



INDIGENOUS WOMEN'S JUSTICE PLAN (IWJP): IMPLEMENTATION PLANS

3 Ready to Pick Berries/Priority Strategies
Strategy 8: Man Camps, Resource Extraction and Land
Exploitation; Strategy 9: Crisis Response; Strategy 15:
Legislation and Policy
February 2026

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Weaving the Story of Our Journey Together: An Indigenous Framework for Implementation

This framework is the guide that will follow across the three priority strategies. Strategy 8: Man Camps, Resource Extraction and Land Exploitation, Strategy 9: Crisis Response and Strategy 15: Legislation and Policy. By grounding our work in relationships, reciprocity and Indigenous led values, this framework reflects the voices of Indigenous women, girls and 2SLGBTQIA+ who continue to lead the way.

Rooted in the Vision – Our Story So Far

Centering the voices of our Indigenous Women, Girls and 2SLGBTQIA+.

- This will outline “What we Heard”, our journey of listening, truth-telling, and courageous advocacy by Indigenous women, girls, and 2SLGBTQIA+ relatives.
- The Strategy and Lines of Action (LOA) as seen in the revised 2025 version of the IWJP.

Pathways We Are Walking – Our Shared Vision and Teachings

Our goals are like teachings passed down – they guide how we live and work together.

- The broad goal and objective are how we plan to implement the overall Strategy and LOA.
- Each sub goal is a direction on the paddle, helping us move forward together, guiding our direction and ensuring no paddle is missed.

Tasks Along the River – Stepping Stones and Shared Work

To get to where we need to be our path will be long but meaningful.

- Tasks along the river are what steps need to happen to fulfill the sub goals.
- Our measured steps are the markers along the trail, showing us how far we’ve come and where we need to go next.

Those Who Carry the Canoe – Relationships, Roles, and Responsibilities

The matriarchs, knowledge keepers/sharers, youth, families, First Nations, organizations, government partners, industry who are holding parts of the canoe. It honours:

- This is who are guiding, supporting, and listening, these are our allies, partners and collaborators.
- Each collaborator holds a sacred role in carrying the weight of implementation.

Seasons of Change – A Living Timeline

Like the changing seasons, this timeline follows a natural rhythm:

- We acknowledge that timing must be flexible to honour community processes and capacity.

What We Carry in the Basket – Tools, Knowledge, and Support

This is the list of gifts, strengths, and support we need to succeed:

- Accessible Collaboration.
- Financial and technical support.
- Teaching, medicines, and cultural tools that nourish the work.

Strategy 8: Man Camps, Resource Extraction and Land Exploitation



Aligned Recommendations for Lines of Action A, B, and C

Calls for Justice	UNDRIP	Red Women Rising	Highway of Tears
1.8; 1.9; 4.3; 4.7; 4.8; 13.1-13.5;	21; 24; 25; 26; 27; 28; 29; 32; 35;	3 (pg.155); 1.a & d (pg.161); 12 (pg.163); 5 & 6 (pg.165)	1; 4; 6; 8

Rooted in the Vision – Our Story so Far “What we Heard”

- There is no accountability, no repercussion 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 MMIWG2SLGBTQIA+ 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:

LOA 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.

LOA 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+.

LOA 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.

Pathways we Are Walking – Our Shared Vision and Teachings

Broad Goal

Embed Indigenous women's safety, dignity, and rights throughout the full lifecycle of resource development in British Columbia, from assessment and permitting to operation, closure and remediation.

Objective

Ensure every major industrial project in BC considers Indigenous women's safety and gendered impacts, with prevention and accountability measures built into decision-making frameworks.

Sub-goal 8.1: Gathering and Analyzing the Data (Research, Evaluation, and Communication)

To ensure that all advocacy, policy recommendations, and preventative measures are informed by current, accurate, community-relevant and Indigenous focused data. This includes tracking government actions, industry developments, and Indigenous-led advocacy related to man camps and resource extraction.

Tasks Along the River – Stepping Stones and Shared Work

A. Conduct environmental scan on the impacts of resource extractive industries on Indigenous women's safety

- Environmental scan to include:
 - Data and Gap analysis – examine what data exists.
 - Gap analysis in reporting, in industry and government performance.
 - Broad Impact Analysis citing the cultural, environmental, economic, and social, and gendered impacts on Indigenous women's safety - demonstrate the interconnectedness.
 - Gender Based Violence impact analysis.
 - Corporate reconciliation and safety commitment overview—what commitments exist within industries operating in BC.

- Access and analyze the maps of current and pending projects for major projects operating on and around First Nations territories.
 - Track permits awaiting approval (e.g. environmental assessment) and track projects that are exempt from permitting processes due to Bill C-5 and Bill 14 & 15.
- Compile a list of existing Indigenous-led policy advocacy groups whose work supports Strategy 8.
 - Including existing cultural safety training curriculum.
- Corporate Reconciliation and Safety Commitments – Provide a gap analysis by scanning all major BC mining, forestry, oil and gas, and energy firms to catalogue reconciliation and gender safety commitments.
 - This includes collaborating with partners who are leading work in this area like the Environmental Office (EAO) and First Nations Energy and Mining Council (FNEMC).

B. Cost of inaction analysis

- Quantify social and fiscal costs of camp-related violence and harassment. Use justice, health, and policing data to estimate cost avoidance from prevention. Potential to link to BCFNJC's Data for Sustainability project.

C. Data sharing and indicator alignment

- Establish simple data sharing agreements on Indigenous women, girls and 2SLGBTQIA+ safety-related incidents with industry in a manner that reflects and adheres to the principles of OCAP, CARE, and FAIR.

Sub-goal 8.2: Coalition Building and Coordinated Advocacy Continue to advocate and promote mandatory safety, prevention, accountability measures, and cultural training for all industry workers. Continue to build connections and broaden the advocacy coalition supporting this work.

Tasks Along the River – Stepping Stones and Shared Work

A. Engagement with Indigenous Women, Girls, Youth and 2SLGBTQIA+

- Continued engagement with Indigenous women, girls, youth and 2SLGBTQIA+ to ensure their voices remain at the centre of this work.

B. Relationship building, knowledge sharing, and trust building with BC and Canada

- Continued advocacy to promote mandatory safety, prevention, accountability measures, and cultural training for Industry workers.
- Continued engagement with ministry and industry partners on inclusion of GBA+ in Impact Benefit Agreements (IBA's).
- Explore opportunities and pathways to establish a dedicated sustainable fund for communities to access for community safety planning related to resource extraction.

C. Relationship building, knowledge sharing, and trust building with Industry

- Continued advocacy to promote mandatory safety, prevention, accountability measures, and cultural training for Industry workers.

- Meet with Association for Mineral Exploration to review current legislation and garner advice on which step of permitting could include negotiations for mandatory training. Also potential to partner and speak to GBV at Association events to start canvassing for industry supporters.
- Meet with Women in Mining BC and Young Mining Professionals to canvass for support, opportunity to speak to GBV at industry events.
- Explore opportunities and pathways to establish a dedicated sustainable fund for communities to access for community safety planning related to resource extraction.
- Advocate for broad accountability measures and data transparency/reporting.
- Partnership with Industry associations including Business Council of BC.
- Engagement with Canadian Association of Petroleum Producers - Create a dialogue with CAPP to embed Indigenous women's safety within reconciliation plans.

D. Relationship building, knowledge sharing, and trust building with Indigenous partners

- Expand upon efforts to build a robust national Indigenous Advocacy Coalition.
 - Partnership with Native Women's Association of BC and Canada.
 - Joint advocacy with First Nations Energy and Mining Council.
 - Partnership with First Nations Leadership Council.
 - Work with Coalition on MMIWG2SLGBTQIA+.
- Meet with Tahltan First Nation and other active First Nations in BC to discuss prevention methods they have in place and garner support as an industry supporter.

