



REQUEST FOR DECISION

To: Mayor & Members of Council

Title: Building Safer Communities Coordinator and Director of Planning & Community Services – Anti Racism Strategy Endorsement

Date: October 27, 2025

Motion for Consideration:

THAT: Council endorse the “Embracing Equity, Diversity and Inclusivity, Anti-Racism Strategy for the Shuswap.”

Background:

Phase I: Development of a Collaborative Anti-Racism Strategy

In September 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 reflects the shared vision and collective commitment of five key partners.

Plan H supports local governments and community partners in improving health equity and community well-being through policy development, programming and strategy implementation. The attached strategy was developed through a comprehensive engagement process, grounded in the voices of the Racialized Voices Council and guided by Indigenous leadership.

Grounded in extensive community engagement, consultation, and evidence-informed research, two core values guided the development of the strategy:

- centering lived and living experience and
- upholding Indigenous leadership.

Insights were gathered through engagement with Indigenous Elders, a Racialized Voices Advisory Council, and a Community Scan. Arts-based research sessions were also organized with both youth and adults.

The Strategy is a living document, meant to evolve through ongoing evaluation, community feedback, and a shared commitment to justice, equity, and reconciliation. It outlines 7 Strategic Goals:

1. Respectful Engagement with Indigenous Communities
2. Education and Literacy
3. Representation and Voice

4. Policy and Practice
5. Community Engagement
6. Support and Empowerment
7. Sustainable Funding

Phase II: Implementation and Monitoring Phase

In September 2025, the City of Salmon Arm was awarded an additional \$15,000 from Plan H for Phase II: Implementation and Monitoring Phase. During this phase, the City and its community partners will seek to translate the strategy’s seven recommendations into measurable, meaningful action.

Endorsement of the Anti-Racism Strategy from City Council demonstrates leadership and accountability and a commitment to equity-deserving communities, and is needed by the granting authority to proceed with Phase II, the “Embracing Equity, Diversity and Inclusivity” initiative. This endorsement empowers the City and its partners to move from planning to action, affirming that systemic racism is a local issue requiring sustained effort and commitment. Through endorsement, the City signals its dedication to ensuring that all residents experience equity, inclusion and belonging.

Developing and implementing an Anti-Racism Strategy directly supports some of the policy statements in the draft Official Community Plan 2024, recently given second reading by Council as indicated below:

Anti-Racism Strategy Goal	OCP Connection	OCP reference
Implement an Anti Racism Strategy (Phase II of Project)	<i>“Develop and implement an Anti-Racism Strategy in conjunction with community partners.”</i>	Community and Social Services, pg. 45
Respectful Engagement with Indigenous Communities	<i>To strengthen relationships with First Nations through discussion, processes and actions to build trust and respect.”</i>	Secwépemc Peoples, pg. 13
Enhance Education and Anti-Racism Literacy	<i>“Increase education and awareness of other cultures.”</i>	Arts, Culture and Heritage, pg. 41
Support Sustainable Policy Implementation	<i>“To work together to address issues and policy matters of mutual importance to capitalize on shared opportunities to benefit our collective communities.”</i>	First Nations, pg. 13

Increase Community Engagement and Cultural Awareness	<i>“To ensure that First Nations peoples see themselves reflected in the community in the future.”</i>	Secwépemc Peoples, pg. 13
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Given the strategic alignment and broad community support, staff recommends that the City endorse the collaborative Anti-Racism strategy.

Legislative authority / plans / reports:

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

Financial Considerations:

There are no direct financial implications associated with the endorsement of the Strategy document. All activities associated with both Phase I and Phase II work are funded through grants.

Alternatives & Implications:

Council could decline to provide a motion to adopt the Strategy as presented. This may present some difficulties in proceeding with Phase 2 of the project. Council could also refer the document back to staff for further consideration.

Communication:

The endorsed Strategy document will be placed on the City’s website.

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

Attachments:

- Anti Racism Strategy for the Shuswap 2025
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