



BC ASSEMBLY OF FIRST NATIONS

1004 Landooz Road
Prince George, BC V2K 5S3
Website: www.bcafn.ca

BCAFN 17th ANNUAL GENERAL MEETING
November 17 & 18, 2020
Online via Zoom

Resolution 06/2020

SUBJECT: SUPPORT FOR BCAFN AND THE AFN TO BE FREE FROM SEXUAL ORIENTATION
AND GENDER-BASED DISCRIMINATION, HARASSMENT, VIOLENCE, AND
LATERAL VIOLENCE

MOVED BY: CHRIS LEWIS, PROXY, SQUAMISH NATION

SECONDED BY: CHIEF MARILYN SLETT, HEILTSUK NATION

DECISION: CARRIED

WHEREAS:

A. The United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration) states:

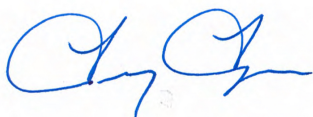
- i. Annex: Reaffirming that indigenous peoples, in the exercise of their rights, should be free from discrimination of any kind;
- ii. Article 2: Indigenous peoples and individuals are free and equal to all other peoples and individuals and have the right to be free from any kind of discrimination, in the exercise of their rights, in particular that based on their indigenous origin or identity;
- iii. Article 9: Indigenous peoples and individuals have the right to belong to an indigenous community or nation, in accordance with the traditions and customs of the community or nation concerned. No discrimination of any kind may arise from the exercise of such a right;

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- iv. Article 15: Indigenous peoples have the right to the dignity and diversity of their cultures, traditions, histories and aspirations which shall be appropriately reflected in education and public information;
 - v. Article 17 (1): Indigenous individuals and peoples have the right to enjoy fully all rights established under applicable international and domestic labour law;
 - vi. Article 17 (3): Indigenous individuals have the right not to be subjected to any discriminatory conditions of labour and, inter alia, employment or salary;
 - vii. Article 18: Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision- making institutions; and
 - viii. Article 21 (1): Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter alia, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security;
- B. The British Columbia Assembly of First Nations (“BCAFN”) is an organization established to advocate and support its First Nation members’ interests;
 - C. The BCAFN seeks to be a proactive, progressive, and responsive organization that upholds its First Nation members’ values and interests at all levels of leadership and within and throughout every branch of the organization and administration;
 - D. BCAFN Members look to the BCAFN to set minimum standards for organizational conduct and accountability;
 - E. The BCAFN can and should be a role model in best practices for ethical conduct and accountability on ending sexual orientation and gender-based discrimination;
 - F. First Nations Women, Elders, Youth and 2SLGBTQIA people represent vulnerable sectors within society;
 - G. BCAFN leadership has a responsibility to ensure that the governance of the organization does no harm, and that the BCAFN organization and administration:

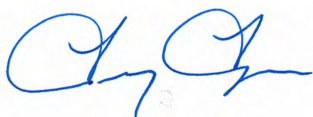
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- a. supports the most vulnerable members within our societies;
 - b. takes action to end all forms of sexual orientation and gender-based discrimination, harassment, and violence within the BCAFN organization or administration; and
 - c. leads by example to demonstrate and uphold a substantial commitment of integrity and ethical values to achieve the social, political and legal changes necessary to end sexual orientation and gender-based discrimination, harassment, and violence and achieve gender equity;
- H. Discrimination happens when a person experiences adverse treatment or is negatively impacted by another person's or system's actions (intentional or unintentional) because of their sexual orientation, gender identity or gender expression;
- I. The aforementioned statements are also applicable to the Assembly of First Nations ("AFN");
- J. The BCAFN has taken steps to create a safe environment for women, gender-diverse people, and people of various sexual orientations;
- K. Through Special Resolution 2018 Adoption of Revised BCAFN Constitution & Bylaws and BCAFN Governance Manual, the BCAFN Chiefs-in-Assembly introduced new principles to combat bullying and harassment (Schedule A in the BCAFN Governance Manual) that apply to the Regional Chief, member delegates, proxy holders and directors whenever those individuals are in the BCAFN workplace, at a BCAFN assembly or event, or conducting BCAFN business.;
- L. Special Resolution 2018 was the result of recommendations put forward by the Governance Committee established through resolution 02/2017 Governance Committee, to review the BCAFN Constitution, Bylaws and Policy Manuals to identify and address gaps related to the governance of the BCAFN and related policies, including addressing issues related to harassment and bullying within the organization. The Governance Committee met on numerous occasions throughout 2017 and held engagement sessions with Chiefs and leaders in Terrace, Nanaimo, Prince George, Kamloops, Richmond, and Seabird Island;
- M. Through resolution 2020/11 Support for Indigenous Women, Girls, and 2SLGBTQQIA+ People Declaration and Strategy the BCAFN Chiefs-in-Assembly supported the Women and 2SLGBTQQIA+ Peoples Declaration, which was based on dialogue from the 2017 and 2020 BCAFN Women's Dialogue Sessions;