E. Relationship building, knowledge sharing, and trust building with Local Government

- Work with municipalities and regional districts to include Indigenous women's safety conditions in permits for camps not captured by EA processes.
- Explore opportunities and pathways to establish a dedicated sustainable fund for communities to access for community safety planning related to resource extraction.

F. Annual Safety and Resource Development Roundtable

- Convene a yearly roundtable with First Nations and Indigenous organizations, government, and industry to review data, share practices, highlight successes, bring forward concerns/challenges, and agree on next actions.

Sub-goal 8.3: Strengthen Indigenous-led Safety, Protection, and Prevention Ensuring government and industry practices are accountable and responsive to Indigenous women's safety.

Tasks Along the River – Stepping Stones and Shared Work

A. Create a community toolkit for First Nations

- Toolkit will include:
 - Minimum safety measures and mining/industry protocols to provide to First Nations in BC (e.g. proposed mandatory criminal record checks for camp workers).
 - Funding opportunities for them to create their own safety plans considering the needs of their individual communities.

- Legal mechanisms available to support accountability including but not limited to reporting violence.
- Support services inventory (Keepers of the Circle).
- Create draft inserts for interested communities to include in IBA's.
 - Include advocacy for Indigenous Liaisons (Providing example job descriptions).
- Trauma informed language and protocols.
- Proposed transparency and accountability requirements for industry.
- Provide training on toolkit for First Nations communities.
- Co-develop toolkit material in alignment with other First Nations (i.e. Wood Fibre LNG).

B. Training for industry, industry workers and camp operators

- Leverage existing work to cultural safety training curriculum which includes (but is not limited to) content related to GBV+, IPV, harassment and trafficking awareness, increased drug and alcohol impacts on Indigenous women, girls and 2SLGBTQIA+.
 - Uplift and support with *Keepers of the Circle*, the First Nations Leadership Council (FNLC) and other organizations already advancing this work.
- Pilot the curriculum with one proponent in one region.
- Work with the BC Institute of Technology (BCIT) to co-develop training curriculum for all people in the trades.

C. Work with communities who are interested in using the Community-Based Justice Fund (CBJF) funding on Women's safety

- Promote CBJF and potential uses of the funding for the purpose of enhancing Indigenous women's safety related to resource extractive industries and practices.

Those Who Carry the Canoe

****Please see attached Appendix A: Implementation Plan Tables for Detailed list of Collaborators***

In the work ahead, it is essential that many hands and voices help carry the canoe, the implementation of Strategy 8 cannot move forward without collaboration. It requires a holistic approach that recognizes that all things are connected. Everyone has a role to play, and meaningful change happens when we work together. Our matriarchs, elders and knowledge keepers provide grounding and clarity, ensuring our work is rooted in Indigenous ways of knowing. Our Youth carry vision for the future, bringing perspectives needed on what long-term change should look like and include. Our Indigenous families and nations are who we are accountable to, they give us the lived realities and priorities that will help inform a distinction-based approach.

Our Indigenous-led and allied organizations will support and contribute through a structured and coordinated approach ensuring work underway is not duplicated, and to ensure we are lifting up work already underway. We need our government and industry partners to support in removing barriers, supporting alignment across systems, and lobbying for legislation and policy change. Each plays a different but necessary role, so the weight of implementation is shared, balanced, and moved forward with collective strength. Without all of us carrying our part of the canoe, the journey will be longer and harder.

Seasons of Change - A Living Timeline

**Please see attached Appendix A: Implementation Plan Tables for Timeline*

The timelines for this project were developed using Coyote’s Berry Patch of Justice, which organizes strategies into short-term berries representing (ripe and ready for action 1-3 years), medium-term berries (patience required 4-6 years), and long-term berries (for those big, juicy dreams 7-10 years) based on readiness, impact, and alignment with BCFNJC’s strategic priorities. While this structure helps pace the work over 1–10 years, the Women’s Team recognizes that meaningful change extends far beyond a timeline. Real progress will require ongoing commitment from partners, sustained and reliable funding, and continued advocacy to transform policies, legislation, and the systemic racism embedded in current justice and social systems.

What We Carry in the Basket– Tools, Knowledge, and Support

In order to protect and prevent our Indigenous women, girls, and 2SLGBTQIA+ from the impacts of man camps and resource extraction we need the benefit of the following internal and external resources:

Internal Resources and Funding for Implementation

**Note that Internal Funding is for the Implementation of all Three Priority Strategies*

INTERNAL CAPACITY NEEDS	TIME FRAME	FUNDING PER YEAR	TOTAL FUNDING	RESPONSIBILITY
Indigenous women and 2SLGBTQIA+ Project Manager	3 years	\$120,000	\$360,000	Funding from Provincial and Federal Government
Indigenous women and 2SLGBTQIA+ Policy Analysts (2)	3 years	\$80,000 (2)	\$480,000	Funding from Government
Indigenous women and 2SLGBTQIA+ Researchers (2)	3 years	\$75,000 (2)	\$450,000	Funding from Provincial and Federal Government
Indigenous women and 2SLGBTQIA+ Administrator	3 years	\$ 60,000	\$180,000	Funding from Provincial and Federal Government
Indigenous women and 2SLGBTQIA+ Data	3 years	\$90,000	\$270,000	Funding from Provincial and Federal Government

and Technology Analyst				
Policy Lawyer	3 Years	\$130,000	\$390,000	Funding from Provincial and Federal Government
Professional Development	3 Years	\$5000.00 per employee	\$105,000	Funding from Provincial and Federal Government
Operational Cost per Employee (Training, Equipment, HR, office supplies, hardware etc.)	3 Years	\$10,000 per employee	\$210,000	Funding from Provincial and Federal Government
Travel and Community Engagement	3 years	\$1500 (2) 3 x Year	\$27,000	Funding from Provincial and Federal Government
Honorarium and Gifts	3 Years	\$5000.00	\$15,000	Funding from Provincial and Federal Government

Internal Resources (No Cost) for Implementation

**Note that Internal Funding is for the Implementation of all Three Priority Strategies*

INTERNAL STAFF SUPPORT	TIME FRAME	NEED	RESPONSIBILITY
Elders and Knowledge Keepers Council (EKKC)	3 years	Provide cultural grounding, holistic guidance, and support for staff well being and implementation process.	BCFNJC
IJC Aunties	3 years	Collaboration to ensure implementation is aligned and known across the IJC front line workers	BCFNJC
Council Representatives	3 years	Guides implementation through strategic leadership and strengthens government collaboration for action	BCFNJC
All BCFNJC Bundles (Policing, Gladue, Courts, Corrections, Youth, Restorative Justice)	3 years	Cross collaboration to weave implementation throughout all work of the justice council.	BCFNJC
Communications Team	3 years	Support public awareness and education through internal social media networks	BCFNJC

