

TransLink Reconciliation Report 2025

August 2026

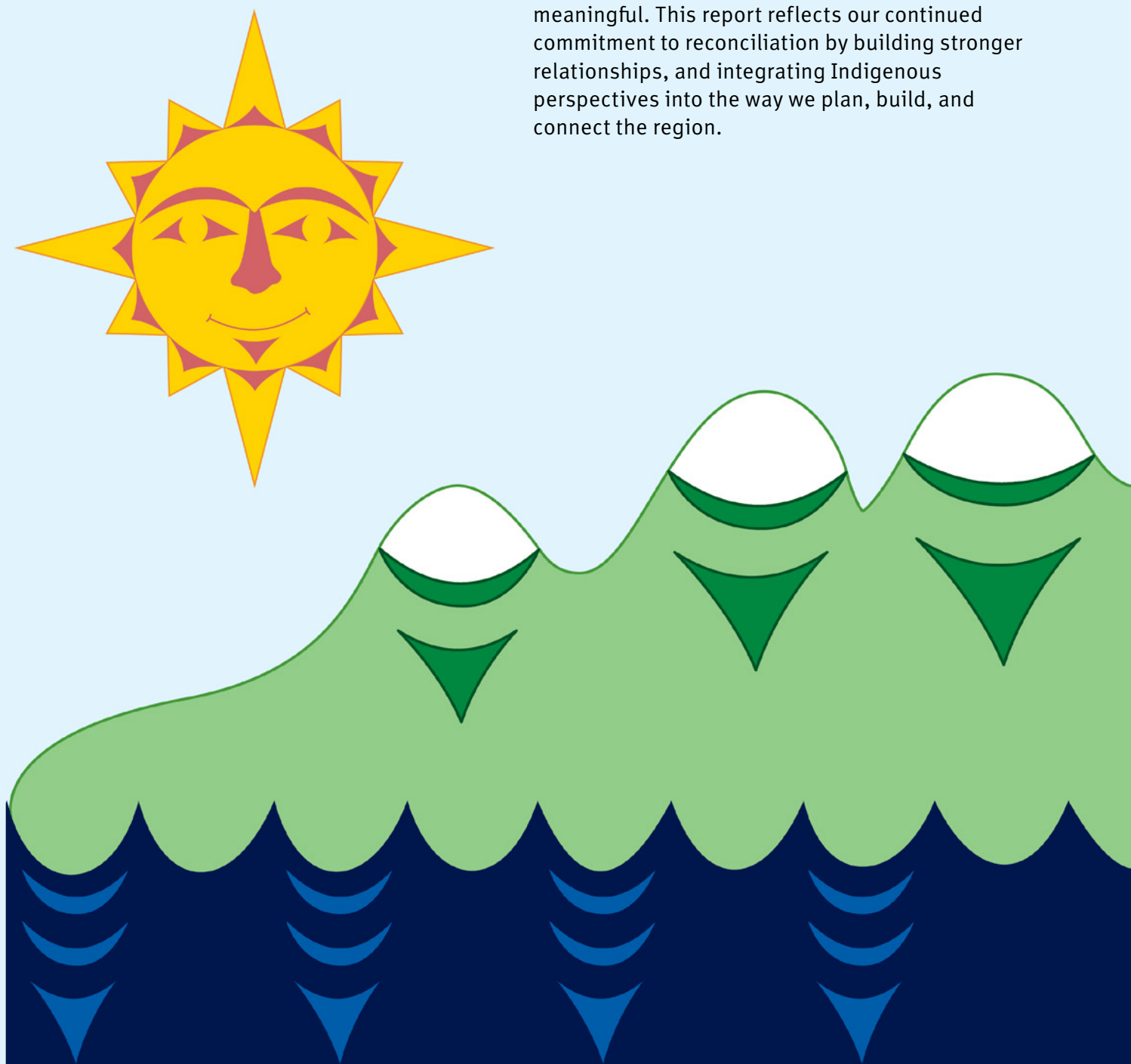


Acknowledging the Land

TransLink recognizes that our work takes place on the traditional territories of the First Nations of this region, including both Treaty and unceded lands, which have been cared for since time immemorial. We acknowledge this foundational relationship to the lands and waters on which we operate.

We also recognize the significant contributions, knowledge, and leadership of First Nations, Inuit, and Métis Peoples and honour their enduring presence and resilience across all aspects of society.

As expectations and responsibilities around Indigenous engagement continue to evolve, TransLink affirms the Rights of Indigenous Peoples and is committed to carrying out our work with Indigenous communities in a manner that is respectful, informed, collaborative, and meaningful. This report reflects our continued commitment to reconciliation by building stronger relationships, and integrating Indigenous perspectives into the way we plan, build, and connect the region.



Foreword by Kevin Quinn and Alanna Simmons

TransLink remains deeply committed to advancing reconciliation and strengthening our relationships with First Nations and urban Indigenous organizations across the region. This commitment guides how we plan, build, and deliver transportation services, and reflects our responsibility to support Indigenous self-determination and culturally safe mobility options.

In 2025, we continued to make meaningful progress through collaborative initiatives that improved service, strengthened partnerships, and expanded cultural presence across the transit system. Service enhancements to Route 609 with *scə́waθən məsteyəxʷ* (Tsawwassen First Nation), continued planning for new routes with *Sḵw̓x̱wú7mesh Úxwumixw* (Squamish Nation) and *səlilwətał* (Tsleil-Waututh Nation), and the implementation of the Solar Lighting Pilot Program all reflect our shared efforts to improve regional connectivity and respond to community-identified priorities.

We also advanced how Indigenous cultures and languages are represented throughout our system.

We acknowledge with sadness the passing of Chief Rhonda Larrabee of *qíqéyt* (Qayqayt First Nation). For those who worked closely with her, her leadership, generosity, and commitment to truth and collaboration continue to guide how we carry this work forward. Her passing prompted deeper reflection across our reconciliation efforts, reinforcing the importance of moving from intention to sustained practice across TransLink.

Throughout the year, we continued strengthening internal capacity, deepening relationships with Indigenous partners, and integrating reconciliation more consistently into our day-to-day work. This included advancing enterprise-wide Indigenous cultural learning through an internally led approach and collaborating with First Nations and urban Indigenous organizations on practical initiatives, such as safety and infrastructure

The new Mark V SkyTrain cars integrate Indigenous artwork created by artists from Nations across the region, and the *hə́h̓qə́mihə́m* language was introduced into onboard stop announcements. These initiatives, developed with First Nations partners, demonstrate how cultural presence is being embedded into both everyday transit experiences and long-term system planning.

Reconciliation is an ongoing responsibility — one that requires sustained collaboration, learning, and action across the organization. This report outlines the work completed in 2025 and reaffirms TransLink's commitment to advancing reconciliation in a continuous, respectful, and accountable way as we look ahead to the years to come.



Kevin Quinn

Chief Executive Officer

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programs on Treaty and reserve lands, and the development of Indigenous Procurement Principles.

Looking ahead, I remain committed to ensuring this work is carried out with care, accountability, and collaboration. I am deeply grateful for the continued partnership of Indigenous communities and individuals who continue to work alongside us.

Mussi, Chief Larrabee, for your guidance. Your legacy will continue to inspire our work for years to come.



