

TransLink Reconciliation Report 2024

August 2025



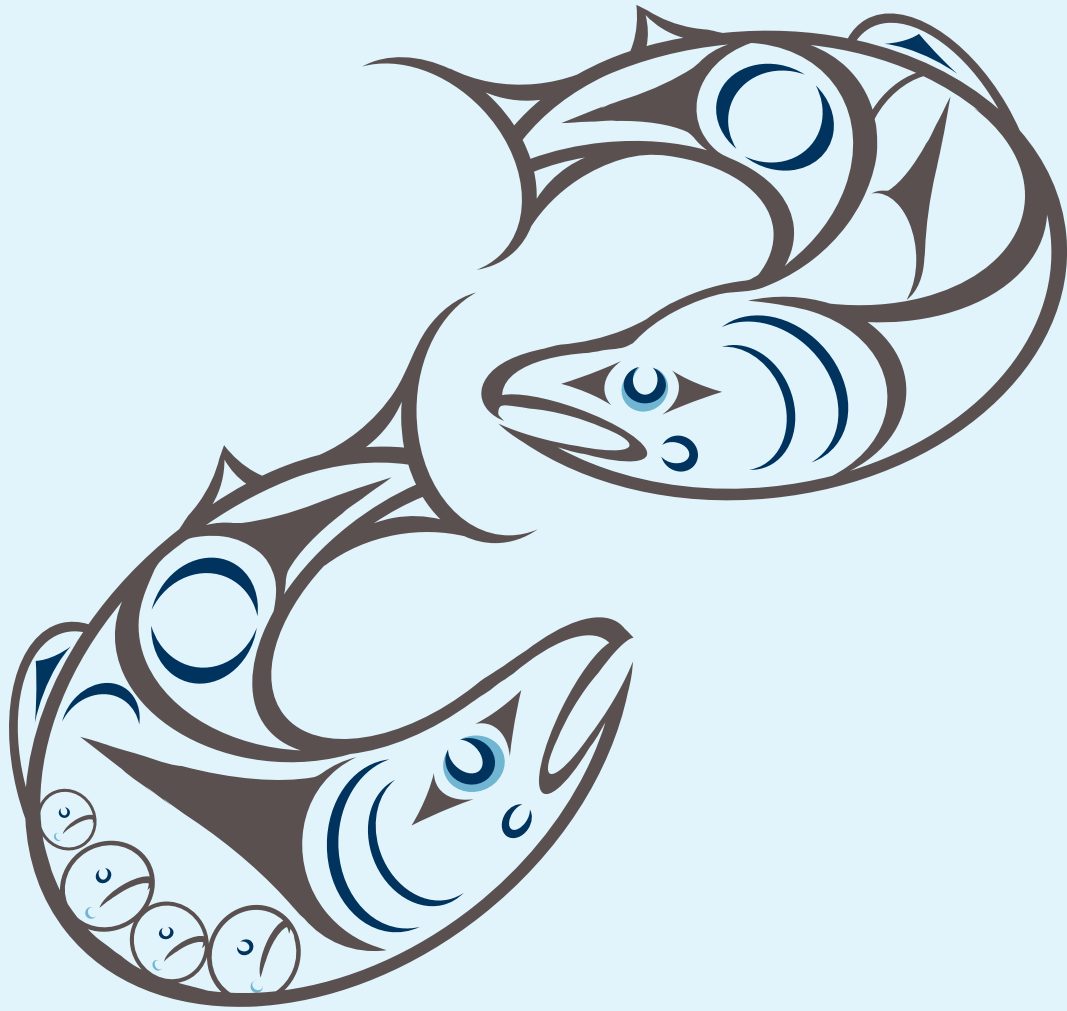


Land Acknowledgement

TransLink acknowledges that all our work, including the efforts reflected in this report, takes place on the traditional, unceded territories of the First Nations in this region, who have cared for these lands and waters since time immemorial. We recognize the deep connections of First Nations, Inuit, and Métis Peoples to these territories and honour their ongoing resilience.

This report represents our continued commitment to reconciliation, reflecting the steps we are taking to build meaningful relationships, support Indigenous self-determination, and integrate Indigenous perspectives into our work.





Foreword by the Elders' Circle

This report reflects the ongoing work of reconciliation, a journey that requires commitment, respect, and meaningful action. While reconciliation is often spoken about in policies and initiatives, its true impact is felt in the relationships we build, the knowledge we share, and the actions we take to honour Indigenous rights and perspectives.

Through conversations with Elders, we are reminded that reconciliation is not just about looking back—it is about moving forward in a way that acknowledges history while creating a future rooted in understanding and respect. The work reflected in this report highlights TransLink's efforts to engage with Indigenous communities, integrate Indigenous knowledge, and support lasting relationships.

As we continue on this path, we encourage everyone who reads this report to reflect on the role they play in reconciliation. It is through shared responsibility and continued learning that we move forward together.

Foreword by Kevin Quinn and Alanna Simmons

Reconciliation is a collective responsibility, one that belongs to all of us, both individually and as an organization. As CEO, I take responsibility for advancing reconciliation within TransLink and ensuring that our actions reflect meaningful commitment and accountability.

We remain dedicated to working alongside First Nations to plan and implement transit services across the region and with Indigenous communities more broadly through service improvement, cultural recognition projects, community engagement and advocacy—all of which are reflected in this report as our ongoing commitment to reconciliation.