External Resources and Funding for Implementation

EXTERNAL PARTNERS	TIME FRAME	RESOURCE/FUNDING NEED	TYPE OF SUPPORT
FNLC and AFN	3 years	Endorsement by resolution and enhanced advocacy from our PTO's to government and industry	Endorsement/Resolutions
First Nations police organizations (CTA), Tribal police (SA), and Land Defenders	3 years	Support and advocacy	MOU's/Service Agreements
Indigenous Partners (NWAC, MMIWG2SLGBTQIA+ Coalition, FNEMC etc.)	3 years	Coalition building, political advocacy, cultural safety leadership, education, endorsement, and alignment	Endorsement, Resolutions, Service Agreements, Advocacy
Major Banking Corporations (RBC/CIBC/Scotia etc.)	3 years	Approach major banking corporations and utilize their responsibility under the Reconciliation Action Plans	Service Agreements
Major Industry Providers (Mining, Oil and Gas and Forestry)	3 years	Capacity funding from industry for communities to train Indigenous liaisons and support in increased surveillance such as security and safe transportation programs	Funding, Service Agreements
Major Industry Providers (Mining, Oil and Gas and Forestry)	3 years	MOU's and service agreements to establish relationships with industry (mining, oil and gas, forestry)	MOU's/Service Agreements
Major Industry Providers (Mining,	3 years	Professional Development to enhance cultural	Training Contracts

Oil and Gas and Forestry)		competency training as it relates to Strategy 8.	
First Nations, Indigenous Organizations, Government, Industry	3 years	Access to external fiscal, operational reporting documents and disaggregated data that First Nations, Indigenous organizations, industry and government hold	Reporting and data sharing frameworks and agreements
Ministry of Finance	3 years	Access to Treasury Board to establish sustainable and accessible funding for communities to help support in grant writing	Reporting and data sharing frameworks and agreements
Tech Companies	3 years	Access to innovative tech support to provide space for practical implementation of safety tool kit	Funding
Environmental Assessment Office	3 years	Access to EA information including permitting, assessment pathways, insight into project review processes	Reporting and data sharing frameworks and agreements

Strategy 9: Crisis Response



Aligned Recommendations for Lines of Action A and B

Calls for Justice	UNDRIP	Red Women Rising	Highway of Tears
1.8; 1.9; 3.3; 3.4; 3.5; 4.4; 4.7; 4.8; 5.6; 9.5vi	2; 9; 21; 24; 35;	9 (pg.163); 9 f (pg.166); 15 (pg.164)	16-22; 23; 24

Rooted in the Vision – Our Story So Far

“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:

LOA 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 MMIWG2SLGBTQIA+ 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.
- 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.

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

Pathways we are Walking– Our Shared Vision and Teachings

Broad Goal

Establish a coordinated, culturally safe, and Indigenous-led crisis-response system that protects the lives, safety, and dignity of Indigenous women, girls, youth, and 2SLGBTQIA+ people through prevention, rapid action, and cross-government/cross-sector collaboration.

Objective

Ensure that when an Indigenous woman, girl, or youth or 2SLGBTQIA+ person goes missing, faces violence, or is at risk, the response is immediate, trauma-informed, and guided by Indigenous leadership rather than fragmented by jurisdictional barriers.

Sub-goal 9.1: Gathering and Analyzing the Data (Research, Evaluation, and Communication) To ensure that all advocacy, policy recommendations, and preventative measures are informed by current, accurate, community-relevant and Indigenous focused data. This includes tracking government actions, first on the scene and emergency response current protocols and policy, and Indigenous-led advocacy related to establishing a coordinated, culturally safe, and Indigenous-led crisis-response system.

Tasks Along the River – Stepping Stones and Shared Work

- A. Conduct environmental scan on what currently exists when an Indigenous woman, girl and 2SLGBTQIA+ is missing and or found murdered:**
 - Data and Gap analysis – examine what data exists through a rights-based analysis and FNLC mandate alignment.
 - Outline current existing tools and funding regarding community crisis response planning.
 - Analysis of current Crisis Response Plans and grassroots organizations within First Nations and Indigenous communities in BC and other key jurisdictions (Butterflies in Spirit etc.).
 - Alert systems in other jurisdictions, provinces and countries - Review the Manitoba pilot, AMBER, Silver Alert, and U.S. MMIW systems. Summarize outcomes and governance models in a five-page policy brief with recommendations for BC.

- List of current training for frontline workers and first responders (search and rescue, police, firefighters, coroners etc.).

B. Cost of Inaction Analysis

- Quantify social and fiscal costs associated with not responding to a crisis. Use justice, health, front line workers, first responders, policing and funeral home data to estimate cost avoidance from prevention. Potential to link to BCFNJC's Data for Sustainability project.

C. Data Sharing and Indicator Alignment

- Establish simple data sharing agreements on MMIWG2SLGBTQIA+ with front line workers and first responders in a manner that reflects and adheres to the principles of OCAP, CARE, and FAIR.

Sub-goal 9.2: Strengthen Community-Led Response and Early Alert Capacity Ensure communities have the capacity and support to develop nation specific templates for crisis response while strengthening and advocating for existing, and new, early alerting capacity in BC.

Tasks Along the River – Stepping Stones and Shared Work

A. Create a Community Crisis Response Template

- Work with Title and Rights Holders and grassroots organizations to co-design a two-page protocol describing immediate steps, contact lists, and culturally safe practices for the MMIWG2SLGBTQIA+ crisis.
- Work with First Nations, Indigenous communities and organizations to develop a template crisis response plan that can easily be tailored to various regions of the province.
- Collaborate with First Nations, Indigenous communities who have already done the work to and identify common elements, gaps and region-specific needs.
- Take the two-page protocol and pilot with two Nations and refine.

B. Embed Crisis Protocols in BCFNJC Services

- Review the template with the EKKC.
- Integrate the template into Community Justice Programs, Aunties Toolkit, and BCFNJC Helpline; provide training for staff and partners.
- Crisis response training and capacity building for all IJC staff.

C. Advocate for a Provincial Red Dress Alert System

- Continue work with PSSG and Justice Canada to design a Red Dress Alert.
- Support and uplift existing First Nations, Indigenous organizations and grassroots who have been advocating for the Red Dress Alert.
- Develop a policy paper on governance, privacy, and integration with BC's Emergency Alert infrastructure.

D. Explore Interim Communication Tools through HAWK App

- Partner with HAWK Communications to pilot an Indigenous-led alert and coordination app connecting families, Nations, and law enforcement. Collect user feedback and performance data.

E. Community Training and Information Sessions

- Deliver regional workshops on crisis protocols, alert systems, and communication tools; evaluate learning outcomes with pre-/post-surveys.

Sub-goal 9.3: Improve Coordination Across Policing, Justice, and Social Systems Improve coordination across all system actors through shared protocols and partnerships with aligned data tracking to ensure our Indigenous women, girls and 2SLGBTQIA+ receive timely and sensitive responses.

Tasks Along the River – Stepping Stones and Shared Work

A. Shared Protocol with Police and First Responders

- Review existing RCMP and municipal police protocols and add Indigenous liaison contacts and notification standards. Pilot in one region and evaluate results.
- Identify gaps related to culturally appropriate crisis response processes.
- Identify the threshold for notification to Nations and families for when an Indigenous woman, girl or 2SLGBTQIA+ goes missing and or is murdered.

B. Training for all System Actors

- Mandatory cultural safety and core standards training for those who are first on scene including but not limited to: police, RCMP, fire fighters, ambulance, search and rescue and investigators.

C. Liaison Agreements with Social and Health Services

- Identify key service partners, map out how information is currently shared and identify gaps.
- Co-develop information-sharing agreements between all system actors with MCFD and Health Authorities to ensure trauma-informed support during crises.

D. Crisis Response Navigation Hub

- Build a digital hub on the BCFNJC website with resources, regional contacts, and guides for families and responders.

E. Tripartite Data Alignment for Crisis Tracking

- Work with Tripartite Working Group on Data to include Indigenous women's crisis response indicators within Tracking Justice Update frameworks.

Sub-Goal 9.4: Expand Indigenous-Led Safety Infrastructure Expand Indigenous-led safety infrastructure by developing new, and enhancing, existing safe spaces and supports through partnerships, joint advocacy and community led initiatives.

