



REQUEST FOR DECISION

To: Mayor & Members of Council

Title: Building Safer Communities Coordinator – Plan H Grant Application – Anti Racism Strategy Implementation

Date: June 23, 2025

Motion for Consideration:

THAT: Council approve a Plan H grant application for the implementation and monitoring of a multi-sectoral Anti-Racism Strategy through the Healthy Public Policy Stream (Phase II of Project) for \$15,000 (BC Healthy Communities and the Ministry of Health);

AND THAT: the 2025 budget contained in the 2025 – 2029 Financial Plan Bylaw be amended to reflect an Anti Racism Strategy Implementation in the amount of \$15,000, funded from a Plan H Grant (BC Healthy Communities and the Ministry of Health).

Background:

Since 2012, the Plan H program has awarded over 275 grants to Indigenous and local governments across British Columbia. Administered by BC Healthy Communities, Plan H supports efforts to improve health equity and community well-being through policy development, programming, and strategy implementation.

The *Healthy Public Policy* stream of Plan H provides grants of up to \$15,000 to support upstream initiatives that foster inclusive, health-promoting policies. All projects must apply an equity lens—ensuring that the benefits reach individuals and groups historically excluded from local decision-making or underserved by current systems.

Priority is given to projects that align with one or more provincial public health priorities, particularly those advancing Truth, Rights and Reconciliation, health equity, and anti-racism.

Phase I: Development of a Collaborative Anti-Racism Strategy

In July 2024, the City of Salmon Arm was awarded a Plan H grant to lead Phase I of a collaborative Anti-Racism Strategy in partnership with Interior Health, School District 83, Shuswap Immigrant Services Society, and Rise Up Indigenous Wellness. The strategy was shaped through a comprehensive engagement process, grounded in the voices of the Racialized Voices Council and guided by Indigenous leadership.

A three-page visual summary of the draft strategy is attached, along with the full draft document. Final revisions are currently underway in consultation with the Indigenous Elders Council and the Racialized Voices Council. The final strategy will be brought forward to Council for endorsement in September 2025.

Phase II: Implementation and Monitoring Phase

Applications for Phase II funding are due by July 7, 2025, with all projects to be completed by September 2026. Partner organizations are preparing letters of support indicating their ongoing commitment to the initiative. If the grant application is successful, the City would execute an agreement with Shuswap Immigrant Services Society (SISS) to undertake the majority of the work on the implementation phase.

Proceeding with Phase II aligns closely with Plan H priorities and will enable the City and its partners to translate the strategy into meaningful action.

Identified Need:

Developing and implementing an Anti-Racism Strategy directly supports the draft Official Community Plan 2024 (Community and Social Services, p. 47). Continued funding will allow the City to implement key recommendations—including Truth and Reconciliation and Equity, Diversity, and Inclusion (EDI) training for staff - and to review and modernize internal policies.

Given the strategic alignment and community support, staff recommends that the City submit a Plan H grant application under the *Healthy Public Policy* stream to support the implementation and monitoring phase of the collaborative Anti-Racism Strategy.

Legislative authority / plans / reports:

	Official Community Plan		Master Plan
	Community Charter/LGA	X	Other (Social Wellbeing)
	Bylaw/Policy		Corporate Strategic Plan
	Zoning Bylaw		2025-2029 Financial Plan
			Long Term Financial Plan

Financial Considerations:

If the grant is awarded, the Financial Plan would be amended accordingly to allow the grant funds to then be spent.

Alternatives & Implications:

Council could opt to not move forward with the grant application. No further work would therefore be done with respect to the Strategy.

Communication:

Public communication would be undertaken at the time that the Strategy is endorsed by Council.

Prepared by: Building Safer Communities Coordinator
Reviewed by: Director of Planning & Community Services
Approved by: Chief Administrative Officer

Attachments:

- Draft Anti Racism Strategy

- Anti Racism Strategy Graphic Summary