Over the past year, we have taken meaningful steps forward, including the launch of the Indigenous Relations webpage, participation in numerous community events, continuing

Indigenous cultural training, and the extension of Route 609 to scə́waθən məsteyəxʷ (Tsawwassen First Nation), which assists in enhancing access to employment, education, and essential services.

There is strong support and momentum within our enterprise to incorporate Indigenous knowledge and values in ways that lead to real, meaningful action. However, we recognize that reconciliation cannot happen in isolation. The work ahead will require collaboration with First Nations, Indigenous communities, and many others to ensure the steps we take reflect the needs and priorities of Indigenous Peoples.



Kevin Quinn
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'K. Quinn'.

I would like to begin by acknowledging the passing of the Honourable Murray Sinclair. Canada and Indigenous communities have lost a great advocate, leader, and ambassador for truth and reconciliation. His work has shaped the path we continue to walk today, reminding us that reconciliation is not just about acknowledging the past—it requires action, commitment, and a willingness to listen and learn. His legacy reinforces the importance of creating culturally safe spaces for respectful dialogue, something I strive to uphold in my role every day.

TransLink is still in the early stages of its reconciliation journey, and moving forward requires a deeper understanding and awareness of both historical and modern realities. Addressing these issues is not only necessary—it is a commitment we take seriously.

I am committed to always moving initiatives forward in a way that seeks agreeable solutions informed by First Nations, Indigenous Peoples, the Elders' Circle, and Indigenous employees. Their guidance is critical in shaping our approach and ensuring that the changes we pursue are meaningful and sustainable.

I am deeply grateful to the Indigenous communities and individuals who continue to work alongside us. I want to build trusting, reliable, and long-lasting relationships that lead to concrete solutions addressing the needs and priorities of Indigenous rights holders in the region.



Alanna Simmons
Director of Indigenous Relations

A handwritten signature in black ink, appearing to read 'A Simmons'.

A portrait of Murray Sinclair, an older man with grey hair, wearing a dark jacket and a traditional Indigenous beaded necklace. He is looking slightly to the right with a serious expression. The background is a solid red color with faint, abstract white lines.

Remembering The Honourable Murray Sinclair

In Honorarium: Murray Sinclair

On November 4, 2024, we acknowledged the passing of the Honourable Murray Sinclair, a respected leader and advocate for Indigenous rights in Canada. As an Anishinaabe member of the Peguis First Nation, Mr. Sinclair dedicated his life to fostering a better relationship between Indigenous Peoples and the broader Canadian society.

Throughout his career as a lawyer, judge, and senator, Mr. Sinclair made profound contributions to advancing Indigenous rights. As Chief Commissioner of the Truth and Reconciliation Commission, he addressed the impacts of the residential school system

and guided the country toward a more equitable future. The Truth and Reconciliation Commission's report, including its 94 Calls to Action, stands as a testament to his commitment to Survivors and to embedding their stories in Canada's national history. His legacy includes honorary doctorates from 14 universities and the Governor General's Meritorious Service Cross.

TransLink honours his extraordinary legacy, which continues to inspire us all as we reaffirm our commitment to reconciliation.

Photo credit: Murray Sinclair – Winnipeg School Division



Commitment to Advancing Reconciliation

TransLink's approach to Indigenous relations is guided by a commitment to meaningful engagement, collaboration, and reconciliation relationships with First Nations, urban Indigenous communities, and Indigenous businesses. Guided by our Vision Statement and Guiding Principles, these foundational documents shape how TransLink builds and sustains long-lasting and trusting relationships.

We actively support reconciliation and the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) by recognizing Indigenous rights, valuing Indigenous knowledge, and incorporating Indigenous perspectives into decision-making. TransLink seeks to create a more inclusive and equitable transportation network through respect, inclusion, celebration, and open communication. We are dedicated to fostering strong partnerships that honour the past, acknowledge the present, and contribute to a shared future.

Vision Statement

TransLink’s mandate is to connect Metro Vancouver and create a more livable region. In doing so, we will be inclusive of Indigenous peoples, their cultures, and their perspectives. We will actively support reconciliation and the implementation of the United Nations Declaration on the Rights of Indigenous Peoples in collaboration with Indigenous governments, organizations, and businesses in the pursuit of thriving and sustainable Indigenous communities.

Guiding Principles

RECOGNITION

TransLink recognizes the legal and constitutional rights of Indigenous Nations and peoples and the relationship between Indigenous peoples and their treaty and unceded lands and resources

INCLUSION

Increase inclusion and diversity of Indigenous peoples within TransLink’s business and expand opportunities for Indigenous businesses

RESPECT

Respect and value Indigenous history, culture, and knowledge

CELEBRATE

Celebrate engagement and inclusion of Indigenous employees and Indigenous businesses and participate in Indigenous celebrations

PERSPECTIVES

Seek to understand and incorporate Indigenous communities’ perspectives and solutions in TransLink’s decision making and the delivery of TransLink services, including those of urban Indigenous peoples

COMMUNICATION

Timely, consistent, appropriate, and meaningful consultation and engagement, and open two-way communication based on honesty, integrity, and respect

The Vision Statement and Guiding Principles were unanimously approved by the Board of Directors on March 24, 2022

TransLink's Focus Areas in 2024

First Nation Transportation Program

Established as a core initiative in support of reconciliation, the First Nation Transportation Program plays an essential role in improving transportation access and supporting infrastructure needs for First Nation communities. This Program reflects our commitment to addressing historical and ongoing service gaps by supporting community-led solutions tailored to their needs and aspirations. These solutions draw from various transportation modes, including active transportation, to ensure outcomes that are culturally appropriate, practical, and future-focused.

