



CSSEA

The Sacred Journey

Truth & Reconciliation for CSSEA Members

October 10, 2024

Rod Santiago, CEO, Archway Community Services

AGENDA

- 1. About Archway**
- 3. Steps towards T&R through the years**
 - **One step at a time**
 - **At the board level**
 - **At the staff leadership level**
 - **At the program level**
- 4. Next Steps**
- 5. Lessons learned along the way**



Established in 1969, Archway Community Services is a non-profit, multi-service, multi-funded community social service agency. Formerly known as Abbotsford Community Services.

Vision

Justice, opportunities and equitable access for all.

Mission

Fostering community well-being and social justice through positive action and leadership.



Archway's Values

Inclusivity – We welcome everyone, showing consideration and respect for all experiences and ideas

Compassion – We empower others and defend and advocate for human dignity.

Excellence – We never stop learning and improving. We pursue our vision with determination, ethics, and heart.

These 2023-24 Goals will help Archway to achieve the three priorities of Archway's Strat Plan:



Justice, Equity, Diversity & Inclusion (JEDI) issues are amplified and actualized

1. Indigenous Reflection in Decision Making and Service Delivery Levels
2. Identify and understand the barriers that hinder access to all relevant Archway programs and services for clients of Indigenous background
3. Archway staff state their voice is heard and valued.
4. Issues of discrimination and racism are discussed and addressed through the creation of safe dialogue spaces throughout community.



Mental wellness is fostered and promoted through accessible and sustainable initiatives

1. Access to free, multi-lingual counselling and mental health services is increased.
2. Innovative ways to reduce barriers to referral and navigation services is developed and implemented.
3. Trauma informed outreach and community-wide education is delivered.
4. Guidelines for an organization wide protocol for communication etiquette is explored and implemented.



There are increased housing options for low-income residents in Abbotsford.

1. There are increased housing options, across the spectrum, for people residing in Abbotsford.
2. Housing First options in Abbotsford are being expanded with a focus on increasing supportive housing and shelter beds to meet the growing needs.
3. Archway has partnered/initiated temporary housing to welcome newcomers with onsite wrap around support.

Steps Taken through the years

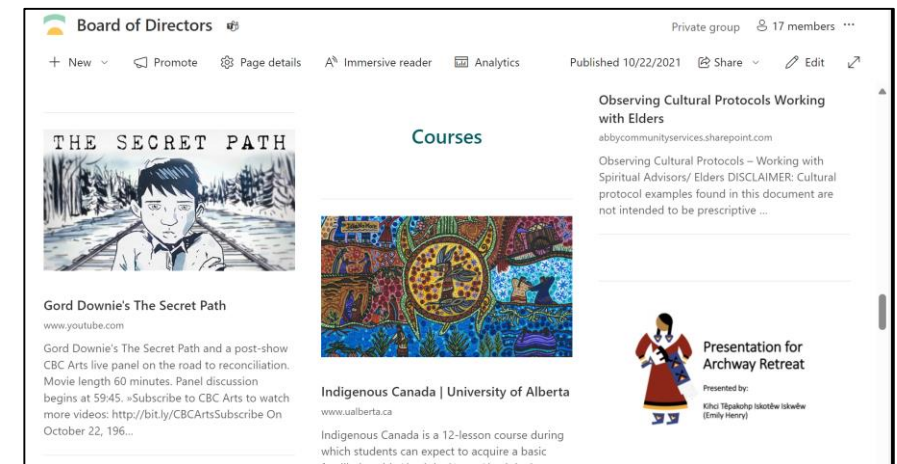
1. Lunch with ED
2. Partnership with MQHS
3. 2019-23 Strategic Plan: Indigenous Inclusion
4. 2023-28 Strategic Plan: JEDI (incl. ongoing Archway Actions and commitment to T&R allyship)



Steps Taken through the years

4. Actions at Board level

- Indigenous reflection at Governance level
- Indigenous Circle
- monthly Board training
 - Pre-contact
 - Indian Act
 - Residential Schools
 - MMIWG
 - Intergenerational trauma & lateral violence
 - Recognizing impacts on clients)



Steps Taken through the years

5. Actions at Staff Leadership level

- Blanket exercise ½ day training
- Land acknowledgements
- Red Dress Day, National Indigenous History Month, National Day for T&R.
- Relationship building
- Review of communications, policies and programming



