

Truth and Reconciliation Strategy
Consultation

WHAT WE HEARD SUMMARY

MAY 25, 2026



ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

TERRITORIAL ACKNOWLEDGEMENT

Engineers and Geoscientists BC respectfully acknowledges that our office is located on the unceded ancestral territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish), and səliłwətał (Tseil-Waututh) Nations. As a provincial regulator, we are grateful to serve across a diverse province of over 200 Indigenous communities. The professions we regulate operate across the ancestral, unceded, and treaty territories of First Nations, Inuit, and Métis peoples.

Our consultation and engagement process aligns with Indigenous practices, such as intentional listening, meaningful learning, and building respectful reciprocal relationships. Creating opportunities for dialogue and exchange between Indigenous peoples, regulators, professionals, and other key partners is an important part of our approach.

INTRODUCTION

Engineers and Geoscientists BC undertook a focused and multi-phased engagement process to inform the development of our Truth & Reconciliation (T&R) Strategy. This work was guided by Indigenous consultants, Porttris Consulting Group, and grounded in listening, relationship-building, and learning. The aim was to better understand how reconciliation intersects with professional regulation, public interest, and ethical practice within Engineers and Geoscientists BC's regulatory mandate and internal operations, under the *Professional Governance Act*.

This summary highlights the high-level themes we heard through engagement and learning. It is intended to provide transparency into what was shared with us and how it informed the Strategy's overall direction. It reflects perspectives and insights that helped shape the Strategy's vision, principles, and goals.

APPROACH TO ENGAGEMENT AND LEARNING

The engagement approach was intentionally designed to be extensive and focused, recognizing both the depth of expertise already present across sectors and the importance of avoiding consultation fatigue, particularly for Indigenous communities and organizations. Rather than duplicating existing efforts, the process emphasized learning from those with experience in reconciliation work within professional, regulatory, academic, industry, and government contexts.

Engagement included conversations with Indigenous organizations, Indigenous professionals, registrants, industry partners, regulators, academic institutions, and government bodies. Discussions centred on lived experience, lessons learned, emerging practices, and the role professional regulators and employers can play in advancing reconciliation within their scope and mandate. Throughout this process, Engineers and Geoscientists BC focused on listening with humility, recognizing reconciliation as an ongoing journey rather than a one-time exercise.

In parallel, an environmental scan was conducted to learn from reconciliation related work already underway across British Columbia and Canada. This scan reviewed publicly available strategies,

frameworks, guidance documents, and initiatives developed by Indigenous organizations, regulators, professional bodies, governments, and academic institutions. Insights from this scan helped identify leading practices, gaps, risks, and opportunities relevant to Engineers and Geoscientists BC's role as a regulator and an employer, and ensured the Strategy was informed by existing knowledge rather than repeating previous work.

Together, engagement and environmental learning provided a strong foundation for understanding where Engineers and Geoscientists BC can responsibly contribute to reconciliation, consistent with its legislated mandate and responsibility to serve the public interest.

WHAT WE HEARD KEY THEMES

Across engagement and learning, six consistent and interconnected themes emerged and are outlined below.

RECONCILIATION AS A CORE ASPECT OF PROFESSIONAL RESPONSIBILITY

Participants emphasized that reconciliation should be understood as an integral part of ethical and professional responsibility in engineering and geoscience. Similar to public safety and professional competence, reconciliation was described as directly connected to serving the public interest, particularly given the professions' impacts across Indigenous lands, territories, and communities.

BUILDING CULTURAL COMPETENCE THROUGH ONGOING LEARNING

There was strong recognition that reconciliation requires continuous and sustained learning and reflection. Participants highlighted the importance of accessible, relevant, and ongoing learning opportunities that support registrants, firms, volunteers, and staff at different stages of understanding, and that connect learning to professional context and responsibilities.

RESPECTFUL RELATIONSHIPS AND MEANINGFUL ENGAGEMENT

Reconciliation was consistently framed as relational rather than transactional. Participants stressed the importance of long-term, trust-based relationships grounded in listening, respect, humility, and accountability. Meaningful engagement was seen as essential to ethical practice, public trust, and responsible regulation.

INTEGRATING INDIGENOUS PERSPECTIVES WITHIN REGULATORY CONTEXTS

Participants expressed support for reflecting Indigenous perspectives within regulatory policies, guidance, and decision-making. This integration was viewed as important to fairness and public trust, while recognizing the need to remain aligned with Engineers and Geoscientists BC's regulatory role.

CLARITY, CONSISTENCY, AND ACCOUNTABILITY

Feedback emphasized the importance of clear expectations, transparency, and consistency in reconciliation efforts. Participants highlighted the need for reconciliation to be approached in ways that are understandable, credible, and aligned with defined regulatory responsibilities, so that commitments are meaningful and sustainable.

HOW THE INPUT INFORMED THE STRATEGY

The themes summarized above directly informed the development of Engineers and Geoscientists BC's Truth & Reconciliation Strategy. They helped shape the Strategy's vision, guiding principles, and strategic goals, and reinforced the importance of integrating reconciliation across regulatory functions, organizational culture, and professional support activities.

Importantly, the input also clarified where Engineers and Geoscientists BC can act responsibly within its mandate, and where collaboration with others is necessary. This alignment ensures the Strategy is both grounded in what we heard and realistic about the organization's role and responsibilities as a regulator and an employer.

LOOKING AHEAD

Truth and Reconciliation requires a different approach than traditional strategy implementation. It is an ongoing journey that requires sustained commitment, humility, and adaptability, informed by continued learning and reflection.

Implementation will proceed in a phased and iterative manner, guided by ongoing listening, learning, and engagement. Progress will be intentional and responsive, with adjustments made as understanding deepens and organizational capacity evolves. Throughout this work, Engineers and Geoscientists BC will prioritize efforts that are meaningful, relational, and aligned with the Strategy's guiding principles.

THANK YOU

Engineers and Geoscientists BC extends its gratitude to the Indigenous organizations, professionals, registrants, industry partners, regulators, academic institutions, and government representatives who shared their perspectives, experiences, and knowledge. Their willingness to engage and contribute has been essential in shaping a Strategy grounded in respect, responsibility, and the public interest.

The Truth and Reconciliation Strategy Consultation List is available on [our website](#).