A. Safe Space and Shelter Partnership Network

- Catalogue Indigenous-led shelters and support spaces; develop MOUs for priority access in crisis events.
- Collaborate with hotels (Sandman, Best Western etc.), event centres, schools, community centres, recreation facilities in main city hubs and rural communities to create shared agreements for access to safe gathering spaces.

B. Regional Crisis Response Liaison

- Advocate for funding to recruit and train Indigenous crisis liaisons to assist families when a loved one goes missing and or is murdered.
- Liaison will work with police to ensure families have access to wrap around cultural supports.

C. Joint Advocacy with Indigenous Women's Organizations

- Coordinate advocacy with the Native Women's Association of Canada (NWAC) and others to create an Indigenous Crisis Response Fund within existing GBV allocations.

D. Community Safety Pilot Projects

- Advocate for funding to support a First Nation to pilot integrated safety teams linking justice, health, and housing supports.

Sub-Goal 9.5 Strengthen Evaluation and Public Education Promote transparency, accountability, and more informed public and policy responses and awareness to crises as it relates to the MMIWG2+ genocide.

A. Annual Crisis Response Policy Brief and Report Card

- Summarize progress and lessons learned in a short annual brief for the 204 First Nations, BCNFJC Council and the FNLC.
- Create a report card for First Responders such as RCMP, ambulance, fire fighters and search and rescue to publicly measure their transparency, accountability, and responses to the MMIWG2SLGBTQIA+ crisis.
- This report card will include progress made on relevant recommendations under the Calls for Justice (CFJ), Red women Rising report and the Highway of Tears Symposium report.

B. Public Awareness Campaign

- Launch a digital and radio campaign highlighting crisis response success stories and early reporting importance.

Those Who Carry the Canoe

****Please see attached Appendix A: Implementation Plan Tables for Detailed list of Collaborators***

In the work ahead, it is essential that many hands and voices help carry the canoe, the implementation of Strategy 9 cannot move forward without collaboration. It requires a holistic approach that recognizes that all things are connected. Everyone has a role to play, and meaningful change happens when we work together. Our matriarchs, elders and knowledge keepers provide grounding and clarity, ensuring our work is rooted in Indigenous ways of knowing. Our Youth carry vision for the future, bringing perspectives needed on what long-term change should look like and include. Our Indigenous families and nations are who we are accountable to, they give us the lived realities and priorities that will help inform a distinction-based approach.

Our Indigenous-led and allied organizations will support and contribute through a structured and coordinated approach ensuring work underway is not duplicated, and to ensure we are lifting up work already underway. We need our government and industry partners to support in removing barriers,

supporting alignment across systems, and lobbying for legislation and policy change. Each plays a different but necessary role, so the weight of implementation is shared, balanced, and moved forward with collective strength. Without all of us carrying our part of the canoe, the journey will be longer and harder.

Seasons of Change – A Living Timeline

**Please see attached Appendix A: Implementation Plan Tables for Timeline*

The timelines for this project were developed using Coyote’s Berry Patch of Justice, which organizes strategies into short-term berries representing (ripe and ready for action 1-3 years), medium-term berries (patience required 4-6 years), and long-term berries (for those big, juicy dreams 7-10 years) based on readiness, impact, and alignment with BCFNJC’s strategic priorities. While this structure helps pace the work over 1–10 years, the Women’s Team recognizes that meaningful change extends far beyond a timeline. Real progress will require ongoing commitment from partners, sustained and reliable funding, and continued advocacy to transform policies, legislation, and the systemic racism embedded in current justice and social systems.

What We Carry in the Basket– Tools, Knowledge, and Support

To guarantee that when Indigenous women, girls, and 2SLGBTQIA+ go missing and/or are found murdered they receive the response and care they deserve we need the benefit of the following internal and external resources:

Internal Resources and Funding for Implementation

**Note that Internal Funding is for the Implementation of all Three Priority Strategies*

CAPACITY NEEDS	TIME FRAME	FUNDING PER YEAR	TOTAL FUNDING	RESPONSIBILITY
Indigenous women and 2SLGBTQIA+ Project Manager	3 years	\$120,000	\$360,000	Funding from Provincial and Federal Government
Indigenous women and 2SLGBTQIA+ Policy Analysts (2)	3 years	\$80,000 (2)	\$480,000	Funding from Government
Indigenous women and 2SLGBTQIA+ Researchers (2)	3 years	\$75,000 (2)	\$450,000	Funding from Provincial and Federal Government
Indigenous women and 2SLGBTQIA+ Administrator	3 years	\$ 60,000	\$180,000	Funding from Provincial and Federal Government
Indigenous women and 2SLGBTQIA+ Data and Technology Analyst	3 years	\$90,000	\$270,000	Funding from Provincial and Federal Government

Policy Lawyer	3 Years	\$130,000	\$390,000	Funding from Provincial and Federal Government
Professional Development	3 Years	\$5000.00 per employee	\$105,000	Funding from Provincial and Federal Government
Operational Cost per Employee (Training, Equipment, HR, office supplies, hardware etc.)	3 Years	\$10,000 per employee	\$210,000	Funding from Provincial and Federal Government
Travel and Community Engagement	3 years	\$1500 (2) 3 x Year	\$27,000	Funding from Provincial and Federal Government
Honorarium and Gifts	3 Years	\$5000.00	\$15,000	Funding from Provincial and Federal Government

Internal Resources (No Cost) for Implementation

**Note that Internal Funding is for the Implementation of all Three Priority Strategies*

INTERNAL STAFF SUPPORT	TIME FRAME	NEED	RESPONSIBILITY
Elders and Knowledge Keepers Council (EKKC)	3 years	Provide cultural grounding, holistic guidance, and support for staff well being and implementation process.	BCFNJC
IJC Aunties	3 years	Collaboration to ensure implementation is aligned and known across the IJC front line workers	BCFNJC
Council Representatives	3 years	Guides implementation through strategic leadership and strengthens government collaboration for action	BCFNJC
All BCFNJC Bundles (Policing, Gladue, Courts, Corrections, Youth, Restorative Justice)	3 years	Cross collaboration to weave implementation throughout all work of the justice council.	BCFNJC
Communications Team	3 years	Support public awareness and education through internal social media networks	BCFNJC

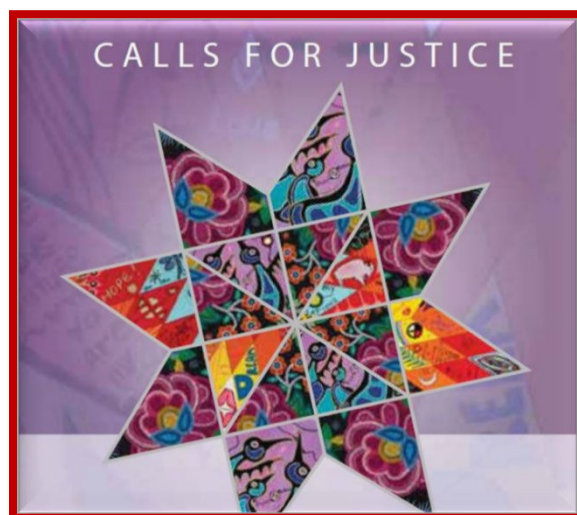
External Resources and Funding for Implementation