Steps Taken through the years

6. Actions at the Program level

- Support to local First Nations, Urban Indigenous and Metis (including during COVID and Nov, 2021 flooding)
- MOU with Xyolhemeylh
- Elders speaking into our programming
- Increased Indigenous staffing and programming
- Support to Sts'elemeqw Residential Thrivers Society (admin support, funding, T&R Day)





Next Steps



1. Indigenous Advisor to Board
2. Indigenous Knowledge Keeper on staff (reporting to CEO)
3. Invitation for CEO to join board of Sts'elemeqw Residential Thrivers Society
4. Ongoing implementation of EDI staff survey



Lessons Learned along the way

1. Read Truth & Reconciliation Calls to Action and UN Declaration on the Rights of Indigenous Peoples
 - Identify the TRC Calls to Action and UNDRIP Articles most relevant to your agency
2. Build relationships
 - At all agency levels (direct service providers; staff leadership; Board; Marketing & Communications)
 - Find points of commonality
 - Ask questions; don't be afraid to keep making new mistakes
3. Don't expect to get it right the first time(s)
4. Relationships lead to opportunities to walk together and to be allies



Thank you to Dr. Alessandro Tarsia, Xyolhemeylh and Archway for photos contributed.

Becoming an ally to reconciliation

CSSEA Conference Breakout Session

October 10, 2024

see what's possible...

Charitable Registration # 10781 0467 RR0001

bcgeu



**COMMUNITY
SERVICES**

A Quick Show of Hands



Our History

- Pioneered new approaches to reach hard-to-engage youth for more than 40 years:
 - Operationalized an individualized, strength-based approach to service delivery.
 - Founded the model of community-based alternatives to incarceration.

Today

- Preventative to intensive
- Children, youth, adults, and families
- From short-term interventions to life-time planning

- Clients from BC and NWT: 650 per month

- Our work now spans child welfare, addictions, health, justice and community living systems.

- 270+ staff, 155+ family care homes, 180+ respite caregivers, 165+ volunteers

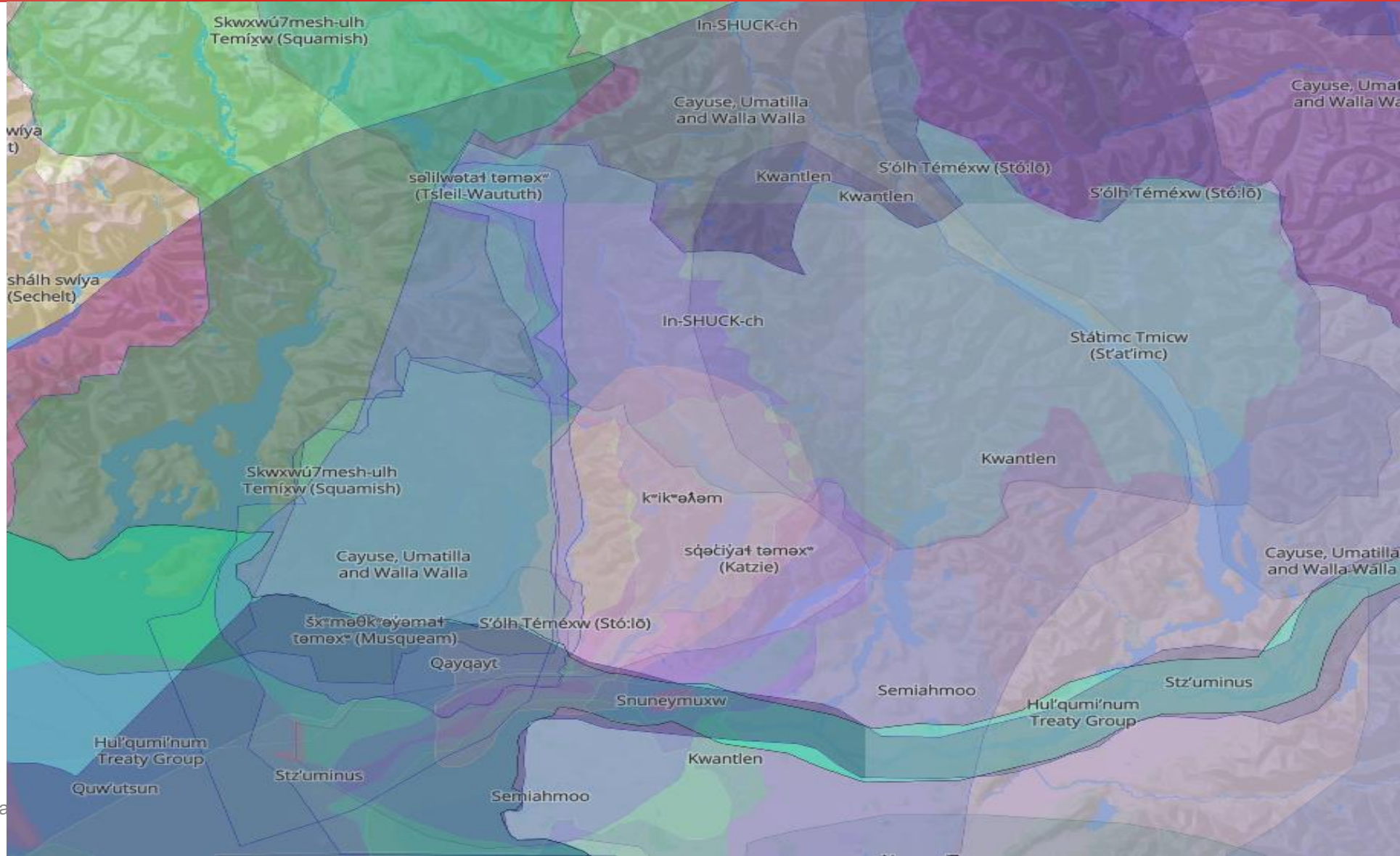
- The number of lives we directly touch every year is counted in the **tens of thousands**

