identify inefficiencies that could be refocused into the community-based justice fund.
- Have an evaluation procedure in place that monitors the impact of the community-based programming in BC Corrections which includes qualitative outcomes and a gendered and culturally grounded, distinctions-based focus.

D. Reform of Parole System: BCFNJC will work with BC and Canada to advocate for a review of the current parole system, with a focus on embedding safeguards for victims and families. This includes promoting trauma-informed practices and cultural safety to minimize the harm and retraumatization experienced by victims and families during parole hearings.*¹¹

- A formal review of the current model and process of parole system standards, including the parole board and their exercises of discretion will be conducted.
 - Review to include collaboration with victims, survivors, and families to understand their experiences and perspectives.
- Implement trauma-informed, cultural competency training for parole officers and create culturally sensitive programming to support individuals in their rehabilitation journey, with the aim of understanding and addressing root causes of behavior and the impact on victims, survivors, and families.
- Implement additional support and resources for victims and their families during the parole hearing process, which could include access to victim advocates or counselling services.
- Mandatory that advisory committees for parole are Indigenous-led and have Indigenous representation.

¹⁰ Revision to remove the suggestion that BCFNJC will be directly providing any funds.

¹¹ This revision shifts the language from reviewing and revising (which implies direct policy-making authority) to advocating for changes, aligning with BCFNJC's actual role.

6. Gladue Services Department

Objective: Expansion and implementation of Gladue standards and the use of Gladue reports to support Indigenous women, girls, and 2SLGBTQIA+* and their lived experiences with consideration in all areas of justice.

Lines of Action

A. Expansion of Gladue in the Legal System: BCFNJC, BC and Canada will collaborate with sector partners to expand Gladue as a right for Indigenous women, girls, and 2SLGBTQIA+* in BC at all stages of the legal process through:

- Ensuring Gladue reports are utilized for assessment over pre and post sentence reports as they are more culturally grounded and consider the intergenerational impacts of colonialism.
- Gladue Report Healing Plans must be implemented in both custody and community settings.
- Incorporation of post-release healing plans including community-based programming.

B. Standardized and Accessible Gladue Process: Building on Strategy 6, BCFNJC, BC, and Canada will identify a standardized and accessible process for earlier provision of Gladue resources and services aimed at ending the pattern of criminalization and imprisonment of Indigenous women, girls, and 2SLGBTQIA+* including, but not limited to, coerced plea bargains and mandatory minimum sentences.

- Include examination of first point of contact with the justice system and how Gladue is accessed, with no guilty plea required to access the Gladue report.

C. Expansion of Gladue Awareness and Education: Building on Strategy 6, BCFNJC will work with BC and Canada to promote comprehensive Gladue awareness and education for all justice sector professionals. This includes ensuring that Indigenous peoples involved in the justice system are fully informed of their Gladue rights.*¹²

¹² This revision ensures that BCFNJC's role is accurately represented as one of advocacy, collaboration, and promotion rather than direct authority over mandates.

7. Access to Safety – Transportation and Cellular Service

Objective: Indigenous women, girls, and 2SLGBTQIA+* will have access to safe, affordable transportation and communication systems, notably in remote and rural areas where vulnerabilities are increased. This strategy will work to reduce the impacts of GBV (IPV), human trafficking, murder, poverty, and societal disparities while combatting systemic discrimination and violence within the transportation industry.

Lines of Action

A. Access to Mobility and Connectivity: BCFNJC, BC and Canada will work to expand and/or create policy and programming aimed at improving safety, reducing systemic barriers, and preventing violence for Indigenous women, girls, and 2SLGBTQIA+*, particularly in areas where they are targeted, such as along the Highway of Tears. Expansion of services may include:

- Increasing access to women run and free public transit, free of discrimination. Increased transportation travel routes and stops across BC, specifically along rural and remote areas of the highway where cellular service is limited or null.
- Enhancing partnerships across connectivity platforms to offer Indigenous women, girls, and 2SLGBTQIA+* cell phones free of cost.
- Ensuring that the existing contract to complete cell coverage along the entire stretch of the Highway of Tears is completed immediately so as not to further the delay the promised Fall 2022 deadline.
- Working with relevant partners to implement a string of emergency phone booths, and surveillance cameras that are strategically placed in high-risk areas, like truck stops.