Alanna Simmons

Director of Indigenous Relations

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In Memory of Chief Rhonda Larrabee

In April 2026, TransLink joined qiqéyt (Qayqayt First Nation) and communities across the region in mourning the passing of Chief Rhonda Larrabee. As TransLink's head office in New Westminster is located on the unceded and traditional territory of qiqéyt, we hold her memory with deep respect and gratitude for her leadership.

Chief Larrabee, a highly respected leader whose lifelong commitment to community strengthened relationships between Indigenous and non-Indigenous peoples and advanced reconciliation through collaboration, dialogue, and understanding.

Her personal journey of reclamation through courage, truth, and identity continues to inspire those who knew her and those who come to learn her story. At TransLink, Chief Larrabee generously supported and guided our reconciliation journey, including through her contributions to the Indigenous Relations Vision and Guiding Principles, Transport 2050, participation in our first Indigenous Fair, and much more.

Chief Larrabee's memorial was attended by colleagues across the enterprise, reflecting the profound impact she had on the people fortunate to know her. Family, friends, and community members shared stories of her life's work, her teachings, and the relationships she built throughout her years of dedicated service to the community.

In her honour, Metro Vancouver Transit Police lowered the Sapperton office flags to half-mast in April. Her leadership, teachings, and commitment to community will continue to guide our work and be reflected in the path forward.





Commitment to Advancing Reconciliation

In March 2022, with support from the Mayors' Council, the TransLink Board of Directors approved an Indigenous Relations Vision Statement and Guiding Principles, developed through engagement with regional First Nations. These principles reflect TransLink's commitment to reconciliation and to incorporating Indigenous perspectives into organizational planning and decision-making.

In support of this commitment, we continue to celebrate Indigenous artists by prioritizing Indigenous-created artwork in our communications. Through their art, these artists connect traditional and contemporary art forms while reflecting lived experiences. We are grateful for their participation. This contributes to more inclusive storytelling and strengthens connections with Indigenous and broader audiences.



Indigenous Relations Vision Statement

TransLink's mandate is to connect Metro Vancouver and create a more livable region. In doing so, TransLink will be inclusive of Indigenous Peoples, their cultures and their perspectives. TransLink 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.



This updated piece, described by Bryce Williams from scəwáθən məsteyəx^w (Tsawwassen First Nation) as “Traveling this journey together under strong values and understanding,” reflects TransLink’s commitment to connection, shared responsibility, and respectful relationships.

TransLink's Focus Over the Past Year

TransLink previously engaged with First Nations and urban Indigenous organizations to shape its long-term transportation planning through *Transport 2050* and the *Transport 2050: Access for Everyone* initiative. TransLink continues to engage with Indigenous Peoples and communities on an ongoing basis to build respectful, long-term relationships and learn more about their unique transportation needs, priorities, experiences, and barriers, while supporting reconciliation and ongoing collaboration.

Building on these insights and relationships, this report highlights key initiatives and programs that reflect TransLink's commitment to Indigenous communities, including:

- **First Nations Transportation Program:** Supporting transportation infrastructure and capital projects on or to Treaty and reserve lands.
- **Strengthening Relationships with Indigenous Peoples:** Initiatives that provide meaningful engagement, career development, and pathways for Indigenous students, job seekers, and communities.
- **Reconciliation Journey for Employees:** Cultural awareness initiatives, training, and resources that help enterprise employees engage respectfully with Indigenous Peoples and support ongoing reconciliation.





First Nation Transportation Program

The First Nation Transportation (FNT) Program was developed in response to feedback from the First Nations engagement process of Transport 2050, TransLink's 30-year Regional Transportation Strategy. The Program aimed to identify and address transportation and mobility gaps affecting First Nations communities within our service area.

Our work with First Nations with Treaty and reserve lands within Metro Vancouver is progressing collaboratively and is guided by the Nations' timelines for planning and design to support both interim and long-term mobility needs aligned with their community priorities. This work represents the first time that regional transportation connections to First Nations communities have been addressed at this scale.

Ongoing engagement with First Nations across the region continues, with planning and coordination occurring based on community availability and timelines.

scə́waθən məsteyəxʷ (Tsawwassen First Nation) Route 609 Service Enhancements

In Fall 2024, Route 609 was extended and service was improved. After these changes, a six-month ridership analysis was completed, which highlighted strong ridership growth on both weekdays and weekends.

Based on this information, TransLink implemented further enhancements to Route 609 in January 2026 to increase convenience and reliability for the scə́waθən məsteyəxʷ community. These improvements included additional trips during off-peak periods, weekends, and evenings, with buses now operating every 30 minutes throughout the

day, seven days a week. This service enhancement represented the largest service increase in TransLink's 2026 Winter Service Changes, improving accessibility for scə́waθən məsteyəxʷ community members and other travelers to and from the area.

While TransLink continues to monitor bus service improvements to Route 609 on Treaty lands belonging to scə́waθən məsteyəxʷ, bus infrastructure work is now substantially complete.

Advancing a New Route Serving Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation)

Working collaboratively with Sk̓wx̓wú7mesh Úxwumixw, planning continued for a new bus route that will connect the X̓wemelch'stn (Capilano) and Eslhá7an (Mission 1) communities with Lonsdale and Park Royal. In 2025, at the request of North Shore municipalities, TransLink conducted engagement with businesses along the route, and the service received broad support. TransLink is working with Sk̓wx̓wú7mesh Úxwumixw to ensure cultural recognition elements are incorporated into the route. The bus stops are currently in the design stage as planning continues for the new route.

Advancing a New Route Serving səlilwətał (Tsleil-Waututh Nation)

TransLink continued working closely with səlilwətał on a new bus route that will run between Phibbs Exchange and Parkgate Mall, serving the səlilwətał community. Four bus stops were built in summer 2024 by səlilwətał, funded by TransLink, to align with existing planned construction on a new road that will serve a new community facility providing essential services. TransLink is currently working with səlilwətał to have the Nation deliver the remaining bus stops on their lands.

To ensure future transit infrastructure is culturally representative of səlilwətał culture and identity, TransLink also provided funding to support the development of Nation-led Indigenized transit design guidelines, which could serve as a model for other First Nations undertaking transit infrastructure projects in the future.

ᑭᑭᑦᑭᑦ (Katzie First Nation) Route 719/722 Service Improvements

TransLink enhanced service to deliver interim benefits for ᑭᑭᑦᑭᑦ community at Katzie 1. A review of travel patterns confirmed that immediate improvements to service were feasible, leading to Routes 719 and 722 being doubled from every 80 minutes to every 40–45 minutes, and off-peak periods and Saturday service were improved from every 2 hours to every 45 minutes. Additionally, Evening and Sunday and Holiday service was introduced for the first time, significantly increasing accessibility and travel options for the community.



Service added on bus routes #719 and #722!

Starting April 21, 2025

We're improving service on the #719 and #722 on weekdays and Saturdays, with shorter wait times and service running until 10pm.

We're also introducing new service on Sundays and holidays every 45 minutes from 8am to 10pm.

translink.ca/servicechanges



First Nations Transportation Funding Program

The 2025 Investment Plan included funding for the first year of a new program to support transportation projects and capital assets on and to First Nations Treaty and reserve lands. First Nations communities in the region face unique challenges accessing traditional infrastructure funding, including financial and administrative barriers, limited staff capacity, and requirements that may not fully reflect community priorities and cultural protocols.

The new program was developed to address these gaps, with guidelines designed to be flexible, culturally informed, and responsive to the needs and priorities of each community. Throughout 2025, staff developed program guidelines for First Nation review and input. Applications to the program will be accepted on a rolling basis beginning in 2026, with ongoing engagement to ensure the program continues to align with First Nations' priorities.