Transport 2050 identifies working with First Nations, federal and provincial governments, and transportation partners as a key component in pursuing multi-modal transportation solutions to improve transportation and access for First Nation communities. TransLink's goal pertaining to Access for Everyone that includes Indigenous communities are ensured safe, accessible, and affordable transportation options as a basic human right.

The purpose of the Program is to prepare and deliver essential transportation services and support infrastructure improvements that improve access and fully align with community values, priorities, and needs.

A key objective of the Program is to contribute to the restoration of trust and foster collaborative relationships between First Nations communities and TransLink, grounding them in mutual respect, cultural integrity, and incorporating First Nation perspectives.

In 2024, the Program made significant strides in advancing transportation equity and supporting infrastructure development in partnership with First Nation communities, including:

- kwikwə́łəm First Nation (Kwikwetlem First Nation)
- Skwxwú7mesh Úxwumixw (Squamish Nation)
- scə́wəθən məsteyəxʷ (Tsawwassen First Nation)
- sə́lilwətał (Tsleil-Waututh Nation)

While we recognize that not all First Nations were engaged in 2024, we remain hopeful and committed to future discussions and collaboration. We respect that meaningful engagement must occur on timelines defined by First Nations themselves, and we are prepared to support when and how communities choose to engage.

The First Nation Transportation Program's approach exemplifies how TransLink seeks to engage across all its projects: by listening to and learning from Indigenous voices, prioritizing respectful and reciprocal relationships, and ensuring that projects are shaped by those most directly impacted. We look forward to future discussions and to continuing engagement and consultation in collaboration with Indigenous communities across all areas of our operations.

Strengthening Relationships with Indigenous Peoples

scə́waθən məsteyəxʷ (Tsawwassen First Nation) Launch of Extended #609 Route

scə́waθən məsteyəxʷ and TransLink announced improvements to the 609-route extension South Delta Exchange/Tsawwassen First Nation bus route. These changes will provide better service at the times it's desired most by the scə́waθən məsteyəxʷ community. Service improvements include:

- **Extended Route:** The Route 609 extension to Ladner Exchange now provides more convenient connections to Richmond, Surrey, and the SkyTrain network.
- **New Stops:** Four new stops have been added to better serve key destinations, including community amenities, the industrial area, and the scə́waθən məsteyəxʷ Village Centre.
- **Maintained existing stops:** The 609 continues to serve existing stops along Arthur Drive in Ladner, offering easy access to Ladner Elementary, Delta Secondary, and the Ladner Town Centre.
- **More Frequent Service:** Service has also been improved, with buses now running every 30 minutes during peak hours and mid-day on weekends.

Ridership data from January 2025 on the 609-route extension shows significant ridership increases. The data indicates a **151% increase in total weekday boardings** (compared to Fall 2023); and **266% increase in total weekend boardings** (compared to Fall 2023). Positive trends were noted particularly in the leaseholder area with increased ridership for the Boardwalk development and Tsawwassen Mills.



The extension is a long-awaited service improvement that provides better access to employment, education, recreation, and essential services for scə́waθən məsteyəxʷ community members and non-members living in the scə́waθən məsteyəxʷ leasehold developments on Treaty lands.

As part of the planning process, TransLink's Chief Executive Officer and staff were honoured to attend a tour of the scə́waθən məsteyəxʷ Treaty lands to experience the route planning for the 609-route service extension and share a meal at the Elders Centre. The tour was a first meeting in the scə́waθən məsteyəxʷ community with Chief Laura Cassidy, members of Executive Council and staff, and served as an important relationship-building opportunity.

scə́waθən məsteyəxʷ (Tsawwassen First Nation) Treaty Day Celebration

TransLink was invited to join the scə́waθən məsteyəxʷ Treaty Day Celebration which marked the 15th anniversary of the first urban treaty in British Columbia. The Tsawwassen First Nation Final Agreement is a comprehensive agreement between Canada, British Columbia, and scə́waθən məsteyəxʷ. The celebration took place in the Longhouse with members of the scə́waθən məsteyəxʷ Legislature and included representatives from both B.C. and Canada.

During the celebration, the top three messages from Chief Laura Cassidy and the Executive Council were the following:

- The community is proud to no longer be governed under the Indian Act. Scə́waθən məsteyəxʷ's goals have always included self-government and control over their own lands.
- As the Final Agreement took 14 years to negotiate before being signed, scə́waθən məsteyəxʷ honoured all past and present representatives who worked tirelessly to have the Treaty signed and its implementation carried out.
- The scə́waθən məsteyəxʷ Leadership appreciates the partnerships and support of governments and corporations, recognizing them as important to their continued success.

The Great Blue Heron Way Project

Elder xwasteniya (Ruth Adams) met with TransLink to discuss a reconciliation and legacy project in partnership with scə́waθən məsteyəxʷ (Tsawwassen First Nation) youth, Trails BC, and other partners to raise awareness and understanding of the scə́waθən məsteyəxʷ Treaty lands, culture, and language; strengthen relationships with neighbouring First Nations

and promote health and wellness for all ages by connecting multi-use greenways, facilitating active transportation through walking and cycling pathways.