B. Training: BCFNJC, BC, and Canada will work with stakeholders in the transportation industry to develop and deliver mandatory training to all industry workers.

- Building on Strategy 20, BCFNJC and BC will ensure those working in the transportation industry take mandatory training on the history of colonialism and the impacts it continues to have on our Indigenous women, girls, and 2SLGBTQIA+*.
- The mandatory training will include ensuring they have the increased knowledge, skills, and tools for awareness of human trafficking and how to report suspicious behavior in a timely manner.

C. Funding: BCFNJC will work with BC and Canada to advocate for the creation of^{*13} a funding stream for First Nation Communities and Indigenous-led organizations

¹³ BCFNJC does not have authority to create funding

to reduce the impacts that mobility and connectivity have on our Indigenous women, girls, and 2SLGBTQIA+*. This will provide communities with opportunities to implement programs and services that are specific to their community needs, including but not limited to:

- Funding to develop, expand and sustain infrastructure including development of cell towers and high-speed internet that supports First Nations communities' access to essential services and increased safety.
- Funding to develop and sustain a safe shuttle and safe places program so Indigenous women, girls, and 2SLGBTQIA+* lives are no longer put at risk trying to access basic services and/or are fleeing from violence.
- The program will provide a sustainable, safe, free ride transportation service across BC between communities and city centers, where connectivity is limited or null.
- The program will include the development of safe houses along vulnerable stretches of the highway.
- Create alternative options to hitchhiking in addition to awareness and prevention programs surrounding the risks of hitchhiking.
- Funding for First Nation communities and Indigenous-led organizations to create education, programming, projects, and initiatives surrounding human trafficking and the targeting of our Indigenous women, girls, and 2SLGBTQIA+*.

8. Man Camps, Resource Extraction and Land Exploitation

Objective: Recognizing the well-known effects that the ongoing influx of man camps has on our Indigenous women, girls, and 2SLGBTQIA+*, specifically in northern remote and rural areas, it is imperative to take more precautions. This plan will ensure that preventative and safeguarding measures are in place to end the gendered and racialized land-based violence caused by resource extraction and toxic masculinity in BC.

Lines of Action

A. Preventative Measures: BCFNJC, BC, and Canada will ensure all Industry partners comply with mandatory prevention and training measures that guarantee the safety, security and overall well-being of Indigenous women, girls, and 2SLGBTQIA+*.

- Impact Benefit Agreements (IBAs) will be negotiated with local First Nations in all projects including a minimum standard for the Industry Partners:
- A gender based socio-economic impact assessment to ensure proper social infrastructure and resources are in place prior to development to

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- protect Indigenous women, girls, and 2SLGBTQIA+*. This includes funding for educational and social programs as determined by the community. These assessments will guarantee the needs of impacted Indigenous women, girls, and 2SLGBTQIA+* are at the forefront of protection and prevention of land, gender, and race-based violence.
- Mandatory cultural training specific to impacted First Nation Communities to ensure Industry workers are respecting and acknowledging the First Nations land they are working on. Training will include Indigenous-led, distinctions based, culturally informed education including the historical and present-day impacts that resource extraction and man camps have on Indigenous women, girls, and 2SLGBTQIA+*. This includes education on the MMIWG2S+ genocide.
 - Independent reporting systems to monitor and hold accountable the system of toxic masculinity that impacts both industry employed and non-employed Indigenous women, girls, and 2SLGBTQIA+*. These measures will include increased training and reporting on human trafficking, violence, sexual assaults, rape, murder, sex work (Indigenous women being taken advantage of in camps) and drug and alcohol abuse.
 - Transparent communication protocol requirements for industry partners to report out and provide evidence of adherence to the agreements.
 - Hiring of an Indigenous liaison(s) from impacted communities who will be present during projects and will oversee IBA's are being implemented in the proper way.

B. Funding: BCFNJC will work with BC and Canada to advocate for the creation of a¹⁴ funding stream to support First Nations communities and Indigenous women, girls, and 2SLGBTQIA+* impacted by resource extraction and/or man camps by providing direct services that protect Indigenous women, girls, and 2SLGBTQIA+* from the risks associated with these camps.

