



“RECONCILIATION” artwork by Susan A. Point



ENGINEERS &
GEOLOGISTS
BRITISH COLUMBIA

ORGANIZATIONAL TRUTH & RECONCILIATION STRATEGY

TERRITORIAL ACKNOWLEDGEMENT

Engineers and Geoscientists BC respectfully acknowledge that our office is located on the unceded ancestral territories of the x^wməθk^wəyəm (Musqueam), S^kwxwú7mesh Úxwumixw (Squamish), and səlilwətaʔ (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.



INTRODUCTION

The legacy of colonization, residential schools, and systemic discrimination has left deep wounds in Indigenous communities. Reconciliation calls us to face these truths, honour survivors, and take meaningful action to repair relationships and build a more just and inclusive future.

Reconciliation is both a principled imperative and a regulatory responsibility. As engineers and geoscientists, our registrants shape the built and natural environments that impact every community – including over 200 Indigenous communities across British Columbia. As a regulator, we are responsible for fostering high professional and ethical standards, a responsibility that must address historical and ongoing injustices that regulated professionals are part of.

By embedding reconciliation into our standards, practices, and culture, we uphold the public interest, strengthen professional competence, and foster respectful relationships with Indigenous Peoples.

Throughout this Strategy, ‘Indigenous Peoples’ is used to collectively refer to First Nations, Inuit, and Métis peoples, while acknowledging the diversity of their distinct Nations, communities, cultures, histories, and rights.

Guided by the principles of Respect, Reciprocity, Relevance, Responsibility and Relationships (the 5Rs Model: see [Appendix 1](#)), this strategy will shape our approach to Indigenous relations as both a regulatory body and an employer, guiding our future actions, policies, and partnerships for our internal operations and our external regulatory functions.

Reconciliation is a living commitment. It is grounded in Truth, Indigenous values, foundational to public trust, and key to our shared journey toward equity, accountability, and lasting change.



ENGINEERS AND GEOSCIENTISTS BC'S ROLE

As a regulatory body under the *Professional Governance Act*, Engineers and Geoscientists BC is committed to advancing reconciliation as part of its responsibility to uphold public safety, ethical practice, and the public interest. This work is informed by provincial and national reconciliation frameworks – including the Truth and Reconciliation Commission's Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and the Declaration on the Rights of Indigenous Peoples Act (DRIPA) – while recognizing that the legal and policy landscape continues to evolve. Our commitment to reconciliation is grounded in enduring regulatory obligations, Indigenous rights, and the values that guide the professions we regulate.

VISION

Safeguarding the public interest by advancing reconciliation, equity, and respectful relationships with Indigenous Peoples, while upholding professional standards and fostering trust, accountability, and fairness in engineering and geoscience regulation.

GUIDING PRINCIPLES: THE 5R'S MODEL

Our approach is guided by the 5Rs of Indigenous Values (Kirkness & Barnhardt; Restoule's adaptation): Respect (honoring Indigenous perspectives), Reciprocity (mutual benefit), Relevance (ensuring cultural context), Responsibility (ethical obligations), and Relationship (building trust and connections). Each principle plays a crucial role in shaping how we work and how we serve the public interest.

The 5Rs is a concept adapted from an approach created by Indigenous education advocate Verna J. Kirkness, whose work has supported Indigenous representation in academia and STEM. This model provides a structured, values-based framework for our work that is culturally respectful and aligned with reconciliation commitments in BC.

Engineers and Geoscientists BC will use the 5Rs as a lens for strategy implementation. These values will inform our engagement processes, guide decision-making, and ensure our programs are responsive to Indigenous People's needs.

For more information on the 5Rs, see the [Appendix 1 Guiding Principles: The 5R's Model](#).



STRATEGIC GOALS

1. SUPPORT FOR REGISTRANTS AND FIRMS

Goal: Support registrants and firms with building competency, providing resources and guidance to advance reconciliation and culturally respectful engagement in engineering and geoscience practice.

Focus Areas:

- **Integrate Reconciliation into Professional Responsibilities:**
Support the integration of reconciliation principles into professional standards and expectations across registrants and firms
- **Learning and Cultural Competency:**
Provide learning resources and tools to support registrants and firms to understand and fulfill their professional responsibilities in advancing reconciliation
- **Foster Inclusion and Pathways for Participation:**
Recognize that individuals and organizations are at different stages of learning and understanding and provide inclusive and accessible opportunities that enable meaningful participation. Identify and reduce barriers to participation for smaller firms, new professionals and applicants. Promote equitable access to training opportunities and support resources.

FOCUS AREAS:

- Integrate Reconciliation into Professional Responsibilities
- Learning and Cultural Competency
- Foster Inclusion and Pathways for Participation

2. REGULATORY PROCESSES

Goal: Integrate reconciliation principles and wise practices into regulatory processes to strengthen fairness, accountability, accessibility, and public trust.

Focus Areas:

- **Incorporate Indigenous Knowledge and Perspectives**
Integrate Indigenous perspectives and reconciliation principles into decision making, regulatory policy reviews, code of ethics, guidelines and resources (especially related to land, water, and natural systems)
- **Review and Adapt Regulatory Processes:**
Review regulatory decisions and processes to align with the needs and experiences of Indigenous Peoples.
- **Strengthen Transparency and Accountability:**
Develop actionable plans, metrics, and evaluation processes for the reconciliation strategy. Establish clear mechanisms for measurement, reporting, and ownership of reconciliation commitments, ensuring progress is visible and consistent across all regulatory activities.