EXTERNAL PARTNERS	TIME FRAME	RESOURCE/FUNDING NEED	TYPE OF SUPPORT
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FNLC, AFN and Indigenous Women's Organizations	3 years	Endorsement by resolution and enhanced advocacy from our PTO's and Indigenous women's organizations to government	Endorsement/Resolutions, Advocacy
First Nations, Indigenous Organizations, Government, First Responders	3 years	Access to external fiscal, operational reporting documents and disaggregated data that First Nations, Indigenous organizations, first responders and government hold	Reporting and data sharing frameworks and agreements
First Nations, Indigenous Organizations, Government, First Responders	3 Years	To facilitate, advocate, support, inform and co-develop an indigenous-led crisis response standard template and alert system, that can be tailored dependent on community and integrated into internal systems	Information sharing agreements
Tech Companies, HAWK	3 Years	Access to innovative tech support to provide space for practical implementation of Crisis Response	Funding
First Nations, Indigenous Organizations, Government, First Responders	3 Years	Professional Development to enhance cultural competency training as it relates to Strategy 9	Training Contracts
First Nations, Indigenous Organizations, MCFD, Health Authorities	3 Years	Information sharing agreements for aligned responses across all system actors	Information Sharing Agreement
Indigenous-led and Allied Safe Houses and Shelters, Hotels Event Centres, Schools, Recreation Facilities	3 years	Agreements and partnerships to secure culturally safe spaces during crisis and for family to gather	Funding, MOU's/Service Agreements
Provincial and Federal funding bodies	3 years	Capacity funding for communities to train Indigenous liaisons and support in increased community	Funding

		capacity for integrated safety teams	
Indigenous Partners	3 years	Coalition building, political advocacy, cultural safety leadership, education, endorsement, and alignment	Endorsement, Resolutions, Service Agreements, Advocacy

Strategy 15: Legislation and Policy



Aligned Recommendations for Lines of Action A

Calls for Justice	UNDRIP	Red Women Rising	Highway of Tears
1.2; 1.9; 1.11; 2.2; 5.1; 5.2; 5.3; 5.4; 5.6; 5.8; 5.14; 5.18; 5.19; 5.20; 5.21; 5.22; 9.2i; 9.5ii,iii,iv	18; 19; 27; 28; 29; 35; 38	5 (pg.155); 10 (pg.156); 13 & 14 (pg.156); 29 (pg.158); 4 (pg.162); 2 & 4 & 7 (pg.165); 10-11 (pg.166); 2 & 4 & 7 (pg.168); 11-21 (pg.169-170); 3 (pg.172); 15 (pg.173); 18 (pg.174)	N/A

Rooted in the Vision – Our Story so Far

“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:

LOA 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.

Pathways we are Walking– Our Shared Vision and Teachings

Broad Goal

Align provincial and federal legislation, regulations, and policies with the Indigenous Women’s Justice Plan (IWJP) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) to eliminate systemic barriers and strengthen safety, equality, and self-determination for Indigenous women, girls, and 2SLGBTQIA+ people.

Objective

Ensure that laws, policies, and justice frameworks in British Columbia and Canada explicitly recognize and protect the rights and safety of Indigenous women, girls, and 2SLGBTQIA+ people through measurable, evidence-based reform.

Sub-Goal 15.1 Strengthen Internal Alignment and Governance Integration Strengthen internal alignment and governance integration by embedding the IWJP principles consistently across BCFNJC programs and leadership decision-making.

Tasks Along the River – Stepping Stones and Shared Work

A. Review of IWJP Principles Across BCFNJC Programs

- Review BCFNJC programs and policies (Community Justice, Aunties, Legal Aid) to map existing IWJP alignment. Identify gaps and prepare a short policy brief with recommendations for integration.

B. Leadership Briefings on IWJP Integration

- Conduct quarterly briefings for Council and senior management to ensure IWJP objectives are integrated into decision-making.

Sub-Goal 15.2 Conduct Policy and Legislative Reviews with Government Partners

Strengthen shared accountability and support systemic transformation toward a safer and more equitable justice system for Indigenous women, girls and 2SLGBTQIA+ by conducting policy and legislation reviews as it relates to Strategy 8 and 9.

Tasks Along the River – Stepping Stones and Shared Work

A. Environmental Scan of Gender-Inclusive Justice Reform

- Review domestic and international gender-based legislative reforms (e.g., New Zealand Family Violence Reform, Manitoba Victim Services model) and document best practices.

B. Thematic Review A: Strategy 8 Man Camps, Resource Extraction and Land Exploitation

- Aligning with UNDRIP and the BC First Nations Justice Strategy using a GBA+ lens, map all justice sector statutes currently in force.
- Review the following including but not limited to the Mines Act, Environmental Assessment Act to address bias and ensure trauma-informed practice and protection of Indigenous women’s safety. Coordinate findings with Strategy 8.

- Identify where statutory language conflicts with UNDRIP standards using a GBA+ lens.
- Draft amendments to key statutes.
- Advocate for legislation reform.
- Develop schedule and reporting plan.

C. Thematic Review B: Strategy 9 Crisis Response

- Aligning with UNDRIP and the BC First Nations Justice Strategy using a GBA+ lens.
- Map all justice sector statutes currently in force.
- Review the following including but not limited to the Police Act, BC Prosecution Service policies, Missing Persons Act, Emergency Management Act and court procedures to address bias and ensure trauma-informed practice and protection of Indigenous women's safety. Coordinate findings with Strategy 9.
- Identify where statutory language conflicts with UNDRIP standards using a GBA+ lens.
- Draft amendments to key statutes.
- Advocate for legislation reform.
- Develop schedule and reporting plan.

D. Legislative Policy Papers and Options Brief

- Produce short policy papers summarizing findings and identifying legislative amendments or policy adjustments. Present to Tripartite Leadership Circle.

Sub-Goal 15.3 Advance Coalition Advocacy and National Alignment Build a unified, National scope advocacy framework that supports consistent government engagement, accountability, and systemic change for Indigenous women, girls and 2SLGBTQIA+ safety and justice as it relates to strategy 8 and 9.

Tasks Along the River – Stepping Stones and Shared Work

A. Coordination with Native Women's Association of BC and Canada

- Align advocacy and submissions with BCNWA and NWAC Canada. Exchange policy papers and coordinate joint statements.

B. Expand National Advocacy Coalition on Indigenous Women's Justice

- Invite other provincial First Nations justice organizations including the FNLC and the AFN to join a cross-country advocacy table focused on Indigenous women's safety and law reform.

C. Annual Joint Advocacy Statement on Law Reform

- Co-develop and publish with the National Advocacy Coalition an annual joint statement outlining legislative priorities, progress, and next steps.

D. Policy Roundtable with BC Ministries

- Convene annual roundtable with BC ministries to coordinate policy and legislative priorities related to Indigenous women's justice and safety.

Sub-Goal 15.4 Strengthen Evaluation, Reporting, and Public Communication Enhance transparency, shared learning, and accountability while lifting and amplifying Indigenous women, girls and

2SLGBTQIA+ voices by strengthening evaluation, reporting and public communication as it relates to Strategy 8 and 9.

Tasks Along the River – Stepping Stones and Shared Work

A. Maintain and Expand Tracking Justice Update Dashboard

- Continue updating Tracking Justice with IWJP indicators such as laws reviewed, submissions made, and policy reforms achieved.
- Assign quarterly data validation cycle and staff leads.

B. Integrate with Tripartite Working Group on Data

- Work with Tripartite partners to ensure Indigenous women’s safety indicators are embedded across justice data frameworks.
- Contribute to indicator design and reporting templates.

C. Publish “Indigenous Law Reform”

- Develop story-based publication blending data and Indigenous legal principles to show how legislative reform prevents harm and reduces costs.

D. Policy Learning and Knowledge Exchange Sessions

- Hold two annual sessions to inform of progress on legislative work, align advocacy strategies, and coordinate with partners.