- Funding for communities to train and employ their own Industry Liaisons who will be the direct form of contact when Industry is working close to or directly on First Nations land and can uphold Impact Benefit Agreements.
- Funding will be available to First Nation communities to increase safety measures due to the influx of resource extraction and placement of man camps. This includes increased surveillance (security cameras and community safety officers), safe transportation programs to and from community, and safety and awareness workshops.
- In alignment with the First Nations Ownership, Control, Access, and Possession (OCAP) Principles and working towards data sovereignty, Indigenous Peoples will have access to funding for Indigenous-led research to increase the data on the impacts that man camps and resource extraction has on Indigenous women, girls, and 2SLGBTQIA+*.

¹⁴ BCFNJC does not have the authority to create funding streams

- C. Land Defender Protection:** BCFNJC, BC, and Canada will evaluate the current framework for dealing with land defense, including the power and function of the Community-Industry Response Group (C-IRG), or similar units, and make necessary changes aimed at upholding First Nations' rights to defend their lands.

9. Crisis Response

Objective: Enhancing the work to guarantee social and economic systems are in place to prevent/reduce victimization of Indigenous women, girls, and 2SLGBTQIA+* this strategy ensures that Indigenous women, girls, and 2SLGBTQIA+* who go missing and/or are found murdered receive a prompt and efficient response. Relevant partners across jurisdictions will ensure communication and consistency, ending the systemic discrimination and racism that has resulted in a lack of care and attention.

Lines of Action

- A. Crisis Response Plan Development:** BCFNJC, BC, and Canada will develop a community-led crisis response plan for all relevant actors across jurisdictions when one of our Indigenous women, girls, and 2SLGBTQIA+* go missing and/or are found murdered. The plan will include:

- Mandatory trauma informed, culturally sensitive, core content and standards training for those who are first on scene. This includes firefighters, ambulance, police, search and rescue and investigators.
- Agreements put into place for all relevant partners, including but not limited to RCMP/Municipal Police/First Nations Police, Child Wellbeing* who respond to MMIWG2S+ cases to liaise with impacted Nations.
 - Agreements will ensure information sharing across jurisdictions is easily communicated between all relevant stakeholders to increase the likelihood of finding the missing person while protecting children who may be impacted by MMIWG2S+.
- Collaboration and partnerships with Indigenous-led organizations and allies across jurisdictions to develop relationships related to dedicated housing and safe spaces to gather during searches.
- Development of Indigenous Liaisons for communities without access to our IJCs Aunties. These liaisons will communicate on behalf and support families and loved ones throughout the investigation and searching progress, including by communicating with police, and supporting the navigation of justice institutions, victim services, cultural supports, wrap around supports, with availability after work hours. This will reduce barriers faced by Indigenous peoples including the impacts of racism and discrimination towards family and loved ones.
- Development of a platform that communities, families, and loved ones can access when navigating colonial systems to help understand the process

when someone is missing and/or is found murdered. The platform will be a centralized space that contains easily accessible resources, awareness, and step-by-step toolkits on what to do when a loved one is missing and/or murdered.

B. Funding Stream: BCFNJC will work with BC and Canada to advocate for a^{*15} sustainable easily accessible funding stream led by Indigenous women, girls, and 2SLGBTQIA+* to help communities create their own means of proactive measures when an Indigenous woman, girl, 2SLGBTQIA+* person goes missing.

- Allocation of funds for communities for the creation, staffing, and training of a Crisis Response Plan, including the development of a Crisis Response Agreement with relevant partners (RCMP/Police, Community Safety Officers, First Responders, etc.).

10. MMIWG2S+ Fund

Objective: Prioritizing funding for victims and survivors of the MMIWG2S+ genocide, this strategy ensures that Indigenous women, girls, 2SLGBTQIA+*, and their chosen families and communities have the means to properly search, grieve and heal without barriers. This will work to increase the likelihood of finding loved ones while also contributing to the healing surrounding those who survive and those who are missing and/or found murdered.

Line of Action

A. Funding Stream: BCFNJC will work with BC and Canada to advocate for the creation of a^{*16} long term, sustainable, easily accessible funding stream led by Indigenous women, girls, and 2SLGBTQIA+* that guarantee resources and services for the MMIWG2S+ genocide. This will assist survivors, loved ones and communities during the most unimaginable time of crisis.

