



# PROPERTY ASSESSMENT APPEAL BOARD

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## Pathway to Truth and Reconciliation

**December 28, 2021**

### Message from the Chair:

The Property Assessment Appeal Board (the Board) is committed to truth and reconciliation with Indigenous peoples and to carry out the applicable calls to action of the Truth and Reconciliation Commission Report (TRC Report).

In 2015, the Truth and Reconciliation Commission of Canada issued its [historic report](#) and [calls to action](#) to redress the legacy of the residential school and advance the goal of reconciliation.

The Board acknowledges the barriers faced by Indigenous peoples in accessing justice, including lack of representation of Indigenous peoples among staff and board members and the limited availability of culturally safe spaces, processes and services. The Board is committed to implementing specific and measurable actions that will be monitored and evaluated on an ongoing basis to meet the Board' commitments to truth and reconciliation and to better serve Indigenous peoples.

This document sets out the considerations and actions the Board has taken towards fulfilling the applicable calls to action. In addition, we undertake to further develop, in consultation with Indigenous peoples, a pathway to truth and reconciliation which will address the following areas:

1. The Board's Processes;
2. The Board's Staff and Members;
3. The Board's Communications

As of this date, the Board has taken the following actions and steps:

- a) The Board's Processes:
  - The Board has instituted a land acknowledgment at the commencement of all oral hearings.
- b) The Board's Staff and Members:
  - Further to call to action 57, the Board has provided its staff and members with "professional development and training on the history of Indigenous peoples including the legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, and treaties and indigenous law and relations with the Crown". This training consisted of Board members and staff attending the Blanket Exercise and the BCCAT workshop on Inclusive Adjudication and Understanding Bias.
- c) The Board's Communications:
  - The Board has included a land acknowledgment on its website and in all staff/full time-member email signatures.

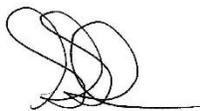
Moving forward, the Board will develop a specific pathway or plan as follows:

- a) The Board's Processes:
  - The Board will investigate changes to:
    - ✓ ensure the Board's rules, forms and processes are appropriate and safe, including how hearing rooms are set up, the type of evidence presented in hearings and how that evidence is presented.
    - ✓ ensure the Board's processes are flexible and open to other ways of being and knowing, (e.g. incorporating Indigenous legal traditions such as ways of providing evidence, etc.), keeping in mind the diversity of Indigenous peoples and Indigenous legal traditions.
- b) The Board's Staff and Members:
  - The Board will
    - ✓ actively recruit and hire Indigenous candidates when hiring future staff and appointment of members, and,
    - ✓ continue providing cultural competency and trauma informed practice training to staff and members;
- c) The Board's Communications:
  - The Board will
    - ✓ review and ensure the Board's communications, including decision writing guidelines, are appropriate and use decolonized language; and,
    - ✓ monitor and report on the Board's progress on the implementation of the plan in its annual report.

The Board will attempt to seek feedback on how the consultation process itself should proceed to ensure it is a meaningful process. In addition to consulting with Indigenous peoples in British Columbia, the following are some of the sources that will be considered in the development of the Board's pathway to truth and reconciliation.

- Truth and Reconciliation Commission of Canada: Calls to Action (2015)
- United Nations Declaration on the Rights of Indigenous Peoples (2007)
- Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (2019)
- BC Human Rights Tribunal: Expanding Our Vision: Cultural Equality & Indigenous Peoples' Human Rights (2020)
- Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples (2018):
- BC's Declaration on the Rights of Indigenous Peoples Act - Draft Action Plan.

For further information or to provide feedback, please contact the Chair at [office@paab.bc.ca](mailto:office@paab.bc.ca).



**Simmi K. Sandhu**  
Chair