

RECONCILIATION ACTION PLAN

20
25
20
28





STATEMENT OF COMMITMENT

The Vancouver Regional Construction Association (VRCA) is committed to meaningful reconciliation with Indigenous Peoples. This Reconciliation Action Plan (RAP) outlines a focused, three-year approach ensuring strategic, measurable progress aligned with VRCA governance and industry leadership.

1. GOVERNANCE, LEADERSHIP, AND ACCOUNTABILITY

YEAR 1

Establish a Reconciliation Committee and assign ownership and timelines for RAP initiatives.

YEAR 2

Add Indigenous representation goals into VRCA plans. Deliver the first annual RAP progress report to the Board.

YEAR 3

Implement accountability mechanisms to track all RAP commitments.

2. EDUCATION AND CULTURAL AWARENESS

YEAR 1

Launch VRCA Indigenous Cultural Resource Library. Deliver mandatory Indigenous cultural awareness training for all staff. Continue to include Indigenous Representation in BTS and event openings.

YEAR 2

RAP Refresher Webinar. Consider a future member event around Indigenous Awareness Month for members to participate. Continue to integrate ongoing cultural awareness training into onboarding.

YEAR 3

Deliver refresher cultural awareness training for all staff. Expand community field visits and storytelling panels.

3. INDIGENOUS ENGAGEMENT AND RELATIONSHIPS

YEAR 1

Initiate engagement with local Nations and communities in VRCA geography through introduction letters and offer of resources that relate to our offerings (courses, resources, events, etc). Target a few primary relationships with target communities to help facilitate future connections and opportunities.

Feature Indigenous voices on construction topics and initiatives and include traditional welcome or ceremony at signature events

YEAR 2

Target a few primary relationships with target communities to help facilitate future connections and opportunities.

Develop an approach to engaging YCL from Indigenous backgrounds. Promote mentorship developed for YCL to Indigenous communities with YCL interest. Add dedicated Indigenous specific bursary.

YEAR 3

Achieve ongoing Indigenous leadership presence in all signature VRCA events.

4. INDIGENOUS WORKFORCE DEVELOPMENT

YEAR 1

Member pricing for VRCA Courses for Indigenous identifying individuals. Share VRCA course & event information with workforce development leaders from Lower Mainland Indigenous Communities.

YEAR 2

Career readiness education courses.

YEAR 3

Evaluate mentorship and training outcomes for program improvement.





5. INDIGENOUS BUSINESS ENGAGEMENT AND PROCUREMENT

YEAR 1

Offer VRCA membership to Lower Mainland Indigenous Communities, similar to Public Agencies Membership.

YEAR 2

Create an Indigenous vendor and business database. Consider partnership with BidCentral to highlight procurement with Indigenous engagement metrics to promote to members.

6. OPERATIONAL AND CULTURAL INTEGRATION

YEAR 1

Establish culturally welcoming office spaces with Indigenous artwork. Implement HR buddy system for Indigenous staff.

YEAR 2

Integrate Indigenous presence into awards, and signature events. Begin recognition of significant Indigenous cultural dates.

YEAR 3

Maintain ongoing recognition of Indigenous culture across VRCA activities.

MEASUREMENT, REPORTING, AND REVIEW

Review progress with Board and adjust RAP as necessary to ensure measurable outcomes.