- The fund will be managed by BCFNJC through a streamlined, objective, and independent funding process, absent from bureaucratic barriers.
- Funding will assist chosen families when a loved one goes missing including but not limited to funds for travel, food, hotel, printing posters, daycare and other unexpected expenses that arise.
- Funds will be used for traditional and culturally sensitive healing for families to be able to grieve. This will include grief and healing centers, lodges and 24/7 access to trauma informed counselling for all impacted by the MMIWG2S+ crisis.
- Chosen family will have access to funds to ensure children of those missing and murdered and those who survived remain with their families and are adequately cared for and provided for in a culturally safe way.

¹⁵ BCFNJC does not have the authority to create funding streams

¹⁶ BCFNJC does not have the authority to create funding streams

11. Child Wellbeing*

Objective: Support First Nations to reclaim legal jurisdiction for Child Wellbeing* for Indigenous peoples in British Columbia, ensuring Indigenous rights and culturally safe interventions, with government funding for collective healing from colonization, recognizing family advocates as essential roles, removing social workers from child protection authority, and improving the complaint process of these bodies.

Lines of Action

A. Band Designated Representative Support Team: BCFNJC, with support from BC and Canada, will develop a team to provide support to communities aimed at developing Band Designated Representative (BDR) capacity through:

- **Training:** Supporting the capacity building and **long-term** sustainability of a community-appointed Band Designated Representative. Beyond formal training, ongoing mentorship and on-the-job support will be available, along with virtual access for continued consultation and guidance.^{*17}
- Support in applying for and securing the available BDR funding and any necessary capacity building.
- Attend as 'agent,' the team will have the ability to deploy services to attend to court or alternative measures proceedings as an agent to represent the First Nation's wishes in the matter.

B. Jurisdiction Support: BCFNJC, with support from BC and Canada, will develop a support role to assist Nations in pursuing jurisdiction under federal legislation. The role will support:

- Securing funding to build capacity for communities and support roles to fulfill requirements when submitting requests for jurisdiction over child and youth family protection.
- Work with the Indigenous Child-Wellbeing Director for the purpose of advancing communities' jurisdiction over child and family services.
- Support First Nations to develop community specific, traditional, and cultural laws and practices to guide their child and family work.
- Ensure there is sustainable long-term funding for Nations to continue to provide services and support aligning with their child and family work.
- Support in the development of interim agreements such as coordination agreements, as a pathway to jurisdiction, and a manner to reinforce First Nations inherent rights while limiting involvement and trauma of Child Wellbeing* process. Examples of this interim work could be:

¹⁷ Revision made to provide more clarity in the intention of the LOA

- o The development of agreements for advanced notification to ensure Child Wellbeing* workers do not enter community without advanced permission and a Nation liaison at all interactions.
- o Alternative pathways to the court process aimed at decreasing the traumatic experience for families engaging in the colonial system, to decrease the delays of court and in turn the languishing of children in care, and to limit the use of supervision orders, in favor of cultural and community supports and processes.

C. Advocating for Increased Investment in Prevention Services: BCFNJC will work with BC and Canada to assess current Child-Wellbeing* expenditures and advocate for increased investment in prevention services. The goal is to support families and communities in ways that reduce the need for child removal and MCFD involvement.*¹⁸

- Provide communities with funds to implement proactive initiatives to prevent removal of Indigenous children from their families and decrease involvement from MCFD.
- Specific funds to Indigenous families/communities to help address historical injustices, promote cultural preservation, empower Indigenous people, strengthen community support systems, and further reconciliation efforts.
- Direct funding for family treatment centers and healing lodges that will offer crucial assistance to parents dealing with various challenges from colonization such as substance misuse issues or mental health concerns within a safe environment maintaining the family unit stays together during the process of healing.
- Development of supported, safe, cultural housing options to support and keep families together.

D. Independent Indigenous-led Complaints Body: BCFNJC, BC, and Canada, will work to establish a clear complaint process for Indigenous communities and families regarding the Child Wellbeing* system. The process will address systemic issues and individual impacts on Indigenous children, youth, and families, including false accusations and unfair targeting. It will also implement safeguards to ensure fairness and cultural competency in handling complaints involving Indigenous families impacted by social worker misconduct.