In-Service Road Safety Review

TransLink, in partnership with Skwxwú7mesh Úxwumixw (Squamish Nation) and the City of North Vancouver, conducted an In-Service Road Safety Review of the Major Road Network corridor adjacent to Eslhá7an (Mission 1). The Safety Review was undertaken in response to road safety concerns raised by Skwxwú7mesh Úxwumixw through engagement under the First Nations Transportation Program.

The Safety Review provided a series of recommendations to address identified road safety issues and prioritized key actions in both the short and long term. This approach reflects TransLink's commitment to working collaboratively with the Nation and relevant third parties to ensure safe and accessible transportation infrastructure.

Strengthening Relationships With Indigenous Peoples

TransLink builds connections with Indigenous communities through learning, career development, engagement, and support for inclusive job opportunities.

Connecting with Indigenous Talent

TransLink continued to support Indigenous employment pathways by participating in Indigenous career fairs and recruitment events. These opportunities provided meaningful engagement with Indigenous students, job seekers, and communities while helping raise awareness of career pathways within the organization.

During spring break in March, BC Rapid Transit Company piloted a two-week high school work experience program at Operations and Maintenance Centre 1. Five students, including one Indigenous student, participated and reported a positive and engaging experience. The pilot program provided students with hands-on exposure to transit operations and career pathways, helping them explore potential careers in the industry. The program demonstrates a model for future engagement with Indigenous youth, supporting TransLink's ongoing commitment to building relationships and creating opportunities for learning and development.

In addition, TransLink participated in the ACCESS Career Fair and Honouring Dinner at the Westin Bayshore Hotel in Vancouver. The event brought together hundreds of attendees and industry representatives to support Indigenous job seekers. TransLink shared information on recruitment processes, offered guidance on job-seeking strategies, and conducted resume reviews.

TransLink also attended a dinner at səliłwətał (Tsleil-Waututh Nation) to present career opportunities to community members and staff. Attendees included those completing Class 4 Driver's license training for potential bus operator positions, as well as others exploring future employment opportunities. Feedback from the community informed improvements to our recruitment practices, such as providing early-stage support and adapting requirements to better meet candidates where they are. Several of these recommendations will be applied to upcoming bus operator postings and will guide future outreach initiatives with the Nation.



Solar Lighting Pilot Program

The Solar Lighting Pilot Program is a safety enhancement initiative that was informed by customer feedback, showing that 50% of respondents at participating stops felt their locations were too dark or required improved lighting. TransLink rolled out a solar-powered, push-button lighting program at bus stops to improve safety, visibility, and the overall customer experience.

The pilot program expanded to 14 locations with the addition of 10 new sites. Two of the pilot locations are located on or near the Treaty and reserve lands of *scə́w̓aθən məsteyəxʷ* (Tsawwassen First Nation) and *səlilwətał* (Tsleil-Waututh Nation), reflecting TransLink's commitment to collaborating with Indigenous communities to enhance safety and accessibility. The program also introduced more durable 40W lighting units with 10-minute timers based on early feedback. The lighting units were supplied by a BC-based company selected through TransLink's 2024 Open Call for Innovation.



TransLink Indigenous Procurement Principles

To create equitable procurement practices while maintaining competitiveness and a value-driven procurement approach, TransLink developed the Indigenous Procurement Principles to strengthen economic opportunities for Indigenous Business Entities, support relationships with First Nations, and advance our commitment to reconciliation.

TransLink carried out a structured engagement process with First Nations within the service area on the draft Indigenous Procurement Principles. Engagement included targeted outreach, one-on-one meetings with First Nation leadership and economic development representatives, written submissions, and ongoing dialogue to incorporate feedback and refine the approach.

Key topics raised included support for measures that prioritize Indigenous businesses, clear definitions of Indigenous business entity categories, and bid evaluation adjustments to better reflect Indigenous participation. Early notice of procurement opportunities and structured Indigenous participation planning were also identified as important. These insights helped shape a more responsive procurement framework that supports ongoing reconciliation efforts.

Accessible Transit Information for Indigenous Riders

TransLink's **"Your Journey Through Transit"** brochure was developed as an Indigenous-focused, culturally informed guide to help improve access to public transit information and support safer, more confident travel. It presents transit use in a clear, step-by-step format and is designed to be more approachable for Indigenous riders.

The brochure highlights three main themes: **Connected** ("Your first ride in 5 steps"), **Affordable** ("Affordable fares for everyone"), and **Safe** ("Travel

with Safety & Confidence"), including how to access help, report concerns, and contact transit services or Transit Police when needed through multiple channels (phone, in person, and online). Overall, the document functions as a wayfinding and orientation tool aimed at improving accessibility, confidence, and awareness of transit services for Indigenous communities.

A print version is available for distribution at upcoming events and workshops, and a PDF version is available in the Resources & Reports section of the **Indigenous Relations webpage**.

Transfers:

Valid for 90 minutes across buses, SkyTrain, SeaBus, and HandyDART; 120 minutes on West Coast Express.

Step 3: How to Use Your Compass Card

Always tap whenever using transit. This ensures your fare is valid and you're charged correctly.

Tap In: Hold your card to the reader when you get on buses, SkyTrain, SeaBus, or West Coast Express.

Tap Out: Hold your card to the reader again when exiting SkyTrain, SeaBus, or West Coast Express (no need to tap out on buses).

Transfers: Valid for 90 minutes across buses, SkyTrain, SeaBus, and HandyDART; 120 minutes on West Coast Express.

Step 4: Add Funds to Your Compass Card

Keep your card ready for your next trip.

In Person: At CVM's, TransLink Customer Service Centre and select London Drugs locations.

Online: compasscard.ca.

By Phone: Call 604.953.2042 for top-up or AutoLoad enrollment.

Payment Methods:

CVM's & In-Person: Accepts cash (coins and bills up to \$20), debit, and credit cards.

Online & Phone: Accepts Visa, MasterCard, American Express, Debit MasterCard, and Visa Debit.

Step 5: Enjoy Your Ride

With your Compass Card set up, you're ready to explore Metro Vancouver's transit system.

Why Use a Compass Card?

Quick & Easy: Tap to pay for your ride.

Save Money: It's cheaper than paying with cash or credit.

Flexible Options: Choose from a DayPass, Monthly Passes or Stored Value.

Track Your Balance: Add funds anytime online, at machines, or by phone.

Where to Get a Compass Card, Ticket & Passes:

- Compass Cards** (\$6 refundable deposit required with purchase)
 - Online:** Buy at compasscard.ca (Adult & Concession).
 - Compass Vending Machines (CVMs):** Available at all SkyTrain, SeaBus, and West Coast Express stations, Horseshoe Bay & Tsawwassen ferry terminals and select London Drugs (Adult only).
 - Compass Retailers:** Find a retailer near you at translink.ca/wheretobuy.
 - In-Person:** Available at TransLink Customer Service Centre at Waterfront Station.
- Compass Tickets and DayPasses (Single-use)**
 - Where to Buy:** Available at CVM's and select retailers.
 - Expiration:** Tickets and DayPasses purchased from CVMs must be used on the day of travel and will expire at 4 a.m. the next day.
- Tap to Pay (No Ticket Needed!)**

Use your contactless debit/credit card or mobile wallet at fare gates and card readers to ride—no need to buy a separate ticket.