TransLink provided an overview of the Major Bikeway Network, TransLink's Local Government Cost-Share Program, Infrastructure Design Guidelines, and additional funding opportunities. To learn more about this project:

The Great Blue Heron Way Vision



Sḵw̱x̱wú7mesh Úxwumixw (Squamish Nation) Amalgamation Day

TransLink was invited to participate in the Sḵw̱x̱wú7mesh Úxwumixw Amalgamation Day celebration event to build on ongoing engagement with Sḵw̱x̱wú7mesh Úxwumixw staff and explore transit service and route design for a potential community shuttle service. Sḵw̱x̱wú7mesh Úxwumixw and TransLink initiated community engagement with a member and staff survey to glean insights on the community's transportation patterns, barriers, and needs on the North Shore. The Amalgamation Day celebration was an opportunity to speak with community members, resulting in communications with 100–125 members and collection of 71 written comments.



kʷikwə́ləm First Nation (Kwikwetlem First Nation) Shuttle Bus Service

TransLink collaborated with kʷikwə́ləm First Nation to coordinate three special event shuttles to provide transportation for community members to the Stalew Pow-Wow, the BC Annual Elders Gathering, and the kʷikwə́ləm holiday party.

Community members expressed how significant and meaningful it was to have TransLink services available on reserve, even though these services were limited to special events. There is strong interest among community members in exploring the possibility of establishing fixed transit service in the future, based on their positive experiences with the shuttle bus.

Indigenous Relations Online

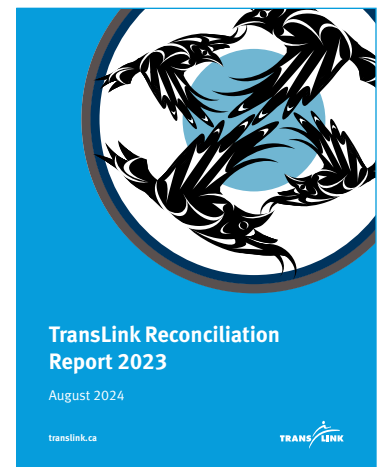
TransLink's Indigenous Relations **web page** went live in August and showcases our work and initiatives to support reconciliation. It reflects TransLink's commitment to reconciliation, highlighting our efforts and dedication to foster strong relationships and mutual respect with Indigenous communities.

The site hosts TransLink's Indigenous Relations Vision Statement, Guiding Principles, and our commitment to reconciliation through initiatives and engagement activities. It includes information on Indigenous public art on transit, language revitalization projects, and initiatives such as career opportunities, the Indigenous Employee Resource Group for staff, and the Elders Circle.

Additionally, we have added a site-wide land acknowledgement statement to the **TransLink website**, signifying our dedication to acknowledging and honouring the First Nations communities on whose lands we operate and engage.

First Enterprise-wide Reconciliation Report

As part of our commitment to reconciliation, TransLink published the **2023 TransLink Reconciliation Report**, which provides a comprehensive overview of our progress and future aspirations in fostering meaningful connections and understanding with Indigenous Peoples.



TransLink's Indigenous relations work currently focuses on enhancing our reconciliation journey for enterprise staff, emphasizing the importance of meaningful consultation and engagement, and outlining strategies to strengthen relationships with Indigenous Peoples. Through this report, we aim to transparently demonstrate our commitment to reconciliation while laying the groundwork for continued collaboration and mutual respect.



Indigenous Representation in Transit Materials

In May, TransLink and Transit Police organized two Indigenous photoshoot sessions at Coquitlam Central and Moody Centre SkyTrain Stations. The purpose was to create materials that reflect Indigenous ridership on our system. The photo shoots received substantial support, with nearly 30 participating models from kwikwəłəm First Nation (Kwikwetlem First Nation), the Indigenous Employee Resource Group, and their families.

The primary themes focused on cultural pride and representation, multigenerational connections, and the role of public transportation as a vital link between Indigenous communities and urban centers, crucial for accessing education, job opportunities, and cultural events. For Transit Police, the photo shoot focused on capturing lifestyle images of our facilities as safe and welcoming spaces for everyone, including Indigenous transit riders.





Indigenous Career Fair Participation

TransLink participated in a career fair at the Vancouver Aboriginal Friendship Centre Society (VACFS), marking the first time TransLink participated in this event since COVID-19. The invitation from VACFS underscores the mutual interest in strengthening the relationship between TransLink and urban Indigenous organizations throughout the region.

During the fair, we identified areas for improvement and development in Indigenous recruitment and retention strategies. The event provided valuable firsthand insights into the barriers, challenges, and interests of Indigenous individuals in the region seeking employment, which strongly influenced our ongoing efforts to create more inclusive and supportive opportunities within TransLink.

Additionally, TransLink participated in a monthly event hosted by ACCESS (Aboriginal Community Career Employment Services Society) designed to support Indigenous clients in their employment journeys. Seventeen participants attended this session held toward the end of the year, where we shared insights and practical tools for employment success.

TransLink provided an overview of our work, emphasizing TransLink's reconciliation efforts, while offering resume reviews to equip attendees with personalized feedback to enhance their job applications. ACCESS staff expressed gratitude for TransLink's contributions and noted the positive impact of the session.

Indigenous Employee Engagement and Cultural Learning

Indigenous Employee Resource Group Engagement

The Indigenous Employee Resource Group (Indigenous ERG) gathered regularly, providing a culturally safe space for Indigenous employees to connect, share experiences, and guide the direction of the group. Members expressed interest in expanding engagement by welcoming allies to select events and meetings, while ensuring dedicated spaces remain reserved for Indigenous members.