Why reconciliation is important to PLEA?

Aside from the fact it's the right thing to do:

- Indigenous people are over-represented in the federal correctional system. In 2020-21, incarceration of Indigenous people in Canada was 9 times higher than non-Indigenous people.
- There have been 6 times more missing and murdered Indigenous women and children than non-Indigenous females.
- Indigenous children and youth, who represent just 8% of children in Canada, make up almost 54% of those in care.
- We're a non-Indigenous led agency where 34% of the people we serve are Indigenous.

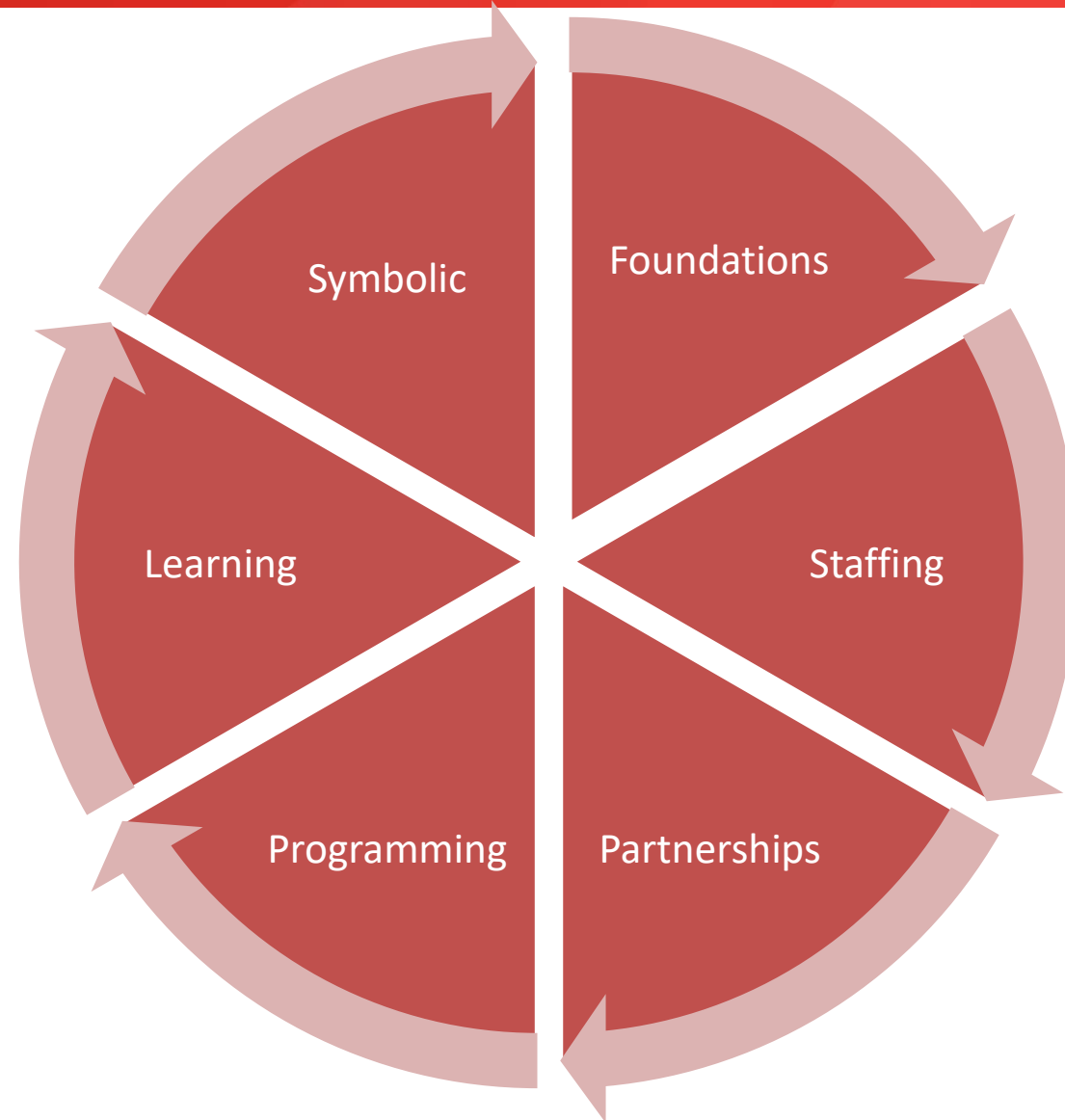
Whose Lands We Are On



Calls to Action

- Our work connects and is inspired by the following calls to action:
 - Child Welfare (1, 3 and 4)
 - Health (19, 22 and 23)
 - Justice (33, 34 and 38)
 - Reconciliation (43 and 44)
 - National Council for Reconciliation (53)
 - Professional Development and Training for Public Servants (57)
 - Youth Programs (66)
 - Commemoration (80 and 83)
 - Media and Reconciliation (84)

What We'll Cover



Foundations

- Being an ally to reconciliation is one of six pillars in PLEA's Strategic Plan.
- Aim is for the agency to be known as a cultural safe place for all and for PLEA to be recognized for our allyship with Indigenous communities.
- Established an Indigenous Matters Committee to lead this work.
 - Senior Leadership Sponsor
 - Management and Staff Co-Chairs
- Board of Directors is equally engaged

Approach

- Generosity
- Humility
- Integrity
- Respect
- Intention
- Patience
- Encouragement