For more details, visit compasscard.ca.

Your First Ride in 5 Steps

Transit connects you to work, school, cultural events, and essential services. Here's how to get started:

Step 1: Plan Your Route

Before you start your journey, find out where you're going and how to get there. If you're new to transit, TransLink can help you!

Find Your Best Route:

Visit translink.ca/tripplanner for details on routes, fares, and schedules.

Need help? Call 604.953.3333 for personalized assistance.

Step 2: Get a Compass Card

The Compass Card is a convenient and affordable way to travel across Metro Vancouver. There are two types of Compass Cards: **Adult** and **Concession**. You can load your card with a DayPass, Monthly Passes or Stored Value to suit your travel needs.

Your Journey Through Transit:

Connected. Affordable. Safe.

translink.ca

Affordable Fares for Everyone

If the regular Compass Card doesn't meet your needs, there are other affordable fare options!

Accessible Fares & Discounts:

- Concession Fare:** Available to seniors (65+), youth (13-18), and HandyCard* holders. A valid ID is required to confirm eligibility.
- *The HandyCard** is a photo ID for those needing extra help on transit, offering concession fares and provides free travel for your attendant on buses, SkyTrain, SeaBus, and West Coast Express.
- To apply contact Access Transit:
 - Phone: 604.953.3680
 - Email: atcc@translink.ca
- Children 12 & Under Ride Free:**
 - For SkyTrain, SeaBus, or West Coast Express, ask a SkyTrain Attendant or use the nearest Courtesy Phone for help.
 - On buses, children don't need an adult with them.
- BC Government Bus Pass:** For low-income seniors (60+). Eligible individuals include spouses of those on disability assistance, income assistance recipients, and those receiving aid from a First Nations band office while living on reserve. Please note that this pass does not cover HandyDART or West Coast Express service. For more details, call 1.866.866.0800 or e-mail BCBusPassProgram@gov.bc.ca.

Travel with Safety & Confidence:

Your safety is important to us. Here's how we help:

- Trained Staff:** Bus drivers and SkyTrain attendants are trained to keep you safe.
- Visible Security:** Transit Police patrol stations and vehicles.
- Indigenous Liaison Officer:** Request to speak with an officer at 604.515.8300.

If You See Something, Say Something:

- Emergencies:** Call 911.
- Non-Emergencies:** Contact Transit Police at 604.515.8300 or text 87.7.7.7.

Questions? We're Here to Help

- Online:** Visit translink.ca.
- By Phone:** Call 604.953.3333.
- In-Person:** Visit TransLink Customer Service Centre at Waterfront Station.

For Compass Card Support: Call 604.398.2042 or visit compasscard.ca.

Land Acknowledgment

TransLink respects the First Nations for their stewardship of the region from time immemorial and acknowledges all First Nations, Inuit, and Métis peoples for their continued resilience and contributions as vibrant members of our communities.

As we connect communities through safe, reliable, and accessible transit, we remain committed to fostering reconciliation by building strong relationships with Indigenous peoples and honouring their enduring connection to these lands.

Indigenous Employee Engagement

TransLink provides Indigenous employees with meaningful opportunities to lead, learn, and share cultural knowledge through immersive experiences, skill development, and representation across the organization.

Walking Tour with Talaysay Tours

The Indigenous Employee Resource + Allies group, in partnership with the Green Team Employee Resource Group (ERG), participated in a guided cultural walk through Stanley Park led by an Indigenous cultural ambassador from Talaysay Tours. The tour showcased Indigenous ecological knowledge and sustainability practices, and shared stories from the shíshálh (Sechelt) and Sk̓wx̓wú7mesh (Squamish) Peoples about the traditional uses of local plants and trees.

Enterprise-wide ERG members completed the 2.2 km walk, fostering connection and reflection on Indigenous traditions and relations to the land. The experience offered an opportunity to engage with cultural teachings and to appreciate Indigenous perspectives on ecology and sustainability.



Indigenous Voices and Roles

TransLink conducted two photoshoots to highlight Indigenous representation across a range of roles throughout the enterprise. The first session featured an Indigenous SkyTrain Attendant and Physical Security Investigator, showcasing frontline and safety-focused positions.

Building on the strong interest from this initial session, a second photoshoot took place, expanding representation to include an Indigenous Service Design Data Administrator, Bus Operator, and Guideway Service Person, reflecting both operational and technical roles.

Together, these sessions emphasized the importance of authentic Indigenous representation in the workplace and will support future corporate materials, reinforcing TransLink's commitment to inclusive hiring and the visibility of Indigenous employees across all areas of the organization.





Learning on the Land with Takaya Tours

The Indigenous Relations Team held a cultural team-building outing at Whey-ah-Wichen (formerly Cates Park), operated by Takaya Tours, an Indigenous-owned company of səliłwətał (Tsleil-Waututh Nation), on their unceded and ancestral lands.

The team paddled a large replica cedar canoe on Burrard Inlet, modeled after those historically used by the səliłwətał People, while a guide shared oral histories, traditional songs, and teachings about their territory, culture, and enduring connection to the land and waters.

The experience highlighted the səliłwətał stewardship and sacred duty to care for land and waters, traditional canoe culture, place-based stories in hə́hǵəmiǵə́h, and environmental initiatives. Paddling together fostered a powerful sense of teamwork and unity, reinforcing the value of collective strength during the immersive activity.

UBC Leadership Program

TransLink partnered with UBC Sauder School of Business to launch the UBC Leadership Program in early 2022, providing exempt leaders with opportunities to strengthen their leadership skills and knowledge. Since its inception, the program has evolved to include the Embark and Elevate streams, supporting career development at multiple levels.

In 2025, the program was expanded to include all exempt Indigenous employees alongside “People Leaders,” enabling greater Indigenous participation in leadership development, fostering mentorship, supporting retention, and ensuring diverse perspectives help shape inclusive leadership across the organization.

Cultural Recognition Initiatives

TransLink continues to strengthen cultural recognition, honouring Indigenous heritage and fostering understanding through meaningful initiatives across the transit system.

Blessing Ceremonies at Phibbs Exchange

Two blessing ceremonies at Phibbs Transit Exchange marked the installation of new public artwork created with Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation) artists. The Indigenous-led ceremonies, guided by community members, with participation from TransLink and the B.C. Ministry of Transportation and Transit, formally honoured and blessed the artists, recognized their contributions, and welcomed the artwork into the community and public space.

The ceremony formally honours the artists while creating a sacred separation between them and their work, allowing both to continue their own journey. The art pieces are living expressions that carry Sk̓wx̓wú7mesh teachings, engage the community, and reflect the Nation's culture, heritage, and connection to the land across generations past, present, and future.

“Welcome to ch’ich’exwi7kw” by Matthew and Liam Baker



Father-and-son artists Matthew and Liam Baker bring the rich tradition of Coast Salish art to Phibbs Exchange through two intricately carved house posts at the entrance. Both artists were born and raised on Xwemélch’stn (Capilano Reserve) on the North Shore. Matthew, with over 40 years of experience learned from his own father, mentors his son Liam, who is continuing the generational practice of Sk̓wx̓wú7mesh Úxwumixw artistry.

The carvings feature a copper crown, a Big House design, and figures including eagle, double-headed serpent, bear, salmon, raven, and wolf, alongside an X̱wáy̱x̱ way doorway, translated as “masked dance performance”, symbolizing spiritual connection, family strength, knowledge, and cultural teachings.