Those Who Carry the Canoe – Relationships, Roles, and Responsibilities

**Please see attached Appendix A: Implementation Plan Tables for Detailed list of Collaborators*

In the work ahead, it is essential that many hands and voices help carry the canoe, the implementation of Strategy 15 as it relates to strategy 8 and 9 cannot move forward without collaboration. It requires a holistic approach that recognizes that all things are connected. Everyone has a role to play, and meaningful change happens when we work together. Our matriarchs, elders and knowledge keepers provide grounding and clarity, ensuring our work is rooted in Indigenous ways of knowing. Our Youth carry vision for the future, bringing perspectives needed on what long-term change should look like and include. Our Indigenous families and nations are who we are accountable to, they give us the lived realities and priorities that will help inform a distinction-based approach.

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What We Carry in the Basket– Tools, Knowledge, and Support

To ensure that laws, policies, and justice frameworks in British Columbia and Canada explicitly recognize and protect the rights and safety of Indigenous women, girls, and 2SLGBTQIA+ people through measurable, evidence-based reform we need the benefit of the following internal and external resources:

Internal Resources and Funding for Implementation

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External Resources and Funding for Implementation

EXTERNAL PARTNERS	TIME FRAME	RESOURCE/FUNDING NEED	TYPE OF SUPPORT
FNLC, AFN and Indigenous Women's Organizations	3 years	Endorsement by resolution and enhanced advocacy from our PTO's and Indigenous women's organizations to government	Endorsement/Resolutions, Advocacy

Government	3 years	Support in the review of legislation and policy	Legislation drafting support
BCNWA, NWAC, National Advocacy Coalition, Government	3 years	Coalition building, advocacy, cultural safety leadership, education, endorsement, and alignment	Endorsement, Resolutions, Service Agreements, Advocacy
First Nations, Indigenous Organizations, Government	3 years	Access to external fiscal, operational reporting documents and disaggregated data that First Nations, Indigenous organizations, first responders and government hold	Reporting and data sharing frameworks and agreements
Indigenous Partners	3 years	Coalition building, political advocacy, cultural safety leadership, education, endorsement, and alignment	Endorsement, Resolutions, Service Agreements, Advocacy

Appendix A: Implementation Plan Tables

Strategy 8: Man Camps, Resource Extraction and Land Exploitation

Note: Key Collaboratives for all Goals will be inclusive of all 204 First Nations, BC First Nations Justice Council (BCFNJC), the Indigenous Justice Secretariat (IJS), the First Nations Leadership Council (FNLC) which is comprised of (BCAFN), First Nations Summit (FNS), Union of BC Indian Chiefs (UBCIC) that represents the collective interests of the 204 First Nations in the province. The FNLC has endorsed through resolution the IWJP in the Fall of 2024 and the Priority Strategies in Fall of 2025.

Key Collaborator Legend

EAO: Environmental Assessment Office	MCM: Mining and Critical Minerals	NRCan UNDA: NRCan UN Declaration Act Shared Priority Measure Team	JFG: Justice for Girls
IRR: Indigenous Relations and Reconciliation	TT: Transportation and Transit	BCAAFC: The BC Association of Aboriginal Friendship Centres	BCNWA: BC Native Women's Association
LAB: Ministry of Labour	INF: Infrastructure	BWSS: Battered Womens Support Services	UBCM: Union of BC Municipalities
PSSG: Public Safety and Solicitor General	EP: Environment and Parks	CSFS: Carrier Sekani Family Services	(BCIT) BC Institute of Technology
CFD: Child and Family Development	WLRS: Ministry of Water Land and Resource Stewardship (WLRS)	EVA: Ending Violence Association	FNEMC: First Nations Energy and Mining Council
ECS: Energy and Climate Solutions	DAS: Declaration Act Secretariat	MACIW: Ministry Advisory Council of Indigenous women	BCBC: Business Council of BC
AMEBC: Association for Mineral Exploration	WIMBC: Women In Mining BC	BCER: BC Energy Regulator	IAMC: The Indigenous Advisory and Monitoring Committee
CAPP: Canadian Association of Petroleum Producers	RIGC: BC Regional Information Governance Centre		

Sub-Goal 8.1 Gathering and Analyzing the Data

Initiative	Key Activities	Key collaborators	Timelines
A. Conduct Environmental Scan	Conduct environmental scan on the impacts of resource extractive industries on Indigenous Women's Safety.	Government Partners: DAS, EAO, IRR, NRCan UNDA, PSSG Indigenous and Allied Partners: BCNWA Firelight, FNEMC, IAMC,	Ripe and Ready to Pick 1-3 Years

		JFG, Keepers of the Circle, MAICW, RIGC	
B. Cost of Inaction Analysis	Quantify social and fiscal costs of camp-related violence and harassment. Use justice, health, and policing data to estimate cost avoidance from prevention. Potential to link to BCFNJC's Data for Sustainability project.	Government Partners: DAS, EAO, IRR, NRCan UNDA, PSSG Indigenous and Allied Partners: BCNWA, Firelight, IAMC, JFG, Keepers of the Circle, MAICW	Ripe and Ready to Pick 1-3 Years
C. Data Sharing and Indicator Alignment	Establish simple data sharing agreements on safety-related incidents with industry in a manner that reflects and adheres to the principles of OCAP.	Government Partners: DAS, EAO, ECS, EP, IRR, MCM, NRCan UNDA, PSSG, WLRS Industry Partners: Large Industry Corporations, Subcontractors and accommodation service providers (if capacity) Indigenous led and Allied: FNEMC, IAMC	Ripe and Ready to Pick 1-3 Years

Sub-Goal 8.2 Coalition Building and Coordinated Advocacy

Initiative	Key Activities	Key collaborators	Timelines
A. Engagement with Indigenous Women, Girls, Youth and 2SLGBTQIA+	Continued engagement with Indigenous women, girls, youth and 2SLGBTQIA+ to ensure their voices remain at the centre of this work.	Government Partners: CFD, MACIW Indigenous and Allied Partners: BCAAFC, BCNWA, CSFS, Firelight, JFG, Keepers of Circle	Ripe and Ready to Pick 1-3 Years
B. Relationship Building with BC and Canada	Relationship building, knowledge sharing, and trust building with BC and Canada.	Government Partners: All identified government partners who identified as implicated in the work	Ripe and Ready to Pick 1-3 Years
C. Relationship Building with Industry	Relationship building, knowledge sharing, and trust building with Industry.	Government Partners: DAS, EAO, ECS, EP, IRR, MCM, PSSG Industry Partners: AMEBC, BCBC, CAPP, WIMBC Indigenous and Allied Partners: FNEMC, IAMC	Ripe and Ready to Pick 1-3 Years
D. Relationship Building with Indigenous Partners	Relationship building, knowledge sharing, and trust building with Indigenous partners.	Indigenous and Allied Partners: BCNWAC, FNEMC, MMIWG2SLGBTQIA+ Coalition, Tahltan Nation	Ripe and Ready to Pick 1-3 Years
E. Relationship Building with Local Governments	Relationship building, knowledge sharing, and trust building with Local Governments.	Local Governments: Local government representatives, UBCM Indigenous and Allied Partners: BCAAFC, Community Living BC, Inclusion BC, Tribal Associations, Urban Indigenous Organizations	Ripe and Ready to Pick 1-3 Years
F. Annual Safety and Resource Development Roundtable	Convene a yearly roundtable with government, industry, and Indigenous organizations to review data, share practices, highlight successes, bring forward concerns/challenges, and agree on next actions.	Government Partners: DAS, EAO, ECS, EP, IRR, MCM, PSSG Industry Partners: Large Industry Corporations Indigenous and Allied Partners: Firelight, FNEMC, IAMC, Indigenous Advisory Council, Keepers of the Circle	Ripe and Ready to Pick 1-3 Years