- Ensure that BC First Nations and Indigenous women are involved in the development of this complaints process and led by them as they have expertise, experiences, and cultural knowledge to contribute to creating a more comprehensive system that can effectively address issues specific to Indigenous children, youth, and families.
- With guidance from BC First Nations and Indigenous women, develop a clear and accessible complaint process that is an Independent Indigenous-led

¹⁸ This revision maintains the core intent but frames BCFNJC's role appropriately within advocacy and collaboration.

Complaints Body to address the overrepresentation of Indigenous children and youth in care in BC related to social workers' actions.

- With guidance from BC First Nations and Indigenous women, establish the complaint process to include addressing false accusations made against Indigenous families by social workers and examine the negative consequences such accusations have on Indigenous children, youth, and families.
- Ensure there are safeguards in place (UNDRIP/DRIPA etc.) to embed fairness and cultural competency when dealing with complaints involving families impacted by social worker misconduct.
- In collaboration with BC First Nations and Indigenous women, evaluate the impact the Independent Indigenous-led Complaints Body has on effectiveness and positively influencing relationships between social workers and Indigenous communities.

E. Indigenous Rights-Based Approach in Child Wellbeing:^{*19} BCFNJC, BC, and Canada will assess how Indigenous legal principles and rights-based frameworks can be applied to develop culturally appropriate supports when Indigenous families engage with Child Wellbeing Services.

- Development of a Child Wellbeing* specific Gladue framework including a culturally grounded evaluation framework to ensure effectiveness and positive impact.
- All assessments will include consideration of intergenerational trauma because of colonialism and an Indigenous-led healing and support plan with commitment to provide appropriate resources to keep the family unit together and adequately supported.
- Working with Nations who have jurisdiction over the rights of their children to establish protocols that reflect the lived experiences of Indigenous peoples in protection of children and youth.
- Pilot of Child Wellbeing* specific Gladue Framework with Gladue report healing plans replacing social worker created family plans which are guided by colonial standardized decision-making tools.

12. First Nations Courts

Objective: In alignment with and expansion of Strategy 12, expanding access to and function of First Nations Courts across BC to support the healing and rehabilitation of Indigenous women, girls, and 2SLGBTQIA+*.

¹⁹ This revision has been made to move the strategy firmly into the child welfare domain, rather than the Gladue rights domain. This ensures that Indigenous-specific considerations are integrated while avoiding the potential misapplication of Gladue in a non-criminal justice context.

Line of Action

A. Expansion and Strengthening of First Nations Courts and Alternative Justice

Processes: BCFNJC will work with BC and Canada to advocate for increased availability, enhanced mandates, and sustainable funding for First Nations Courts across the province. This includes supporting the development of alternative justice processes that are grounded in Indigenous legal traditions and not solely reliant on colonial legal frameworks.*²⁰

- **Increasing Availability:**

- Increase the current number of nine First Nations Courts in the province to 12 within 2 years. This should be done in collaboration with impacted Nations at every stage of creation including infusing Indigenous legal traditions into the court process.
- Increase the frequency of sessions for First Nations Courts from once a month to at minimum twice a month.

- **Expand First Nations Court Mandate:**

- To allow for non-colonial processes, determined and guided by First Nations that include cultural practices and are grounded in local traditions.
- Fulsome integration of healing plans into every stage of the legal process.
- To include all charges, even those classified as violent, at every stage of involvement with court and eliminating the requirement of a guilty plea as a precursor for participation.
- To include family law and Child Wellbeing* matters as well as violence against women.

- **Funding:**

- Provide sustainable operational funding to First Nations Courts.
- To support community engagement aimed at determining the needs of communities across BC and most needed placement of more First Nations Court.

13. Crown Counsel and BC Prosecutorial Service

Objective: Indigenous women, girls, and 2SLGBTQIA+* will be treated with respect and dignity throughout the legal process, including ending the high rates of overincarceration, overcharging, and high-risk classification. Laws and policies in place contributing to the systematic and persistent removal of Indigenous women, girls, and 2SLGBTQIA+* from community and supports.

²⁰ This revision maintains the core intent but frames BCFNJC's role appropriately within advocacy and collaboration.

