

Terms of Reference: Indigenous Advisory Council

We acknowledge that ICBC is on the traditional and ancestral lands, unceded and treated, of Indigenous Peoples across British Columbia, each with their own unique traditions, histories and cultures. As a Crown corporation, ICBC acknowledges its role in perpetuating colonial injustices through policies and practices and is committed to taking action to improve how it serves Indigenous Peoples, including how ICBC creates and renews relationships with First Nations, Métis and Inuit Peoples.

These Terms of Reference were created in 2023 and 2024 through collaboration between the external Elders and Knowledge-Keepers as initial members¹ of the Indigenous Advisory Council and the ICBC Indigenous Relations department at ICBC's Head Office, which is located on the unceded and traditional lands of the Skwxwú7mesh Úxwumixw (Squamish Nation), and specifically at the Skwxwú7mesh Úxwumixw village of Eshhá7an, one of 23 villages within the Skwxwú7mesh traditional territory.

Purpose, scope & guiding principles

ICBC is committed to ensuring its Reconciliation journey is an open dialogue. The purpose of this council is to advise ICBC in its approach to Reconciliation and to support increasing Indigenous voices in ICBC policies and programs. The Indigenous Advisory Council will provide Indigenous perspective on the implementation of ICBC's [Reconciliation Action Plan \(FY2025\)](#) and subsequent longer-term Reconciliation Strategy. The council is guided by the recommendations from the Union of British Columbia Indian Chiefs (UBCIC) [Road to Reconciliation](#) discussion paper and the Two Worlds Consulting [Reconciliation Framework](#) report.

Every council member is guided by their own individual values, and while those are distinct to each member's personal experiences, the council acknowledges specific Indigenous values as guiding principles for the success of the council.

These principles may expand as the council and its membership grow and change year over year.

We are led by the teachings of the land that we're on. This means that when we're in other communities, it's our responsibility to learn about the values of the original inhabitants of those territories.

The pace should be steady and thoughtful, to set ICBC up for success and sustainability.

Recommendations and guidance provided by Indigenous Advisory Council members will help inform ICBC's approach and decision-making, however this council is not a decision-making body.



¹ See Appendix A for bios of the initial members.



Membership

The Indigenous Advisory Council may consist of regional representation from all corners of the province. The council may invite Indigenous representatives from across British Columbia, and it should strive to have representatives from the youth community, the Elder community, the Métis Nation of British Columbia, from the Two Spirit community, and from ICBC Indigenous employee community.

ICBC representation may include, but not be limited to:

- ICBC CEO and President
- Indigenous ICBC Board member(s)
- Customer Experience & Public Affairs Vice President (Sponsor)
- Indigenous Relations Associate Director, and
- Indigenous Relations Senior Advisor

There may be other ICBC employees at large attending council meetings, based on the content for each individual meeting (i.e. Vice President, Operations may attend as we discuss topics related to Driver Licensing).

If there's an issue with serving on the council, members can advise the council and we will seek a replacement.

Roles & Responsibilities

External Indigenous Advisory members

- To advise, to guide, to share, to advocate, to recommend, to listen and to be patient.
- To identify other voices that should be at this table.

ICBC members

- To listen, to be open, to witness, to share, and to be patient.
- To provide updates on the Reconciliation Action Plan and longer-term Reconciliation Strategy.
- To advocate back to ICBC teams and colleagues, to reflect on learnings, to implement initiatives from its Reconciliation Action Plan and Reconciliation strategy.
- To be part of the solution.

Indigenous Relations Associate Director

- To provide an agenda and any pre-read material ahead of meetings.
- To provide a descriptive summary of each meeting (~2 pages). No detailed meeting minutes.

Council chair

- Will be an ICBC employee and will moderate the council, as identified by the Indigenous Relations Associate Director. If not identified for a particular meeting, the responsibility will fall upon the Indigenous Relations Associate Director.
- Responsibilities will be to implement, support and remind the council of the guiding principles and to bring in an expert Indigenous negotiator or mediator as necessary.