Beyond these conversations, the Indigenous ERG played an important role in shaping discussions and fostering cultural learning through various events during the year. Members engaged in speaker sessions, cultural experiences, and wellness-focused gatherings, helping to strengthen Indigenous representation and perspectives across the enterprise.

“The Indigenous ERG is a vital space for Indigenous employees to connect, share our cultures, and help shape TransLink to better reflect our perspectives.”

Speaker Session with Brandon Gabriel

In May 2024, the Indigenous ERG held a speaker event featuring Indigenous artist Brandon Gabriel of ᑭᓄᓐᓂᓐᓂᓐ (Kwantlen First Nation). Brandon spoke on issues related to Indigenous public art with members of the ERG and employees from Indigenous Relations, Marketing, Communications, and Public Art departments. The event was well-received, sparking discussions about a potential follow-up session in the future.





Photo credit: Amelia Douglas Institute

Meeting with Métis Nation BC and Tour of the Amelia Douglas Institute

In July, at the invitation of Métis Nation BC (MNBC), Andrea Reimer, TransLink's Board of Directors, and members of the Indigenous Relations team visited the MNBC office located near the Gateway SkyTrain station. During this visit, a meeting was held with the MNBC Chief Operating Officer and staff, where information was shared on each other's mandates, programs and areas of focus. MNBC hosted a tour of the **Amelia Douglas Institute**, newly opened in 2024, a cultural and educational centre dedicated to celebrating and preserving Métis heritage.

The Institute's mission is to connect Métis citizens with their culture, heritage, and the Michif language through both virtual and in-person resources. It aims to educate the public about Métis people and culture, offering a range of educational exhibitions, programs, and research initiatives. These exhibits highlight the rich history and traditions of the Métis people in British Columbia. The Amelia Douglas Institute is the first Métis cultural centre to be named after a Métis matriarch. This visit facilitated initial discussions for potential future collaboration between MNBC and TransLink, emphasizing the commitment to promoting the diverse Indigenous cultures.



ᑭᓄᓐᓂᓐᓂᓐ (Kwantlen First Nation) Cultural Centre Visit with Joseph Dandurand

In September, the Indigenous ERG with Allies group joined a cultural event for the first time at the ᑭᓄᓐᓂᓐᓂᓐ Cultural Centre on reserve lands with Joseph Dandurand. Joseph is an accomplished writer, storyteller, poet, playwright, and the Centre's Cultural Director.

The group participated in a reading and played Slahal, also known as the Bone Game. Playing Slahal fostered camaraderie and deepened participants' appreciation for Indigenous traditions. Members had the opportunity to share their own stories, enriching the experience through personal narratives and perspectives.

Lunch was provided by Pipam Catering, a ᑭᓄᓐᓂᓐᓂᓐ-owned business, further supporting local Indigenous enterprise and creating a space for informal connections. The event underscored our commitment to cultural learning and relationship-building within Indigenous communities.

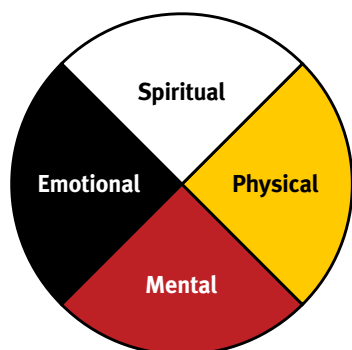


Wellness and Indigenous Employee Resource Group Session with Elder Maureen

In December, in collaboration with TransLink's Psychological Health and Wellness team's speaker series, Elder Maureen was invited to deliver a wellness talk for staff. This event marked the inaugural session of the newly launched Elders Circle Program.

Elder Maureen shared teachings on the Medicine Wheel, offering insights on maintaining balance in life—emotionally, physically, mentally, and spiritually. The event helped integrate Indigenous perspectives into workplace wellness and highlighted the importance of holistic health and reciprocity in the organization.

Prior to the talk, Elder Maureen joined members of the Indigenous ERG for a small, intimate lunch, fostering connection and meaningful conversation.



Medicine wheel



Advancing Indigenous Recruitment and Retention

Beyond employee engagement, TransLink has been developing a comprehensive recruitment and retention strategy to attract and support Indigenous employees across the enterprise. As part of this work, we are creating a new Indigenous-focused recruitment brochure that better reflects Indigenous perspectives and experiences in the workplace. The initiative aims to create a more welcoming and representative approach to recruiting Indigenous talent at TransLink.



PLATO Partnership for the Indigenous Internship Program

TransLink successfully concluded the 2024 Indigenous Internship Program with **PLATO Testing**, an Indigenous-owned software and technology services company. Building on the success of last year, we were able to increase the number of Indigenous interns from three to five and extend the internship duration from three to five months.

Throughout their time at TransLink, the interns made impressive contributions to various product teams including Compass, Customer, Enterprise Resource Program (ERP), Data Solutions, and Site Reliability Engineering. Their work focused on the sustainment and enhancement of these critical products through diligent software testing.

As the program concluded, the interns expressed their deep appreciation for the opportunity and time spent with their mentors. They highlighted the extensive hands-on learning and professional growth they experienced and valued the opportunity to work with TransLink. The interns particularly appreciated their involvement with our Indigenous Relations team. Their participation, and support for initiatives such as Moose Hide Campaign Day, enriched enterprise staff's understanding and connection to Indigenous cultures.