FOCUS AREAS:

- Incorporate Indigenous Knowledge and Perspectives
- Review and Adapt Regulatory Processes
- Strengthen Transparency and Accountability

3. ORGANIZATIONAL CULTURE AND OPERATIONS

Goal: Foster an inclusive organizational culture where reconciliation principles are incorporated into staff development, internal practices, and workplace values.

Focus Areas:

- **Advance Learning and Cultural Competency:**
Provide immersive and ongoing learning opportunities for staff, registrants, volunteers, and board members on reconciliation, Indigenous history, trauma-informed approaches, and cultural competency.
- **Review and Adapt Policies and Procedures:**
Review and adapt organizational policies and procedures through a reconciliation and equity-informed lens, ensuring practices are responsive to diverse perspectives and experiences.
- **Foster Inclusion and Respect:**
Foster an inclusive organizational culture where Indigenous partners, advisors, registrants, volunteers and staff feel valued and respected, and where all voices are encouraged to contribute to continuous improvement.

FOCUS AREAS:

- Advance Learning and Cultural Competency
- Review and Adapt Policies and Procedures
- Foster Inclusion and Respect

4. INFLUENCE AND LEADERSHIP

Goal: Lead and collaborate within the regulatory and professional landscape to advance coordinated reconciliation efforts and influence positive change.

Focus Areas:

- **Foster Sector-Wide Collaboration:**
Collaborate with partners, share best practices, and foster environments for collective learning and adaptation. Align reconciliation efforts with provincial and national strategies.
- **Leadership and Outreach:**
Support Indigenous professionals and leaders in roles across the sector. Encourage inclusive practices that support Indigenous engagement and representation within the professions.
- **Build Respectful Relationships and Engagement:**
Build and maintain relationships grounded in trust, consent, reciprocity, and cultural humility. Prioritize long-term relationship building and authentic collaboration with partners, allies, Indigenous Peoples, professionals, and communities.

FOCUS AREAS:

- Foster Sector-Wide Collaboration
- Leadership and Outreach
- Build Respectful Relationships and Engagement

ACKNOWLEDGEMENT

We are deeply grateful to the Elders, Indigenous consultants, knowledge holders, professionals, leaders, and community members who have guided the development of this strategy through their time, stories, feedback, and wisdom. This strategy builds on extensive consultation led by Indigenous Consultants, Porttris Consulting Group, with diverse groups to ensure collaborative input is reflected. This is a living document—one that will continue to evolve through relationships rooted in truth, mutual respect, accountability, and trust.

For the list of contributors and a formal expression of gratitude, see [Appendix 2: Consultation List](#).



RECONCILIATION – DESIGN STATEMENT

I am honoured to present this design as an artistic expression that reflects the unity and diversity of the people within our province, including engineers, geoscientists, and First Nations. Inspired by the principles and insights outlined in the Truth and Reconciliation Strategy, I sought to create an image that not only acknowledges the distinct identities within our communities, but also highlights the importance of reconciliation.



The central concept of the artwork is to depict five individuals: four representing the people from the four corners of the province, and a fifth figure who embodies the spirit of reconciliation. Each individual stands in unity, their forms touching, symbolizing mutual support, connection, and respect for one another's backgrounds and cultures. This collective gesture illustrates our shared commitment to working together towards a more equitable and inclusive future.

For the colour palette, I selected earthy tones that serve a dual purpose. The earthen hues pay tribute to the geoscientists' connection with the land, while the metallic shades honour the engineers' craftsmanship and innovation. These colours were carefully chosen to ensure that the design remains effective in both colour and greyscale formats, and to complement the existing Engineers and Geoscientists BC logo without overshadowing it.

By keeping the colours simple and versatile, the design maintains clarity and legibility, ensuring its message of inclusion and reconciliation is accessible to all. My hope is that this artwork will serve as a meaningful symbol, fostering dialogue and understanding among all peoples of our province.

Thank you for commissioning this design as part of our ongoing journey towards reconciliation and unity.

Sincerely,
Susan Point

ARTIST BIO

Internationally acclaimed Musqueam artist Susan A. Point is the daughter of Edna Grant and Anthony Point. She inherited the values of her culture and traditions of her people from her mother and has continued to share that ancestral knowledge with her children and grandchildren. Susan’s work is rooted in Coast Salish traditional art while also pushing boundaries to articulate Coast Salish culture in contemporary terms.

Susan’s works are held in collections across more than 20 countries and reside in significant public spaces – including the Vancouver International Airport, the Museum of Anthropology at UBC, and the National Museum of the American Indian at the Smithsonian Institution in Washington, D.C.

Susan’s contributions to Canadian art and culture have been recognized with the nation’s highest honours, an Officer of the Order of Canada. She has also received five Honorary Doctorates from the University of Victoria, Simon Fraser University, the University of British Columbia, Capilano University, and Emily Carr University of Art and Design. She is also recognized as a lifetime member of the Royal Canadian Academy of Arts and a member of the International Women’s Forum. To learn more about Susan Point and her work, visit [her website](#).



“Carving Nature’s Path” by Susan A. Point