“smenalh” by artist Ses Siyam



“Smenalh”, created by Ses Siyam (Ray Natraoro), draws on the Sk̓wx̓wú7mesh Úxwumixw history of the lands surrounding Phibbs Exchange, including Elhkayem (Place of Snakes) and Xwi7xwixway (connected to the village of Xwayxway in Stanley Park).

The artwork depicts a noble woman born at Xwi7xwixway who married into a family at Ch’ich’elxwi7kw, wearing a Mountain Goat Wool Blanket to signify her high status.

Raised immersed in Sk̓wx̓wú7mesh sníchim (Squamish language) and traditions, Ses Siyam descends from seven generations of Squamish carvers and brings decades of experience to his work, blending traditional practices with contemporary design across carvings, masks, and other culturally significant forms.



Indigenous Art on Mark V SkyTrain

TransLink marked a historic milestone for our region's transit system with the first Mark V train entering service. The Mark V series features distinctive Indigenous artwork on the interior windscreens of each train. This era represents more than a fleet upgrade, it marks a new chapter in SkyTrain's story, combining advanced transit design with the artistry and voices of the Indigenous Peoples of these lands.

Artistry pictured from left to right are five acclaimed artists, including:

- **Atheana Picha** of ḡʷɑ:ḡʷáḡ (Kwantlen First Nation),
- **Rain Pierre** of ḡíćáý (Katzie First Nation),
- **Darryl Blyth** of xʷməθkʷəýəm (Musqueam),
- **Yususult Rosemarie Williams** of Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation), and
- **Brandon Gabriel** of ḡʷɑ:ḡʷáḡ (Kwantlen First Nation).

Reconciliation Journey For Translink Employees

Indigenous Cultural Awareness Initiatives

TransLink’s Indigenous cultural awareness initiatives help employees build understanding, reflect on their roles, and engage respectfully with Indigenous communities, supporting their reconciliation journey.

Cultural Safety Session

As part of TransLink’s Equity, Diversity, and Inclusion (EDI) Senior Leadership Series, Indigenous Cultural Safety training was delivered to executive leadership. The training strengthened participants’ foundational understanding of Indigenous Peoples, histories, and lived experiences while exploring how colonial systems continue to shape organizational practices today. A distinctions-based approach was introduced, highlighting the unique cultures, histories, Rights, laws, and governance structures of First Nations, Inuit, and Métis communities. The training also supported leaders in understanding key Indigenous terms and the importance of using respectful, culturally safe language.

Participants discussed the roots of anti-Indigenous racism in Canada, including how colonial policies have contributed to stereotypes, discrimination, harm, and intergenerational trauma, and how these impacts continue to persist today. This learning supports leaders in identifying organizational barriers and advancing culturally safe, respectful, and equitable practices.

Decolonizing Wellness Session



TransLink hosted a session for staff as part of its Psychological Health and Wellness program, led by Joyce Leppington, an educator and

advocate of xʷməθkʷəy̓əm (Musqueam), Sts’ailes, and Métis heritage. The session explored Indigenous wellness practices and the ongoing impacts of colonial history on health, offering staff practical tools to support more equitable and inclusive wellness spaces. Participants learned approaches to decolonize health and wellness, address systemic barriers, and foster cultural safety, humility, and relational accountability. Through personal stories and actionable frameworks, Joyce provided guidance to help create wellness practices that respect and incorporate Indigenous perspectives.

The session was well received, with participants noting increased understanding of cultural safety principles and expressing readiness to apply them in their work.

Courageous Conversations Session

TransLink's Director of Indigenous Relations led a Courageous Conversation session on the Impacts of Assimilation on Indigenous Peoples, providing insight into the strengths, struggles, and survival of Indigenous communities by examining past injustices, asking when the past is no longer the past, and considering solutions for a substantively equitable future.

The session centered on the lived experiences of Indigenous Peoples, and staff were encouraged to consider a more nuanced understanding of the complex and ongoing impacts of assimilation that continue to shape Indigenous communities today. A deeper understanding emerged of Indigenous Peoples as Rights holders with a holistic worldview based on community values and consensus, spanning cultures, spirituality, governance, and relationships.

The session was well attended, with participants expressing appreciation for the insights shared and the opportunity to engage in meaningful dialogue.

Cultural Awareness Sessions

Canadian History Through an Indigenous Lens is an Indigenous-led cultural awareness training session facilitated by Chastity Davis-Alphonse, an experienced educator and knowledge-keeper who centres Indigenous perspectives in teaching about history and contemporary issues. In 2025, three sessions were delivered for employees from TransLink, Coast Mountain Bus Company, BC Rapid Transit Company, and Metro Vancouver Transit Police. The training examines Canadian history through Indigenous perspectives, integrating lived experience, historical context, and contemporary realities, and fosters deeper cultural understanding, respectful engagement, and informed decision-making across the organization.

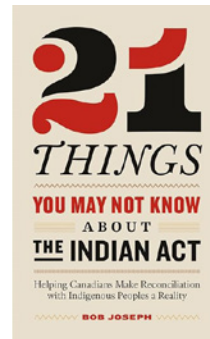
Land Acknowledgement Sessions

Land Acknowledgement training sessions were held for both TransLink's Safety, Environment and Emergency Management team and Metro Vancouver Transit Police Senior Leadership Team. These sessions were designed to support a more consistent and meaningful approach to preparing and delivering land acknowledgements across the organization.

The training covered the significance of Land Acknowledgements, their key components, and practical guidance on how to tailor and deliver them effectively in different meeting contexts. Participants also engaged in discussions on how land acknowledgements relate to advancing reconciliation by recognizing Indigenous Peoples' Rights, histories, and enduring presence, as well as supporting broader awareness of the ongoing impacts of colonization.

Across both sessions, participants demonstrated increased understanding and confidence in delivering Land Acknowledgements, contributing to more consistent application across leadership and operational settings.

TransLink Enterprise Book Club



TransLink's Enterprise Book Club was launched in 2025 to bring employees together around a shared interest in reading. The first session this year focused on *21 Things You May Not Know About the Indian Act* by Bob Joseph, providing participants with an overview of the *Indian Act* and its ongoing impact on Indigenous Peoples in Canada. Employees engaged in thoughtful discussions during two in-person sessions, creating a welcoming space to explore diverse perspectives and deepen their understanding of reconciliation.