Sub-Goal 8.3 Strengthen Indigenous-led Safety, Protection, and Prevention

Initiative	Key Activities	Key collaborators	Timelines
A. Community Toolkit	Create a community toolkit for First Nations	Government Partners: EAO, PSSG Indigenous and Allied Partners: Firelight, Keepers of the Circle, Woodfibre LNG	Ripe and Ready to Pick 1-3 Years
B. Training for Industry, Industry Workers and Camp Operators	Leverage existing work to cultural safety training curriculum which includes (but is not limited to) content related to harassment and trafficking awareness, drug and alcohol, etc.	Government Partners: EAO, PSSG Industry Partners: BCIT Indigenous and Allied Partners: Firelight, Keepers of the Circle, Woodfibre LNG	Ripe and Ready to Pick 1-3 Years
C. Promote the CBJF	Work with communities who are interested in using CBJF funding on Women's safety	Indigenous and Allied Partners: Firelight, Keepers of the Circle, MMIWG2SLGBTQIA+ Coalition	Ripe and Ready to Pick 1-3 Years

Strategy 9: Crisis Response

Note: Key Collaboratives for all Goals will be inclusive of all 204 First Nations, BC First Nations Justice Council (BCFNJC), the Indigenous Justice Secretariat (IJS), the First Nations Leadership Council (FNLC) which is comprised of (BCAFN), First Nations Summit (FNS), Union of BC Indian Chiefs (UBCIC) that represents the collective interests of the 204 First Nations in the province. The FNLC has endorsed through resolution the IWJP in the Fall of 2024 and the Priority Strategies in Fall of 2025.

Key Collaborator Legend

AG: Attorney General	TT: Transportation and Transit	BCAAFC: The BC Association of Aboriginal Friendship Centres	BCNWA: BC Native Women's Association
CITZ: Citizen's Services	INF: Infrastructure	BWSS: Battered Womens Support Services	EVA: Ending Violence Association
PSSG: Public Safety and Solicitor General	EP: Environment and Parks	CSFS: Carrier Sekani Family Services	FILU: BC Family Information Liaison Unit
CFD: Child and Family Development	SDPR: Social Development and Poverty Reduction	EVA: Ending Violence Association	HLTH: Health
HMA: Housing and Municipal Affairs	DAS: Declaration Act Secretariat	MACIW: Ministry Advisory Council of Indigenous women	

Sub-Goal 9.1 Gathering and Analyzing the Data

Initiative	Key Activities	Key collaborators	Timelines
A. Conduct Environmental Scan	Conduct environmental scan on what currently exists when an Indigenous woman, girl and 2SLGBTQIA+ is missing and or found murdered.	Government Partners: AG, CFD, DAS, FILU, IRR, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
B. Cost of Inaction Analysis	Quantify social and fiscal costs associated with not responding to a crisis. Use justice, health, front line workers, first responders, policing and funeral home data to estimate cost avoidance from prevention. Potential to link to BCFNJC's Data for Sustainability project.	Government Partners: AG, CFD, DAS, FILU, HLTH, HMA, IRR, MACIW, PSSG, SDPR Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, RIGC, Tears of Hope	Ripe and Ready to Pick 1-3 Years

C. Data Sharing and Indicator Alignment	Establish simple data sharing agreements on MMIWG2SLGBTQIA+ with front line workers and first responders in a manner that reflects and adheres to the principles of OCAP, CARE, and FAIR.	Government Partners: AG, CFD, PSSG, HMA, HLTH Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
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Sub-Goal 9.2 Strengthen Community-Led Response and Early Alert Capacity

Initiative	Key Activities	Key collaborators	Timelines
A. Community Crisis Response Template	Co-design a two-page protocol describing immediate steps, contact lists, and culturally safe practices for missing-person or violence cases. Pilot with two Nations and refine.	Government Partners: FILU, MACIW Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
B. Embed Crisis Protocols in BCFNJC Services	Integrate the template into Community Justice Programs, Aunties Toolkit, and BCFNJC Helpline; provide training for staff and partners.	Government Partners: FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
C. Advocate for a Provincial Red Dress Alert System	Continue work with PSSG and Justice Canada to design a Red Dress Alert. Develop a policy paper on governance, privacy, and integration with BC's Emergency Alert infrastructure.	Government Partners: AG, FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
D. Explore Interim Communication Tools through HAWK App	Partner with HAWK Communications to pilot an Indigenous-led alert and coordination app connecting families, Nations, and law enforcement. Collect user feedback and performance data.	Government Partners: PSSG Indigenous and Allied Partners: HAWK	Ripe and Ready to Pick 1-3 Years
E. Community Training and	Deliver regional workshops on crisis protocols, alert systems,	Government Partners: FILU, MACIW, PSSG	Ripe and Ready to Pick 1-3 Years

Initiative	Key Activities	Key collaborators	Timelines
Information Sessions	and communication tools; evaluate learning outcomes with pre-/post-surveys.	Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, HAWK, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	

Sub-Goal 9.3 Improve Coordination Across Policing, Justice, and Social Systems

Initiative	Key Activities	Key Collaborators	Timelines
A. Shared Protocol with Police and First Responders	Review existing RCMP and municipal police protocols and add Indigenous liaison contacts and notification standards. Pilot in one region and evaluate results.	Government Partners: AG, DAS, IRR, FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
B. Training for all System Actors	Mandatory cultural safety and core standards training for those who are first on scene.	Government Partners: AG, CFD, DAS, HLTH, IRR, FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
C. Liaison Agreements with Social and Health Services	Develop information-sharing agreements with MCFD and Health Authorities to ensure trauma-informed support during crises.	Government Partners: AG, CFD, DAS, HMA, HLTH, IRR, FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, CSFS	Ripe and Ready to Pick 1-3 Years
D. Crisis Response Navigation Hub	Build a digital hub on the BCFNJC website with resources, regional contacts, and guides for families and responders.	Government Partners: AG, CFD, DAS, HLTH, IRR, FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
E. Tripartite Data Alignment	Work with Tripartite Working Group on Data to include	Government Partners: AG, DAS, IRR, PSSG	Ripe and Ready to Pick 1-3 Years

Initiative	Key Activities	Key Collaborators	Timelines
for Crisis Tracking	Indigenous women's crisis response indicators within Tracking Justice Update frameworks.	Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	

Sub-Goal 9.4 Expand Indigenous-Led Safety Infrastructure

Initiative	Key Activities	Key Collaborators	Timeline
A. Safe Space and Shelter Partnership Network	Catalogue Indigenous-led shelters and support spaces; develop MOUs for priority access in crisis events.	Government Partners: AG, CFD, FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
B. Regional Crisis Response Liaison	Recruit and train Indigenous crisis liaisons to assist families during search and justice processes.	Government Partners: AG, FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
C. Joint Advocacy with Indigenous Women's Organizations	Coordinate advocacy with NWAC and others to create an Indigenous Crisis Response Fund within existing GBV allocations.	Government Partners: AG, DAS, FILU, IRR, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, NCAW, Tears of Hope	Ripe and Ready to Pick 1-3 Years
D. Community Safety Pilot Projects	Support two Nations to pilot integrated safety teams linking justice, health, and housing supports.	Government Partners: AG, CFD, DAS, HLTH, IRR, FILU, MACIW, PSSG Indigenous and Allied Partners: BCAAFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years

Sub-Goal 9.5 Strengthen Evaluation and Public Education

Initiative	Key Activities	Key Collaborators	Timeline
A. Annual Crisis Response Policy Brief and Report Card	Summarize progress and lessons learned in a short annual brief for BCFNJC Council and partners.	Government Partners: AG, FILU, MACIW, PSSG Indigenous and Allied Partners: BCA AFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years
B. Public Awareness Campaign	Launch a digital and radio campaign highlighting crisis response success stories and early reporting importance.	Government Partners: AG, FILU, MACIW, PSSG Indigenous and Allied Partners: BCA AFC, BCNWA, Butterflies in Spirit, CSFS, MMIWG2SLGBTQIA+ Coalition, Tears of Hope	Ripe and Ready to Pick 1-3 Years

Strategy 15: Legislation and Policy as it Relates to Strategy 8 and 9

Note: Key Collaboratives for all Goals will be inclusive of all 204 First Nations, BC First Nations Justice Council (BCFNJC), the Indigenous Justice Secretariat (IJS), the First Nations Leadership Council (FNLC) which is comprised of (BCAFN), First Nations Summit (FNS), Union of BC Indian Chiefs (UBCIC) that represents the collective interests of the 204 First Nations in the province. The FNLC has endorsed through resolution the IWJP in the Fall of 2024 and the Priority Strategies in Fall of 2025.