Cultural Recognition Projects

səlilwətał (Tsleil-Waututh Nation) Blessing Ceremony at Phibbs Exchange

The recently renovated Phibbs Transit Exchange was graced with public artworks, which include art by səlilwətał artist Jordan Gallie. A blessing ceremony was held in October to celebrate the artist and the beautiful artwork in a private ceremony with the artist's family and friends, səlilwətał, TransLink, and the Ministry of Transportation and Transit.

The səlilwətał-led ceremony included cultural protocols for drumming, singing, speakers and cedar brushing (which is meant to separate

the artist from the artwork in a positive way to continue their separate journeys). Attendees were asked to be witnesses at the event and be responsible for sharing the information on what took place during the ceremony.

Steve Vanagas, TransLink Vice President of Customer Communications and Public Affairs, was honoured to speak at the event to celebrate Jordan's amazing artwork that proudly represents the artist and his səlilwətał culture, helping to create a safe and welcoming environment for səlilwətał community members and Indigenous Peoples of the region. TransLink upholds the importance of promoting education and spaces for increased recognition of First Nations unceded and traditional territories.



Capstan Station Opening with xʷməθkʷə́y̓əm (Musqueam) Representatives

TransLink's newest SkyTrain station opened at Capstan Way and No. 3 Road in December. At the opening ceremonies, TransLink was honoured to hear from Chief Wayne Sparrow who provided a land acknowledgement and words of welcome.

Tsatsu Stalqayu (Coastal Wolf Pack) shared a welcome song and dance within their traditional and unceded territory. Gift bags were distributed at the event containing postcards featuring artwork by three xʷməθkʷə́y̓əm artists—kʷəlasəltən (whose English name is Mack Paul), Diamond Point, and Hailee Stogan. The artwork was based on murals created in 2022 for the Canada Line Bridge, reflecting the past, present, and future of the region “through the lens of colonialism and reconciliation.”



Reconciliation Journey for TransLink Employees

Cultural Training Programs

Cultural Awareness Training with Chastity Davis-Alphonse



In 2024, TransLink continued to host Canadian History Through an Indigenous Lens by Chastity Davis-Alphonse for Leading Others throughout the enterprise. The training is anticipated to continue into 2025

as part of Leading Others and comprises of a large group of enterprise staff.

Land Acknowledgement Training Sessions

In August, TransLink's Indigenous Relations team conducted a land acknowledgment training session aimed at deepening participants' understanding and confidence in delivering meaningful acknowledgments. The session was well-received, with participants actively engaging in discussions around the significance of acknowledgments in both personal and

professional contexts. Feedback highlighted an appreciation for the practical guidance and the respectful approach taken to explore the topic.

Kairos Blanket Workshops

In July, TransLink joined a virtual workshop, hosted by the Moon Tide Reconciliation team, which covers the legacy of residential schools, the Sixties Scoop, and the ongoing issue of Missing and Murdered Indigenous Women and Girls (MMIWG2S+).

The workshop has been lauded as a deeply impactful experiential learning activity that traces the history of Indigenous Peoples in Canada. Through interactive storytelling and participation, the workshop immerses participants in the history and experiences of Indigenous Peoples, highlighting the impact of colonization and systemic injustices and fostering empathy and understanding of the lives of Indigenous Peoples within Canada.

The workshop proved transformative as it demonstrated how Indigenous Peoples in Canada were deeply impacted by policies and practices aimed at forcing assimilation. The warm reception and positive feedback from the virtual workshop made way for an additional in-person workshop in November.



Events and Celebrations

Honouring S-ya:ýas təl' (Working Together)

In November, TransLink hosted the “Indigenous Cultural Fair: Honouring S-ya:ýas təl’” for staff. The event was inspired by the spirit of winter gatherings in Indigenous cultures - a season for coming together, sharing traditions, and fostering community connections. Winter holds deep cultural significance for Indigenous Peoples, marked by ceremonies and communal unity, often observed in Big Houses through spiritual dances, storytelling, and cultural celebrations. The gathering aimed to bring that spirit to life for our employees, creating an opportunity for reflection and learning.

Attendees engaged with the essence of these traditions through Indigenous cuisine from Salishan Catering, powerful performances by Tsatsu Stalqayu (Coastal Wolf Pack), and a rich display of Indigenous art and literature presented by Massy Books. These elements showcased the teachings, resilience, and creativity of Indigenous Peoples, offering attendees a chance to connect with and reflect on Indigenous culture and values.

Through this event, TransLink aimed to acknowledge and celebrate the voices and traditions of Indigenous Peoples, reinforcing our commitment to fostering mutual understanding and building meaningful connections within our community.





33rd Annual Memorial March to honour MMIW&G2S+ Peoples

On February 14, TransLink and Transit Police teams participated in the 33rd Annual Memorial March in downtown Vancouver to honour the lives of **Missing and Murdered Indigenous Women, Girls, and Two-Spirit individuals (MMIWG2S+)**. This annual march, initiated in 1992 after a shocking murder, serves as a demonstration for justice and remembrance. The Province of British Columbia recorded a high number of female homicides, with a significant concentration in Vancouver's Downtown Eastside (DTES).

The event began with a private ceremony for victims' families, followed by a moment of silence, singing, drumming, speeches, and a march through the DTES, with stops to lay flowers where victims were last seen or found. This gathering had a profound impact on those in attendance, particularly when individuals voiced their support for victims' families, and those actively engaged in raising awareness to prevent continued violence against Indigenous women, girls, and Two-Spirit individuals.