Acknowledging the Land in Email Signatures

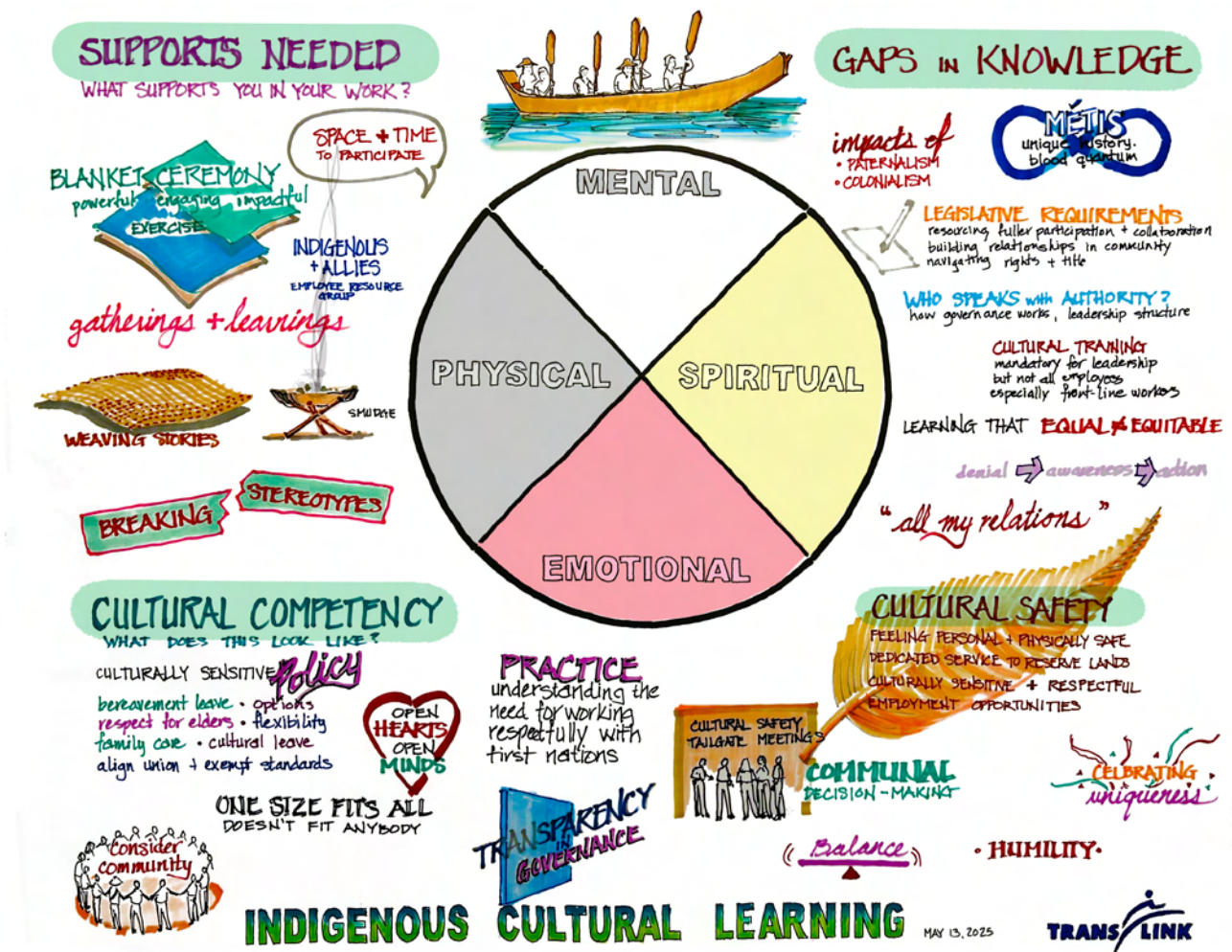
TransLink introduced an email signature initiative encouraging staff to include a Land Acknowledgement in their everyday correspondence. The initiative recognizes that our services operate on the traditional and unceded territories of local First Nations, who have cared for these lands since time immemorial and continue to steward them today.

It also acknowledges the resilience, contributions, knowledge, and leadership of First Nations, Inuit, and Métis Peoples, including Indigenous employees within TransLink. Many staff have adopted this practice, demonstrating an ongoing commitment to reconciliation, respect, and inclusion through everyday communication.

Cultural Learning Plan Development

TransLink began transitioning from third-party Indigenous Cultural Awareness Training to a program developed and led by Indigenous Relations staff. This approach supports enterprise-wide learning and strengthens participants' ability to respectfully engage with Indigenous Peoples and communities in their respective business areas.

As part of this transition, two workshops were held to gather feedback from Indigenous employees, community members, and non-Indigenous staff with key roles across the enterprise.

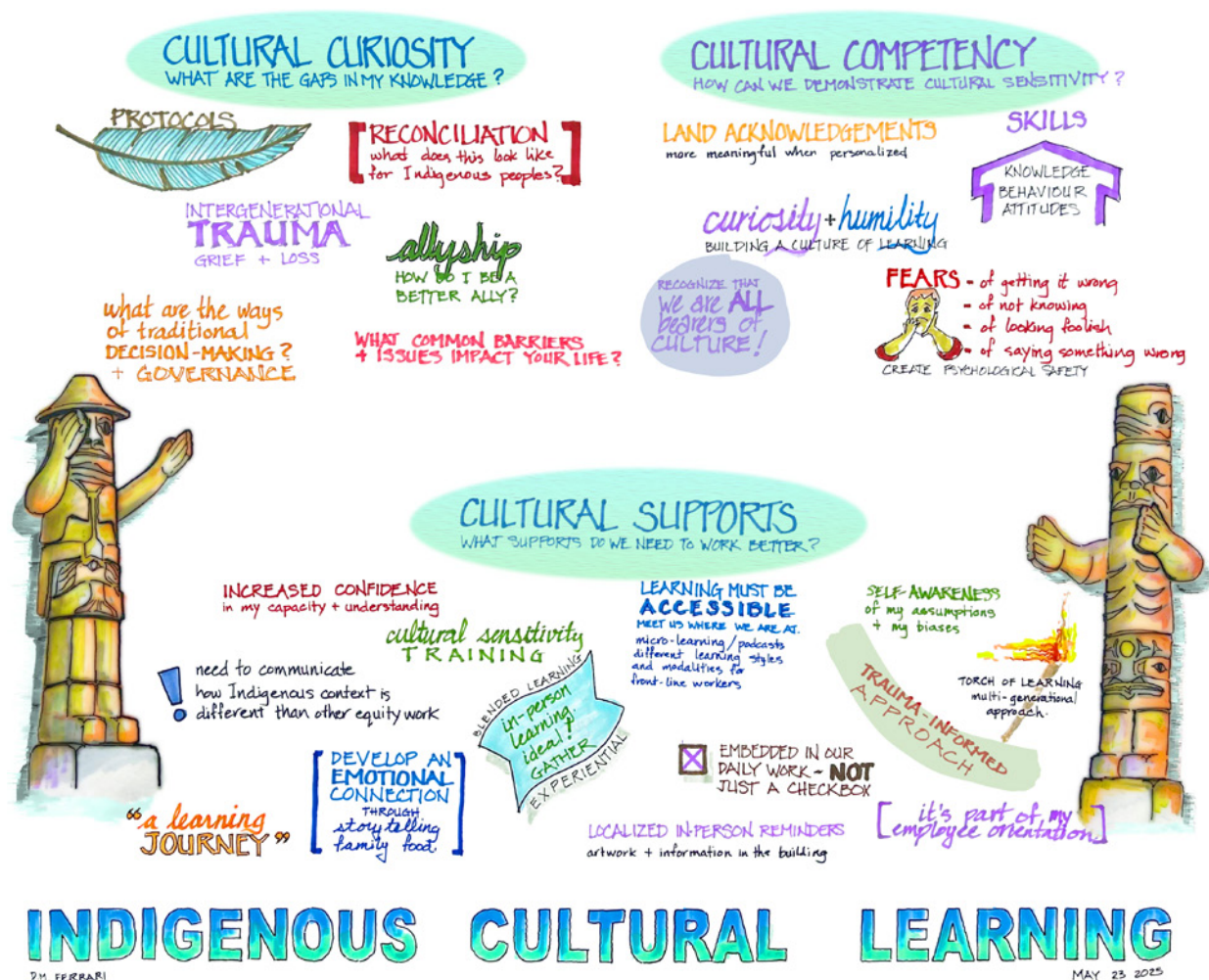


The first workshop brought together Elders, Indigenous ERG members, members of local First Nations, and Métis Nation BC through a Sharing Circle facilitated by Chastity Davis-Alphonse, with graphic art support from TransLink employee Drew Ferrari, Senior Advisor of Public Affairs. The Sharing Circle created space for dialogue and reflection on the lived experiences of Indigenous Peoples and the experiences of staff navigating large institutions, providing valuable insights for the development of the Indigenous Cultural Awareness Learning Plan (“Learning Plan”).