Lines of Action

A. Protocol Agreements: Building on the work of strategy 19, and in alignment with UNDRIP, BCFNJC, BC and Canada will work with the BC Prosecution Service (BCPS) and Crown Counsel to develop protocols that specifically address the prevailing practices that cause Indigenous women, girls, and 2SLGBTQIA+* to receive elevated charges, harsher sentences, and higher risk classifications.

- Development of a protocol agreement outlining BCPS and Crown Counsel's collaboration with the MMIWG2S+ Task force.
- Bilateral agreements, outlined in Strategy 19, with BCPS/Crown Counsel and First Nations will specifically contemplate how to actively intervene in the prevalence of overcharging of Indigenous women, girls, and 2SLGBTQIA+*.
- Collaborative review and updates to the BCPS manual as per BFNJC's recommendations that have already been made.

B. BCPS/Crown Liaison: A Crown Counsel and BC Prosecution Service liaison who will be included in all cases where an Indigenous woman, girl, or 2SLGBTQIA+* is charged with a crime. This includes weighing in and providing insight into the over-charging, harsh sentencing, and risk classifications of Indigenous women, girls, and 2SLGBTQIA+*.

14. 2SLGBTQIA+

Objective: To affirm the Calls for Justice recommendations and BCFNJC's engagement sessions in Fall 2023 that heard the need for greater awareness of 2SLGBTQIA+* issues. To include the 2SLGBTQIA+* history and contemporary place within communities. Priority areas include having a 2SLGBTQIA+* led team to develop the justice plan and address policing, education, justice, socio-economic priorities, health, and healing.

Line of Action

A. Development of Indigenous 2SLGBTQIA+ Justice Plan: Through a 2SLGBTQIA+* led team, the strategy seeks to create a justice plan that has a distinctions-based approach and considers the safety concerns that 2SLGBTQIA+* individuals and groups, including youth, face.

- BCFNJC, BC, and Canada, working with relevant partners, will form a 2SLGBTQIA+* led team to develop a 2SLGBTQIA+* specific justice plan ensuring that the perspectives of the 2SLGBTQIA+* community are accurately represented and respected, and relevant strategies are implemented.
- The 2SLGBTQIA+* justice plan will address various safety challenges the 2SLGBTQIA+* community encounters daily, such as discrimination, violence,

and lack of support systems, including in healthcare, education, employment, and public spaces.

15. Legislation and Policy

Objective: Legislation and policies will reflect consideration and space for Indigenous worldviews, with particular attention and space to autonomy and self-governance. Indigenous women, girls, and 2SLGBTQIA+* will not feel targeted by laws that are used to criminalize them but rather a system where First Nations can make space to revitalize traditional justice practices.

Line of Action

A. Legislation and Policy Review: Building on strategy 8, and in alignment with UNDRIP, BCFNJC, BC, and Canada will conduct an in-depth review of legislation and policy relating to the various strategy domains in this plan.

A workplan will be created to identify legislation and policy for review and a structured plan for completion.

- A formal review will include suggestions for change to align policy with the action of this plan, the BC First Nations Justice Strategy and UNDRIP, as outlined in Strategy 8. The review will include:
 - Policing
 - C-IRG
 - Healthcare
 - Education
 - Child-Wellbeing
 - Anti-Poverty
 - Housing
 - Employment
 - Accountability
 - Corrections
 - Courts
 - First Nations Courts
 - Conditional Release
 - Sentencing
 - Transportation
 - Environment/Resource Stewardship
 - Crown Counsel and BC Prosecution Service
 - Economics

Appendix B: Resources and Toolkits

This will provide a list of resources, new and developed. This will migrate to a public forum (potentially website) and will continue to grow, ideally with shared resources between nations.