Orange Shirt Day (National Day for Truth & Reconciliation)

Orange Shirt Society Partnership with Rose Tashoots and Kishiqweb (Shonta Campbell)

TransLink proudly partnered with the Orange Shirt Society in 2024 to support two key initiatives. The Call to Artists invited local First Nations and urban Indigenous Peoples to reflect on the children lost to residential schools, as well as Survivors and their families.

In recognition of Orange Shirt Day, a limited-edition shirt featuring artwork by Tahltan Tlingit Nation artist Rose Tashoots, a residential school Survivor, was sold through the TransLink Store. Rose hopes her design will inspire Survivors and others to embrace positive thinking and wear the shirt with pride.

TransLink unveiled new artwork by Indigenous artist Kishiqweb, featured on two Mark I SkyTrain cars. Inspired by her grandfather's stories, the design honoured resilience and love in Indigenous communities. The cars ran on the Expo Line until spring 2025, and featured the artist's biography and statement inside.



Survivors' Flag Raising Led by Transit Police

In 2024, Transit Police led a ceremony to raise the Survivors' Flag in honour of the National Day for Truth and Reconciliation. The ceremony included Chief Rhonda Larrabee of Qayqayt First Nation, two Blue Eagle Cadet youth mentors, and staff members along with their families.

The **Survivors' Flag** is an expression of remembrance, meant to honour residential school survivors and all the lives and communities impacted by the residential school system in Canada. Each element depicted on the flag was carefully selected by survivors from across Canada, who were consulted in the flag's creation.



Image credit: National Centre for Truth and Reconciliation. "Survivors' Flag"



kʷikwə́łəm First Nation invited TransLink to walk with Chief and Council, Elders, community members, and the public to promote the truth, which will help kʷikwə́łəm members and Indigenous Peoples move forward and heal in a positive way, as stated by Chief Ron Giesbrecht. Chief Giesbrecht added that a large crowd came out to support the kʷikwə́łəm community, hear their stories, and understand the impacts of the past. Councillor John Peters led the event with drumming, singing, poetry, videos, and speakers, such as Councillor George Chaffee, who thanked those who participated in the event, which provided a voice to show that there is a new path to walk with First Nations with a greater understanding of the past.

During National Indigenous History Month in June, TransLink educated staff on the month's significance with regular updates on local events, Indigenous art on transit, and upcoming cultural training.

TransLink also attended Surrey's National Indigenous Peoples Day on June 21 to celebrate the cultures, histories, and contributions of First Nations, Inuit, and Métis Peoples, co-hosted by ᑕᓴᑦᑕᓴ (Katzie First Nation), ᑭᓄᓄᓄᓄᓄ (Kwantlen First Nation), and se'mya'me (Semiahmoo First Nation). In support, TransLink provided a free shuttle service from King George Station to the Bill Reid Millennium Amphitheatre, with each trip running at full capacity.



MOOSE HIDE CAMPAIGN DAY TAKE ACTION ♦ MAY 16, 2024



Moose Hide Campaign Day

In support of Moose Hide Campaign Day, TransLink hosted in-office events at the Sapperton office, Operations & Maintenance Centre in Burnaby, transit centres, and the Metro Vancouver Transit Police offices at Bridgeport Station. These events provided opportunities for staff to receive a Moose Hide pin and gain insight into the significance of this day.

The Moose Hide Campaign Day, which is marked annually on May 16, is a significant occasion in the continual fight against violence towards women and children. What began over 10 years ago as an Indigenous-led grassroots movement in British Columbia has now transformed into a nationwide initiative, uniting Indigenous and non-Indigenous Canadians from diverse sectors, from local communities to First Nations, governments, educational institutions, law enforcement agencies, and other organizations.