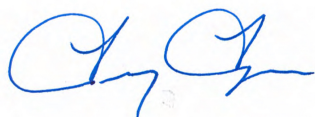
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- N. Through resolution 2020/11 the BCAFN Chiefs-in-Assembly directed the BCAFN to develop a strategic plan for addressing the Women's Declaration and other issues that impact Indigenous women, girls and 2SLGBTQQIA+ people, which should include, but not be limited to:
- a. Securing funds for the implementation of activities within the strategy;
 - b. Working with like-minded organizations;
 - c. A review of all BCAFN policies and advocacy initiatives to ensure they are inclusive of 2SLGBTQQIA+ people;
 - d. A review of all BCAFN policies to ensure they promote an organization that is free from gendered and lateral violence;
 - e. Ongoing action and advocacy to implement the 231 Calls for Justice and the Indigenous women and 2SLGBTQQIA+ people-led development of a National Action Plan;
 - f. Advocacy for timely and efficient registration for those newly entitled to status pursuant to amendments to the Indian Act coming into force on August 15, 2019;
 - g. A plan to hold regional Women's Dialogue Sessions;
 - h. Strategic initiatives regarding sexual assault supports, justice, and support for grassroots organizations and community-based initiatives; and
 - i. A plan to support the full and equitable participation of women, girls, and 2SLGBTQQIA+ people in political roles and in the workforce;
- O. The Women, Girls and 2SLGBTQQIA+ People Strategy is being developed based on the Declaration and will be further developed and discussed through the 2021 Women in Leadership Dialogue Sessions;
- P. The Women Dialogue Sessions have been held nearly annually since 2017 as a way for women and 2SLGBTQQIA+ Chiefs, Councillors, traditional and hereditary leadership, matriarchs, elders, youth, administrators, community leaders, grassroots activists, and front-line service providers to gather to gain strength by truthfully examining the challenges faced by women and gender-diverse individuals in leadership and by celebrating successes in a spirit of mutual partnership. It is also a key mechanism for understanding the priorities of First Nations women and 2SLGBTQQIA+ people and improving BCAFN's advocacy;
- Q. The BCAFN is developing an internal gender-based analysis plus ("GBA+") framework to inform all aspects of BCAFN's policy advocacy.
- R. GBA+ is an analytical process used to assess how diverse groups of women, men, and non-binary people may experience policies, programs and initiatives. The "plus" in GBA+

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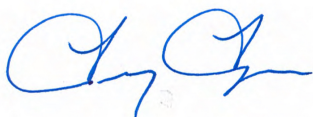
acknowledges that GBA+ goes beyond biological (sex) and socio-cultural (gender) differences. People have multiple identity factors that intersect to make us who we are, and GBA+ considers these too.

- S. BCAFN has in place a substance free policy for BCAFN events, which is intended to help create safe spaces. This policy was first enacted by the BCAFN Board of Directors on October 21, 2018, and was affirmed as recently as March 2020 by the BCAFN Board of Directors;
- T. More work is required to ensure that the BC Assembly of First Nations eliminates behaviours that harm, traumatize, and exclude people participating in BCAFN assemblies, events, and business; and promotes an organization where women and 2SLGBTQQIA people fully experience their human rights, respect, and opportunity to participate and lead in all facets of BCAFN activities.

THEREFORE BE IT RESOLVED THAT:

- 1. The BCAFN Chiefs-in-Assembly direct the Regional Chief and staff to ensure all BCAFN governance documents promote an organization that is free from sexual orientation and gender-based discrimination, harassment, violence, and lateral violence.
- 2. The BCAFN Chiefs-in-Assembly direct the BCAFN to engage the AFN, and in particular, in the AFN Charter Renewal process with the same goals of ensuring an organization that is free from sexual orientation and gender-based discrimination, harassment, violence, and lateral violence.
- 3. The BCAFN Chiefs-in-Assembly support the submission of draft AFN Resolution "*Becoming a Role Model in Ending Sexual Orientation and Gender-Based Discrimination within the Assembly of First Nations*," to the AFN Annual General Assembly on December 8-9, 2020.
- 4. The BCAFN Chiefs-in-Assembly fully support the ongoing development and implementation of the Women, Girls and 2SLGBTQQIA+ People Strategy.
- 5. The BCAFN Chiefs-in-Assembly support the implementation of an internal organizational gender-based analysis plus framework to inform all aspects of BCAFN's policy advocacy.

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