Key Collaborator Legend

AG: Attorney General	(ECS) Energy and Climate Solutions	FNEMC: First Nations Energy and Mining Council	JFG: Justice for Girls
IRR: Indigenous Relations and Reconciliation	TT: Transportation and Transit	BCAAFC: The BC Association of Aboriginal Friendship Centres	BCNWA: BC Native Women's Association
HMA: Housing and Municipal Affairs	INF: Infrastructure	BWSS: Battered Womens Support Services	UBCM: Union of BC Municipalities
PSSG: Public Safety and Solicitor General	EP: Environment and Parks	CSFS: Carrier Sekani Family Services	(BCIT) BC Institute of Technology
CFD: Child and Family Development	MCM: Mines and Critical Minerals	EVA: Ending Violence Association	HLTH: Health
EAO: Environmental Assessment Process			

Sub-Goal 15.1 Strengthen Internal Alignment and Governance Integration

Initiative	Key Activities	Key Collaborators	Timeline
A. Review of IWJP Principles Across BCFNJC Programs	Review BCFNJC programs and policies (Community Justice, Aunties, Legal Aid) to map existing IWJP alignment. Identify gaps and prepare a short policy brief with recommendations for integration.	Internal	Ripe and Ready to Pick 1-3 Years
B. Leadership Briefings on IWJP Integration	Conduct quarterly briefings for BCFNJC Council and senior management to ensure IWJP objectives are integrated into decision-making.	Internal	Ripe and Ready to Pick 1-3 Years

Sub-Goal 15.2 Conduct Policy and Legislative Reviews with Government Partners

Initiative	Key Activities	Key Collaborators	Timeline
A. Environmental Scan of Gender-Inclusive Justice Reform	Review domestic and international gender-based legislative reforms (e.g., New Zealand Family Violence Reform,	Government Partners: AG, IRR, PSSG	Ripe and Ready to Pick 1-3 Years

Initiative	Key Activities	Key Collaborators	Timeline
	Manitoba Victim Services model) and document best practices.	Indigenous and Allied Partners: MMIWG2S+ Legislation Working Group	
B. Thematic Review A: Strategy 8 Man Camps, Resource Extraction and Land Exploitation	Aligning with UNDRIP and the BC First Nations Justice Strategy using a GBA+ lens map all justice sector statutes currently in force.	Government Partners: AG, IRR, ECS, EAO, MCM, PSSG	Ripe and Ready to Pick 1-3 Years
C. Thematic Review B: Strategy 9 Crisis Response	Aligning with UNDRIP and the BC First Nations Justice Strategy using a GBA+ Lens Map all justice sector statutes currently in force.	Government Partners: AG, CFD, IRR, PSSG, TT	Ripe and Ready to Pick 1-3 Years
D. Legislative Policy Papers and Options Briefs	Produce short policy papers summarizing findings and identifying legislative amendments or policy adjustments. Present to Tripartite Leadership Circle.	Government Partners: AG, IRR, PSSG	Ripe and Ready to Pick 1-3 Years

Sub-Goal 15.3 Advance Coalition Advocacy and National Alignment

Initiative	Key Activities	Key Collaborators	Timeline
A. Coordination with Native Women's Association of BC and Canada	Align advocacy and submissions with NWAC BC and NWAC Canada. Exchange policy papers and coordinate joint statements.	Government Partners: AG, IRR, PSSG Indigenous and Allied Partners: NWAC, BCNWAC	Ripe and Ready to Pick 1-3 Years
B. Expand National Advocacy Coalition on Indigenous Women's Justice	Invite other provincial First Nations justice organizations including the FNLC and AFN to join a cross-country advocacy table focused on Indigenous women's safety and law reform.	Government Partners: AG, IRR, PSSG Indigenous and Allied Partners: AFN, BCNWAC, MMIWG2S+ Coalition, MMMWG2S+ Legislation Working Group, NWAC	Ripe and Ready to Pick 1-3 Years
C. Annual Joint Advocacy Statement on Law Reform	Co-develop and publish with the National Advocacy Coalition an annual joint statement outlining legislative priorities, progress, and next steps.	Government Partners: AG, IRR, PSSG Indigenous and Allied Partners: AFN, BCNWAC, MMIWG2S+ Coalition,	Ripe and Ready to Pick 1-3 Years

Initiative	Key Activities	Key Collaborators	Timeline
		MMMWG2S+ Legislation Working Group, NWAC	
D. Policy Roundtable with BC Ministries	Convene annual roundtable with BC ministries to coordinate policy and legislative priorities related to Indigenous women’s justice and safety.	Government Partners: AG, CFD, EAO ECS, EP, IRR, INF, PSSG, HMA, HLTH, MCM, TT Indigenous and Allied Partners: AFN, BCNWAC, MMIWG2S+ Coalition, MMMWG2S+ Legislation Working Group, NWAC	Ripe and Ready to Pick 1-3 Years

Sub-Goal 15.4 Strengthen Evaluation, Reporting, and Public Communication

Initiative	Key Activities	Key Collaborators	Timeline
A. Maintain and Expand Tracking Justice Update Dashboard	Continue updating Tracking Justice Update with IWJP indicators such as laws reviewed, submissions made, and policy reforms achieved. Assign quarterly data validation cycle and staff leads.	Internal	Ripe and Ready to Pick 1-3 Years
B. Integrate with Tripartite Working Group on Data	Work with Tripartite partners to ensure Indigenous women’s safety indicators are embedded across justice data frameworks. Contribute to indicator design and reporting templates.	Government Partners: AG, IRR, PSSG Indigenous and Allied Partners: AFN, BCNWAC, MMIWG2S+ Coalition, MMMWG2S+ Legislation Working Group, NWAC	Ripe and Ready to Pick 1-3 Years
C. Publish “Indigenous Law Reform”	Develop story-based publication blending data and Indigenous legal principles to show how legislative reform prevents harm and reduces costs.	Government Partners: AG, IRR, PSSG Indigenous and Allied Partners: AFN, BCNWAC, MMIWG2S+ Coalition, MMMWG2S+ Legislation Working Group, NWAC	Ripe and Ready to Pick 1-3 Years
D. Policy Learning and Knowledge Exchange Sessions	Hold two annual sessions to inform of progress on legislative work, align advocacy strategies, and coordinate with partners.	Government Partners: AG, IRR, PSSG Indigenous and Allied Partners: AFN, BCNWAC, MMIWG2S+ Coalition, MMMWG2S+ Legislation Working Group, NWAC	Ripe and Ready to Pick 1-3 Years