Educational Content to Enterprise Employees for Indigenous Days of Recognition

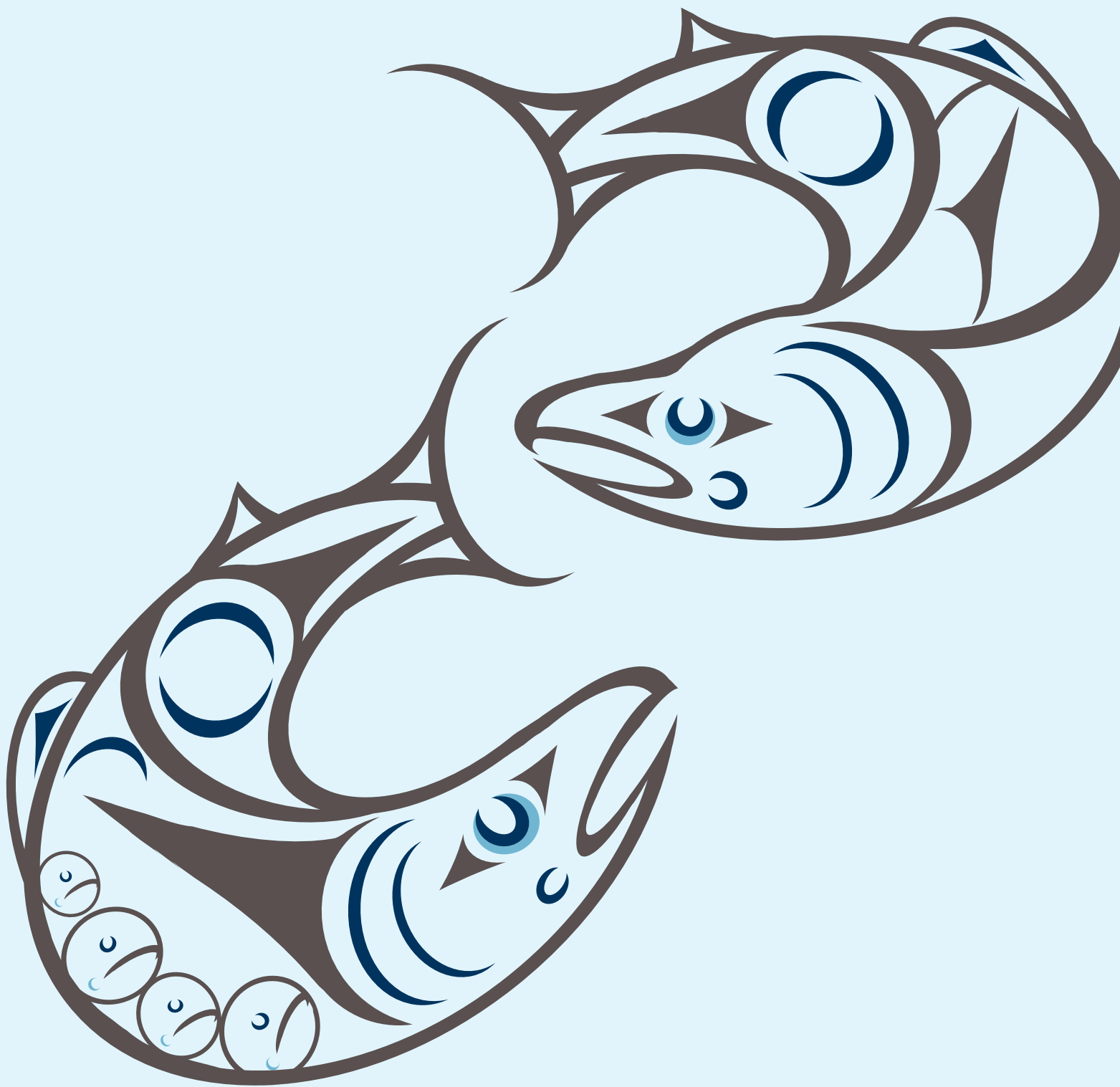
In 2024, TransLink continued to provide educational content to provide employees with

valuable resources to learn about Indigenous Peoples and important days of recognition. These efforts aimed to increase awareness, foster understanding, and support a culture of respect and reconciliation within the organization.

Key observances included:

- Annual Women's Memorial March, February 14
- National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and LGBTQIA2S+ Peoples a.k.a. Red Dress Day, May 5
- Moose Hide Campaign Day, mid-May.
- National Indigenous History Month, June
- Missing and Murdered Indigenous Men, Boys, and LGBTQIA2S+ Memorial Day, June 6
- National Indigenous Peoples Day, June 21
- Orange Shirt Day (National Day for Truth and Reconciliation), September 30
- National Indigenous Veterans Day, November 8

These resources helped employees deepen their understanding of Indigenous Peoples' history, challenges, and resilience, supporting the journey of reconciliation.



2025 New Areas Of Focus

Building on the progress made in 2024, TransLink remains committed to advancing reconciliation with First Nations and urban Indigenous Peoples by strengthening relationships, fostering economic inclusion, and enhancing transit equity. A core priority is to build trust-based partnerships with First Nations and Indigenous organizations, ensuring that collaboration is rooted in mutual respect and meaningful engagement.

Through these efforts, TransLink will continue to align its projects and initiatives with reconciliation commitments, including the Declaration on the Rights of Indigenous Peoples Act (DRIPA) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), reinforcing its responsibility to support reconciliation in all areas of its work.

To foster Indigenous representation in governance and decision-making, TransLink will explore opportunities to incorporate Indigenous perspectives at all levels, ensuring that policies and projects reflect the needs and priorities of First Nations communities. Economic inclusion remains a key focus, with a commitment to creating meaningful opportunities for Indigenous businesses and workforce participation within the transit sector. Additionally, addressing mobility needs for Indigenous communities through

enhanced connectivity will be central to advancing transit equity, ensuring that all communities have access to safe, reliable, and culturally appropriate transportation services.

Promoting cultural recognition continues to be an essential part of TransLink's reconciliation journey. By incorporating Indigenous languages, artwork, and storytelling into transit spaces, TransLink aims to celebrate and honour the rich cultural heritage of First Nations communities. These focus areas for 2025 reflect TransLink's ongoing commitment to reconciliation, creating a more inclusive and accessible transit system for all Indigenous Peoples and communities in the region.

Artist Recognition

Cover pages (front and back), Page 1, 9, 24: Artworks by xʷməθkʷəy̓əm (Musqueam) artist Gracielene Ulu, “Salmon Celebration”, symbolizes good luck and reflects the deep cultural and spiritual significance of salmon in Indigenous traditions. The piece honours generations of teachings, where salmon have long provided sustenance, united communities in celebration, and carried stories passed down from Elders to youth.

Page 4: The first SkyTrain art installation by Kishiqweb (Shonta Campbell), a Heiltsuk, Anishinaabe, and Wuikinuxv artist, honouring resilience and intergenerational strength.

Page 16: Phibbs Exchange artwork “Perception and Integrity” by Jordan Gallie, from səliłwətał (Tsleil-Waututh Nation).