- Indigenous Gender Based Analysis Plus Toolkit – MAIWC - https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/maciw_igba_toolkit.pdf
- You are not Alone Toolkit for Aboriginal Women Escaping Violence – NWAC - <https://www.nwac.ca/assets-knowledge-centre/NWAC-You-Are-Not-Alone-Handbook-with-weblinks.pdf>
- Okanagan Indian Band Personal Safety Guide – OKIB - <https://okib.ca/uploads/files/Safetyisasqilxwbirthright-PSD-2023-3.pdf>
- Knowing your rights Toolkit – Sexual and Reproductive Health – NWAC - <https://nwac.ca/assets-knowledge-centre/KnowingYourRights-Booklet-EN-Web-1.pdf>
- Red Dress Day Toolkit – NWAC - <https://nwac.ca/assets-knowledge-centre/Red-dress-day-TOOL-KIT.pdf>
- Issues in Human Trafficking and MMIWG2+ - NWAC - https://nwac.ca/assets-documents/Issues_in_Human_trafficking_and_MMIWG2S.pdf
- Human Trafficking and MMIWG+ - A Toolkit for Government Policy Makers -NWAC - <https://nwac.ca/assets-documents/H-Trafficking-Toolkit.pdf>
- MMIW Toolkit – How to Support, Safeguard and Respond to Missing Incidents – Butterflies in Spirit - [MMIW Toolkit \(butterfliesinspirit.com\)](https://mmiwtoolkit.butterfliesinspirit.com)
- Our Spirits are not for Sale – A Handbook for Helping Sexually Exploited Aboriginal Women and Girls, Native Women's Association of Canada – NWAC - <https://www.nwac.ca/wp-content/uploads/2015/10/Our-Spirits-are-NOT-for-sale-English-web-version.pdf>
- The Greater Sudbury Police Service – Indigenous Women and Girls Missing Persons Toolkit and Resource Guide - <https://www.gsps.ca/en/about-gsps/resources/Documents/Indigenous-Women-and-Girls-Missing-Persons-Toolkit-and-Resource-Guide.pdf>
- Kermode Friendship Society Missing Murdered Indigenous Women Girls Toolkit to Assist Families of MMIWG - https://twrcs.ca/wp-content/uploads/2022/08/MMIWG2S_full-toolkit_2022.pdf
- For your Protection – How and when to get a Peace Bonds and Family Protection Orders and the Difference between – Aboriginal Legal Aid Society - <https://api2.legalaid.bc.ca/resources/pdfs/pubs/For-Your-Protection-eng.pdf>
- Live Safe End Abuse – Fact Sheet about Relationship Abuse – Aboriginal Legal Aid Society - <https://api2.legalaid.bc.ca/resources/pdfs/pubs/Live-Safe-End-Abuse-eng.pdf>
- Mothers leaving Abusive Partners – How to get Help and Protection – Aboriginal Legal Aid Society -

<https://api2.legalaid.bc.ca/resources/pdfs/pubs/Mothers-Leaving-Abusive-Partners-eng.pdf>

- When your Told “No Contact” – Explains what it means when the Court makes a no Contact Order – Aboriginal Legal Aid Society -
<https://api2.legalaid.bc.ca/resources/pdfs/pubs/When-Youre-Told-to-Have-No-Contact-eng.pdf>
- Keeping Aboriginal Kids Safe – Explains the Child Protection Process – Aboriginal Legal Aid Society -
<https://api2.legalaid.bc.ca/resources/pdfs/pubs/Keeping-Aboriginal-Kids-Safe-eng.pdf>
- Parents’ Rights, Kids’ Rights – Explains what happens if the Ministry has Concerns about your Child’s Safety – Aboriginal Legal Aid Society -
<https://api2.legalaid.bc.ca/resources/pdfs/pubs/Parents-Rights-Kids-Rights-eng.pdf>
- Tools for the Journey – Teachings to Support Grief and Loss in First Nations, Inuit and Metis Communities – Cancer Care Society -
<https://www.cancercareontario.ca/sites/ccocancercare/files/assets/ACCUGriefAndLoss.pdf>
- Toolkit for Navigating the Missing Person’s Process – Introduction to the Missing Persons Process in Canada – NWAC -
https://web.archive.org/web/20141204203007if_/http://www.nwac.ca/sites/default/files/imce/NWAC_2B_Toolkit_e.pdf

Now

**The time has come,
The time to rise,
For the fire to rage,
The heart to reign supreme,
The hands to hold,
The arms to give warmth,
The collective energies to blend,
The time has come,
To gather the strength of many,
Build up the young,
Find our voices,
Speak our minds,
Walk proud,
Sing loud,
Dance to the drumbeat,
Moving with the wind,
Looking up to the creator,
Loving mother earth,
Thanking father sun,
Honoring the spirit animals,
Protecting our freedom,
The time has come,
To be the one.**

-TM



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