Staffing



Hiwas Feast House



Canoe Wake Up Ceremony



Canoe Day in Fort Langley



National Indigenous Peoples Day



National Day for Truth & Reconciliation



Tobacco Growing



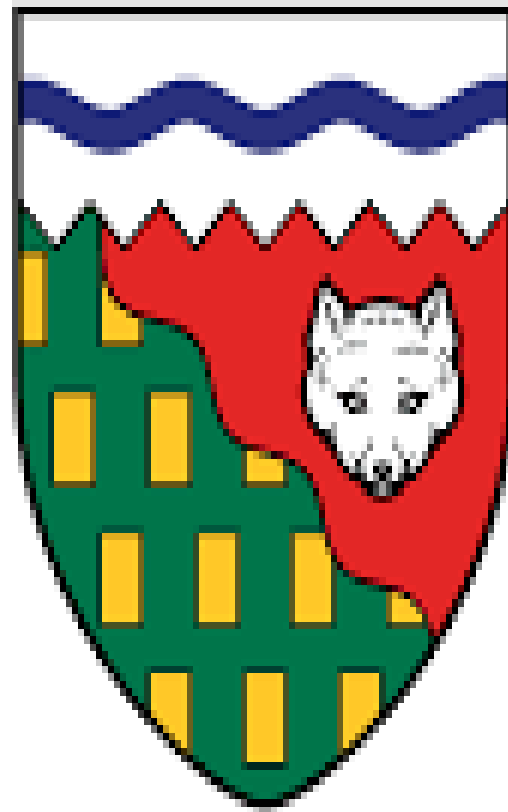
Sweat Lodge



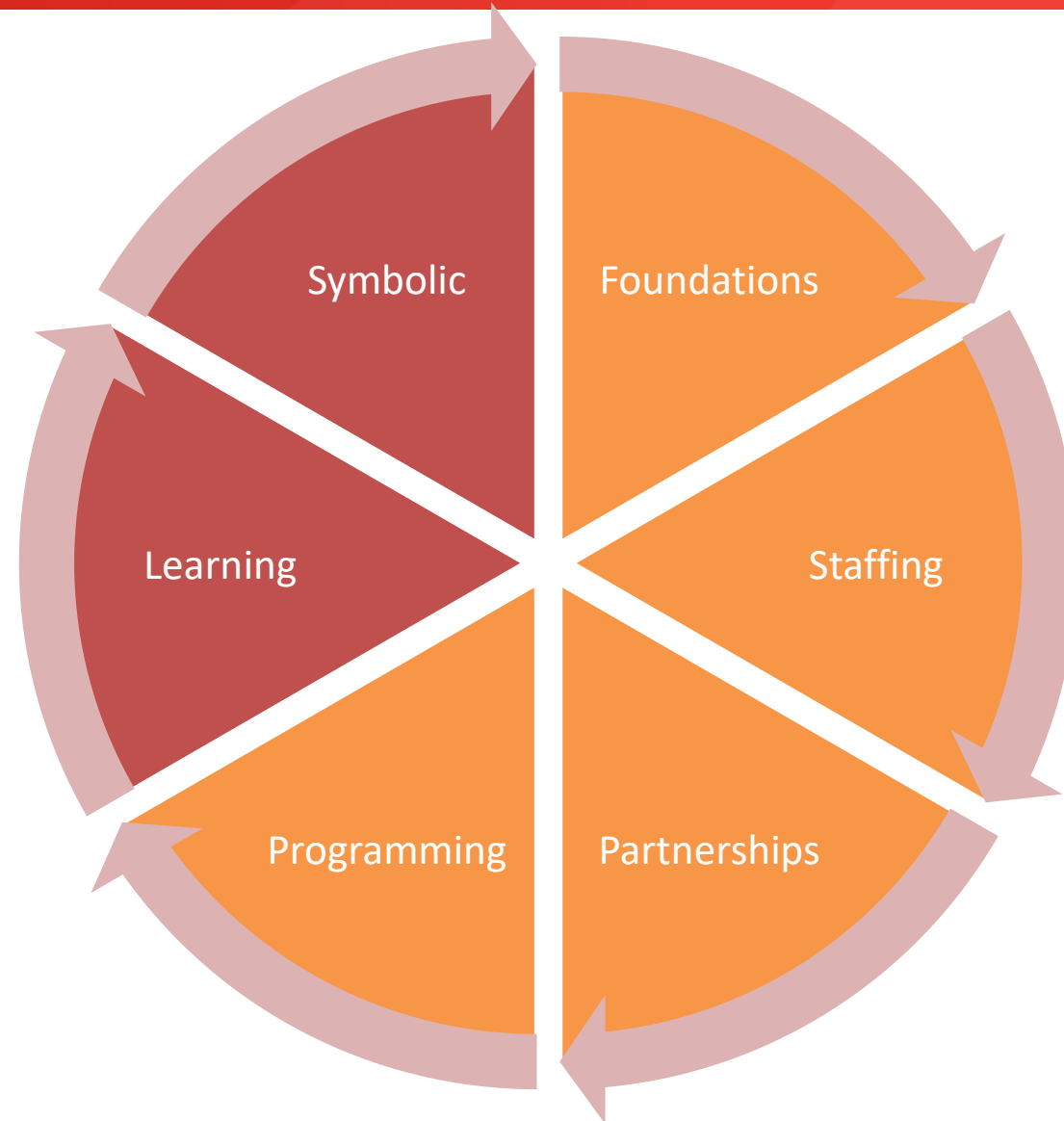
Traditional Foods



Visits to the NWT



What We'll Cover



Learning

- Research undertaken
 - How to recruit Indigenous caregivers (internally-led)
 - Becoming a culturally safe workplace (externally-led by Reciprocal Consulting)
- Mandatory training for all staff and Board members.
 - San'yas Anti-Racism Indigenous Cultural Training (Provincial Health Services Authority), or
 - The Path – Your Journey Through Indigenous Canada (Canadian Bar Association)

Visits to St Mary's Residential School



Building Bridges Through Understanding the Village Workshop (Kathi Camilleri)



Artwork



Artwork



Awareness



Acknowledgements



What's Next?

- Cultural Guidance
- Hiring a Second Knowledge Keeper
- IM Committee refocus on the TRC Calls to Action
- Supporting the programs playing catch-up

What Questions Do You Have?