The second workshop included enterprise-wide staff. This session reflected on insights from the Sharing Circle and was opened by the late Chief Rhonda Larrabee of qiqéyt (Qayqayt First Nation). Chief Larrabee highlighted the relevance of the Learning Plan by sharing her story of connection to the lands and her identity as a qiqéyt person.

Staff emphasized the need for a Learning Plan that upholds reconciliation as a corporate responsibility, supports accessible delivery for frontline staff, ensures psychological safety, and uses culturally appropriate evaluation methods. Again, graphic facilitator Drew Ferrari captured these themes in a visual summary for the “What We Heard” report.

Indigenous Relations is continuing to advance planning for a 2027 Learning Plan, which will adopt a tiered, culturally progressive, and relational approach to Indigenous cultural learning. In the meantime, Indigenous Relations is drafting a revamped Awareness 101 course, scheduled for launch in 2026.





Indigenous Celebrations and Days of Observance

Throughout the year, TransLink actively participated in key Indigenous celebrations and observances, engaging staff and the public to learn, reflect, and support Indigenous communities.

34th Annual Memorial March

On February 14, TransLink and Metro Vancouver Transit Police staff participated in the 34th Annual Women's Memorial March in Vancouver's Downtown Eastside. Established in 1992, the March honours the lives of **Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ people**, while continuing to call for remembrance and justice. For many participants, the March is a longstanding commitment that reflects personal connections and an awareness of the ongoing impacts of violence and systemic inequities on Indigenous communities.

Ahead of the March, participants attended a learning session with Chastity Davis-Alphonse to learn about the event's history, significance, and guidance for respectful participation.

Red Dress Day & Moose Hide Campaign Day

TransLink continued to support Red Dress Day and Moose Hide Campaign Day as part of our efforts to raise awareness of gender-based violence and discrimination impacting Indigenous Peoples. Through internal communications and in-office engagement, employees were encouraged to learn, reflect, and engage in meaningful conversations across the organization. These efforts helped translate awareness into action by fostering allyship, strengthening understanding of the significance of these days, and affirming solidarity with Indigenous-led movements working to end gender-based violence.





National Indigenous History Month

During National Indigenous History Month and National Indigenous Peoples Day, TransLink celebrated and promoted a range of events and activities for staff and the public, including community events along transit routes. These initiatives helped foster greater appreciation of Indigenous art, histories, and stories across the region.

Indigenous Art on the Move

Indigenous artist Rose Tashoots (Tahltan–Tlingit) unveiled her artwork on a 40-foot bus in celebration of National Indigenous History Month. The vibrant design depicts land and wildlife, reflecting cultural teachings and the artist's personal connection to nature.

Building on her 2024 collaboration with TransLink for Orange Shirt Day, this bus wrap brought Rose's work to a wider public audience as it operated in regular service across Metro Vancouver until mid-August.

For National Indigenous Peoples Day, the bus also provided a free shuttle to the National Indigenous Peoples Day event in Surrey, hosted by the se'mya'me (Semiahmoo First Nation), ḱíćəý First Nation (Katzie First Nation) and ḱʷa:ńłəḥ First Nation (Kwantlen First Nation), offering the public an opportunity to experience the artwork in service. The project received local media coverage, and TransLink produced **a video showcasing Rose's inspiration**, which was shared with internal and external audiences.





Honouring Survivors on Orange Shirt Day

This year, we honoured Residential School Survivors, remembered those who never returned, and recognized the ongoing impacts of the residential school system on families and communities. In collaboration with Indigenous artists, community leaders, and partner organizations, we supported efforts to deepen understanding, elevate Indigenous voices, and strengthen awareness among staff and the public.

Orange Shirt Day Initiative

A new commemorative T-shirt design by Indigenous artist Kishiqweb (Shonta Campbell) was created in recognition of Orange Shirt Day a.k.a. National Day for Truth and Reconciliation. The artwork honours her late grandfather, David Martin, a Residential School Survivor who escaped from the institution in Alert Bay and returned home to Bella Bella. The design reflects themes of resilience, renewal, and connection to community.

The shirts were launched through the TransLink Store in partnership with the Orange Shirt Society, with proceeds supporting the Society's ongoing initiatives. **A feature story** was also published on TransLink's Buzzer Blog, which builds on Kishiqweb's previous work, the **2024 Indigenous art train wrap**. This initiative further strengthens our ongoing efforts to centre Indigenous voices and artistic expression in public-facing initiatives.



Survivors' Flag Raising Ceremony

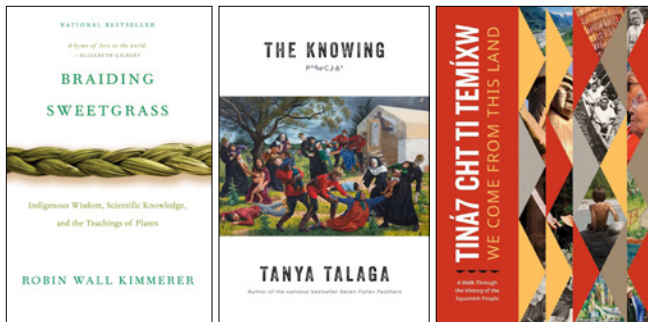
Metro Vancouver Transit Police led a formal raising of the **Survivors' Flag**, accompanied by Elder Alice Munro, a Residential School Survivor and Warrior. The Flag honours Survivors, their families, and all those profoundly impacted by the residential school system in Canada. The Flag's design was developed through consultation with Survivors from across the country to ensure it reflects lived experiences and collective remembrance. The ceremony offered a moment of reflection and recognition of Indigenous resilience and strength.

Walk for Truth and Reconciliation

On September 29, TransLink staff joined the kwikwəłəm First Nation (Kwikwetlem First Nation) Annual Walk for Truth and Reconciliation. The event began with a gathering at the kwikwəłəm Community Hall, where community leaders, members, and partners came together to honour Residential School Survivors and the lived experiences they carry, while holding space for the children who never returned home.

From the Community Hall, attendees walked along ʕéxətəm Road to Lougheed Highway, which provided an opportunity to reflect on our individual and collective responsibilities in advancing truth and reconciliation. TransLink valued this invitation and is deeply grateful to have joined the kwikwəłəm First Nation community in this important act of remembrance, reflection, and healing.

Truth and Reconciliation Book Giveaway



In recognition of National Day for Truth and Reconciliation, TransLink invited employees to participate in an interactive knowledge-building activity designed to deepen understanding of Indigenous histories and cultures. Eight participants were selected to receive copies of the featured books, which included *Braiding Sweetgrass* (Robin Wall Kimmerer), *The Knowing* (Tanya Talaga), and *Tiná7 Cht Ti Temíxw: We Come From This Land – A Walk Through the History of the Squamish People* (Squamish Nation and Peter L. Ward). Recipients expressed excitement about receiving the books and highlighted the initiative's value in fostering learning, awareness, and engagement.

