

Special Steering Committee Gathering

September 5, 2025

Main Themes and Take Aways

Overall Themes and Take Aways

- **First Nations Women's Voices & Leadership:** Women, girls, and 2SLGBTQIA+ relatives have not been present during negotiation discussions between First Nations, governments, and industries to develop funding measures and regulatory frameworks.
 - Women must be sitting at the table with government when money is being allocated. We will no longer be left out of the decisions that impact our families, lands, and waters.
- **Industry needs to be held accountable:** We cannot always look to government.
 - We need to start direct contact with Industry.
 - Request "agenda time" and present to industry on how their work impacts Indigenous women, girls, and 2SLGBTQIA+ relatives and the communities/nations.
 - Ensure local nations are heard and have input into what is shared.
- **We need ACTION now:** No more studies, no more research, no more pilot projects. What can we do now, what do we have power to do.
 - **Existing Initiatives:** Looking to utilize current spaces to support priority strategies (education, training etc.).
- **Need to create a provincial task force:**
 - That can influence policy & legislative reform in a way that would advance these priorities in a coordinated way.
 - That can break down silos from municipal to provincial to federal.
 - Use Bill 14, 15 and Bill C-5 as a catalyst to push for task force.
- **Education:** Create educational programs/training for all industry workers, companies in B.C. including Statutory Decision Makers (SDMs).
- **Government Reflections:** Ministry partners commitment to systemic change through relational approaches, everyday advocacy and internal structural accountability. The need for systemic change is all of our responsibility and not solely the that of Indigenous organizations.
- **Centralized Round Table:** To many task forces and committees, need one centralized spot with the right people in the room on a regular basis.
- **Youth Voices:** Including youth is essential for intergenerational solutions, especially young girls. They have critical perspectives and skills.

Strategy 8: Man, Camps and Resource Extraction

- **Violence and Attitudes:** Man camps bring not only physical risks but also the attitudes (i.e. toxic masculinity) of extractive industries. Safety requires cultural training, respect for protocols, and accountability.
 - **Training:** All workers connected to Man Camps need to have training, guidelines that must be followed, certificate for those who complete etc.
- **Industry Responsibility:** We cannot always wait on government, industry itself must be held liable. Examples like Squamish's Woodfibre project show possibilities for enforceable conditions (they created 25).
 - **Development of a Strategy:** What is the liability with a strategy to engage directly with industry, what can we point to that gets industry attention?
- **Socio-Economic Impacts on Women:** Impact Benefit Agreements (IBAs) are being updated to include gendered socio-economic measures, but NDAs keep First Nations communities from full accountability, we need transparency. Need to coordinate at the municipal, federal, and provincial level.
- **Support Services:** Communities need resources and support services to combat the impacts of resource extraction, including increase in toxic drugs and alcohol and human trafficking.
 - **Awareness:** Be aware of funding applications to develop community led response, look to other nations and what they have done (settlement agreements).
 - **Control:** Have control of investments within community to support development of safe spaces, community support services (i.e. Native court workers, community liaisons).
- **Data Collection:** Concern over lack of data collection. Nothing in place between industry and government to report out on when there are incidents of GBV within man camps.
 - **Accountability:** Data can be used to hold industry and regulators accountable.
- **Statutory Decision Makers (SDM):** Opportunities to leverage SDM's, ensuring they understand what safety for Indigenous women looks like within the consultation process. Ensuring not only impacts of man camps but also, it's ties to colonialism on our women's traditional roles and knowledge systems.
 - **Training:** Bringing in EAO and Squamish to provide recommendations and training on what SDM's look for.
 - **Education:** SDMs must be educated to consider UNDRIP, Calls for Justice, and the safety of Indigenous women in every project decision.

Strategy 9: Crisis Response

- **Policing & Public Safety:** There is deep mistrust, retraumatization, and dismissive police response, historically and ongoing. The RCMP remains a colonial institution resistant to accountability.
 - **Police Criminalization:** Police continue to target our women, how are we supposed to protect our women when discriminatory police conduct continues to happen.
 - **Uplifting Grassroots and Community Initiatives:** Our women, aunties, grandmothers, matriarchs and grassroots networks are trusted and act quickly and continue to do the groundwork when our women, girls and 2SLGBTQIA+ relatives go missing and or are found murdered.
 - **Funding:** Funding for crisis response needs to flow to the grassroots who are already doing this work.
 - **Funding Gaps:** Key non-profits have closed their doors (PACE, WISH) reducing support for our Indigenous women, girls and 2SLGBTQIA+. Indigenous-led crisis response continues to struggle to sustain resources.
 - **MCFD:** Acknowledgement of intersections of family services, as families continue to experience intergenerational trauma rooted in colonial systems where institutional records and high turnover off staff reinforce stereotypes instead of healing.
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Strategy 15: Legislation and Policy

- **Legislating Safety:** There should be mandatory criminal record checks for camp workers, after lived experience with dangerous hires along the Highway of Tears.
- **Environmental Assessment Act:** Changes to the EAA to include mandatory training/courses for all industry workers.
- **Implementing Calls for Justice:** Why have the 231 CFJ remain largely unlegislated. “We don’t need more studies, reports, or pilot projects. We need action, we need laws.”
- **Data Legislation:** There is no Indigenous or gendered lens in this, no application to service equity. (e.g. rates of police reported assaults vs rates of non reported assaults).
- **Indigenous Representation:** Ensure changes of and development of new legislation and policy is linked to community priorities and includes Indigenous women, girls and 2SLGBTQIA+ voices at decision making tables.
- **Dr Kim Stanton’s:** Stanton’s recommendation for a death review panel and other recommendations to legislation and policy to end IPV.

Implementation to Implementation Planning – Final Circle

What Can We Do

- Make sure we are maximizing all the resources we have, the people in this room, their connections and networks.
- We can articulate what exactly the problems are (access to data from a wide variety of groups and people).
- Tell our truth as Indigenous women.
- Metis vs First Nations issue, who is consulted in certain territories.
- Codify barriers (how government makes decisions, contents of NDAs, training gaps etc.).
- Uplift and uphold laws and traditions and find a way to be collective in urban settings.

What Do We Need to Do

- All Indigenous women must be self-determining.
- Ensure that a holistic lens is applied to this work (housing, education, food security etc.).
- Understand collective vs individual (Indigenous Peoples, People etc.).
- No more studies, move into action.
- Include youth voices.
- Need to celebrate and listen to our women.

What Do We Want to See Done

- For rural and northern and semi-rural areas: have better access for the rape kits for women. Should be housed in an accessible safe space where anonymity is protected.
- Explore with FNHA and collaborate on the rape kit issue to ensure cultural protocol and accessibility are paramount.
- Victims' services need to be decentralized. We need an Indigenous victim's services unit, not a top-down approach to organizations who may not know how to properly support Indigenous people in the right way.
- Breakdown the dichotomy between crisis response and police response. Police response is a hit or miss (some lack training).
- Crisis response mobilization needs to be rethought so as to not revictimize.
- First Nations should have crisis response teams within community that have a spiritual component and that enable families to understand.
- Community crisis response teams would have training.

Who Needs to be Involved

- Every single citizen of British Columbia.