Indigenous Veterans Day



Source: **George McLean** | *The Canadian Encyclopedia*

In recognition of Indigenous Veterans Day, TransLink honoured the occasion by acknowledging the service and sacrifices of First Nations, Inuit, and Métis Peoples within Canada's military. The organization highlighted a decorated First Nations war hero, Private George McLean, DCM, from British Columbia, whose service reflects the courage and commitment of Indigenous Peoples who have stepped forward in times of Canada's greatest need.

This recognition helped bring greater visibility to Indigenous contributions to military service, ensuring these stories are more widely shared, understood, and respected. It also reinforced the importance of recognizing the lasting legacy of Indigenous veterans and the ongoing service of Indigenous Peoples in Canada's military.

10-Year Reflection on the TRC Calls to Action



The 10th anniversary of the Truth and Reconciliation Commission's Calls to Action was recognized as a significant national milestone, prompting reflection on progress to date. Indigenous perspectives have emphasized that while small advancements have been made, substantial work remains to fully implement the Calls to Action and achieve meaningful reconciliation.

In December, TransLink marked this anniversary by prompting staff to reflect on our ongoing responsibilities and the continued need to advance reconciliation in a sustained and responsive manner, in partnership with Indigenous Peoples and communities.

2026 New Areas of Focus

Building on the progress made in 2025, TransLink will continue advancing reconciliation and strengthening relationships with First Nations and Indigenous Peoples. Priorities for 2026 include expanding Indigenous arts and cultural visibility across the transit system, increasing employment and procurement opportunities, enhancing staff cultural competency, and strengthening engagement with First Nations through collaboration, respect, meaningful engagement and shared planning.

Transportation Priorities

TransLink will continue working with First Nations on transportation priorities, including service improvements, safety initiatives, and community-identified infrastructure needs. This includes the ongoing delivery of the First Nations Transportation Funding Program, which supports local projects and capital assets on Treaty and reserve lands, improving regional connectivity and transit access for Indigenous communities.

Employment

TransLink will expand pathways for Indigenous job seekers while strengthening recruitment, retention, and career development to create more welcoming and rewarding employment opportunities.

Business Development

Implementation of the Indigenous Procurement Principles will increase opportunities for Indigenous businesses to participate in TransLink projects in 2026. TransLink will increase outreach to Indigenous suppliers, strengthen awareness of First Nations' business offerings, and provide transparent information on procurement opportunities.

Arts and Culture

TransLink will further integrate Indigenous languages, artwork, and place-based storytelling across the transit system in partnership with First Nations, creating spaces that reflect and honour the First Nations whose lands we operate on.

Organizational Learning

TransLink will continue developing an Indigenous Learning Plan to enhance cultural competency, strengthen staff capacity, and support respectful engagement with Indigenous communities.

Together, these priorities reflect TransLink's ongoing commitment to reconciliation and to building a more inclusive, culturally informed, and accessible transit system for Indigenous Peoples and communities across the region.



Celebrating Indigenous Artists

Thank you for sharing your art, stories, and knowledge.

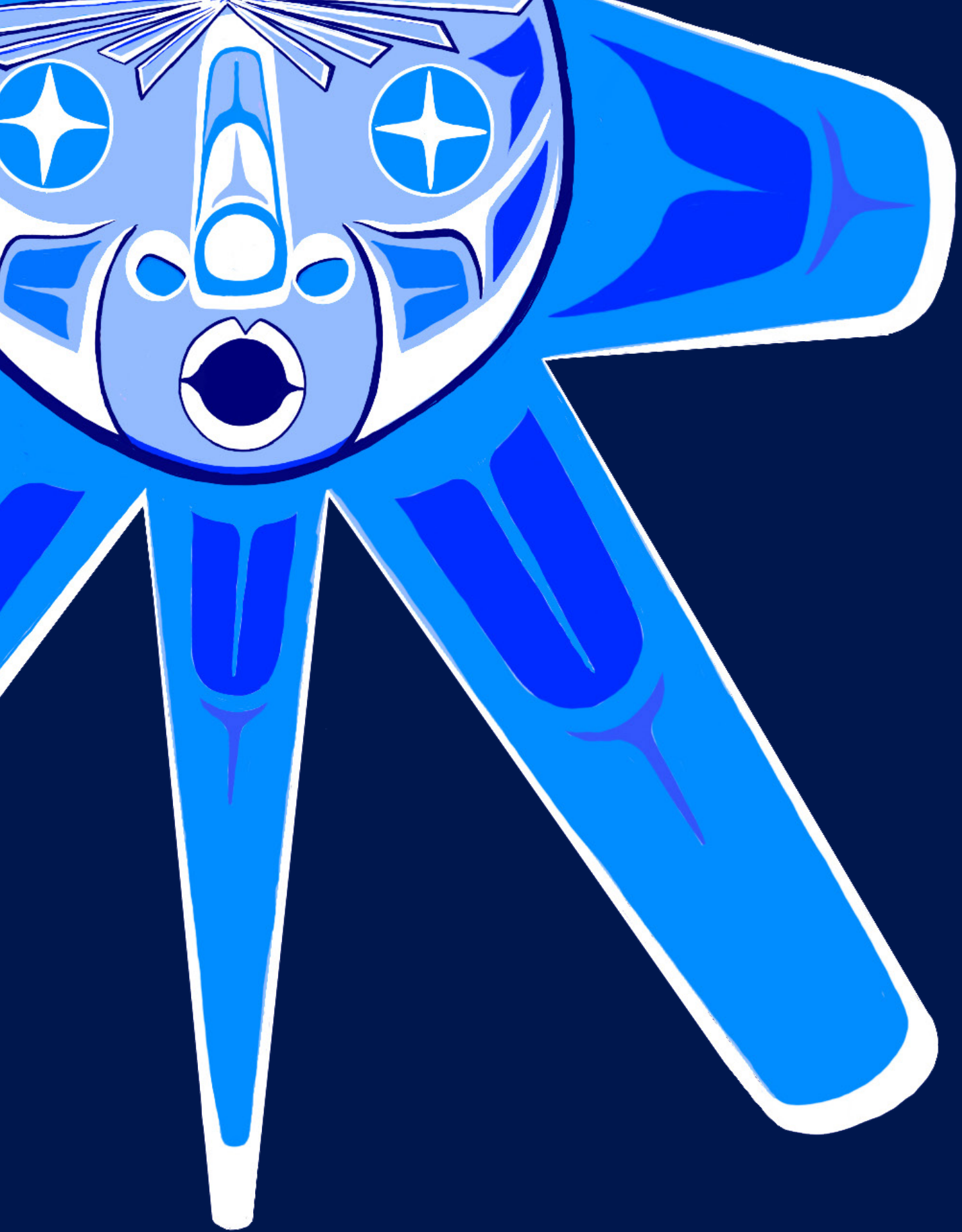
This space celebrates the talent, creativity, and cultural contributions of the First Nation artists. We recognize their unique perspectives, stories, and traditions, and honour the lasting impact of their work.

Artworks by Candace Thomas from səlilwətał (Tsleil-Waututh Nation): cover pages (front and back).

Artworks by Bryce Williams from scə́waθən məsteyəxʷ (Tsawwassen First Nation): Land Acknowledgement, pages 6, 26, 27.

Artworks by Christopher Overes and Tamia Overes from səlilwətał (Tsleil-Waututh Nation): pages 4, 5, 8, 10, 16, 18, 19.





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