Term

The external council members will have staggered terms of two years, and members may serve up to two consecutive terms. Council chair and member will collaboratively make the recommendation of the second term, and Vice-President of Customer Experience and Public Affairs (CEPA) may make any final decision as needed, with council chair and member input. Members will receive an invitation from ICBC

Cadence of Meetings

The Indigenous Advisory Council will meet every season (quarterly) with the option to have up to 6 meetings in a year. Meetings may be scheduled around regular ICBC reporting timelines. Meetings will be in person at the ICBC Head Office with a virtual option – and up to four (4) hours maximum.

Compensation

External Indigenous Advisory members will be compensated for their attendance at council meetings up to \$400 maximum per meeting. This is comparable to the ICBC board of directors' compensation and expense guidelines.

Amendment

These Terms of Reference will be reviewed annually, and the council can amend these Terms by consensus.

Confidentiality

We are guided by our principles of Truth, Humility, Courage, Trust and Respect. Topics discussed at the Indigenous Advisory Council will be treated as confidential.

Some members may wish to refrain from commenting on specific topics. Stories or experiences shared at a meeting may have personal, community or legal reasons for not being commented upon or shared outside of the council.

While there will not be a formal non-disclosure agreement, there is an expectation of privacy and confidentiality that members will be asked to agree to.



Appendix A: Biographies

ICBC's Indigenous Advisory Council would like to recognize the founding members who supported its creation. Thank you for your vision, your passion, and for sharing your experiences: you were essential in shaping the creation of this council.

Larry Railton

Larry Railton, M.A. (retired) has over 30 years of experience in education, both as an instructor and administrator at various educational institutions including Langara College Aboriginal Studies and Continuing Education, Native Education College, Vancouver Early Child Education and Montessori College, Century College, and Burnaby College. He also held the position of Director of Education for the Métis Nation British Columbia and provided consultation services to the Métis National Council regarding educational resources. Larry has lectured nationally and internationally at various conferences on early and post-secondary education. Prior experience includes 14 years as Executive Director of New Westminster Child Development Centre, and 3 years serving as International Association Theatrical Stage Employee (IATSE) Local 118 Union President.

Larry has served as Board member of the Métis Commission for Children and Families, served as Representative and International Advisor to the World Forum Foundation (Washington), Board Member and President of the Canadian Association for Young Children, and member of the New Westminster Community and Social Issues Committee.

Larry currently serves as an elder for Vancity's Wealth Mindset Program, which focuses on Indigenous Financial Resilience, and advisor to the World Forum for Early Care and Education Conference Committee.

Larry holds a Master's degree in Leadership & Training from Royal Roads University.

Larry lives in New Westminster, on the territory of the Qayqayt [Ke-kite] First Nation with his wife, Virginia. He enjoys gardening, wood working, and visits with his three grandchildren.

William Lindsay

William G. Lindsay, Cree-Stoney, B.Ed. M.A. Ph.D. (ABD) is retired as of 2022 after working for a quarter century in post-secondary education. This was preceded by a career in the hotel-restaurant industry. He served most recently as the Senior Director, Indigenous Directions at Concordia University in Montréal. He has experience as a college professor, university educator, researcher and published writer, student services coordinator, Associate Director, Director, and Senior Director, across the following institutions: Concordia University, Simon Fraser University, University of British Columbia,



Douglas College, Institute of Indigenous Government, and Native Education College. The denouement to William's career, the award-winning book *Rez Dog Blues & The Haiku: A Savage Life in Bits and Pieces*, was released on Amazon in December 2021. William has served on the Governing Boards of two institutions, the Native Education College and the Institute of Indigenous Government. In addition, he has served as Chair of the Aboriginal Steering Committee at Simon Fraser University and Chair of the Indigenous Directions Leadership Group at Concordia University in Montréal. William is fluent in English, conversational in Mandarin Chinese, and has some ability in Cree and French. In retirement, William volunteers at Covenant House Vancouver.

Sharon Hobenshield

Sharon Hobenshield's traditional name is *Ha-Youly*. She belongs to the Wilp Malii from the Gitxan First Nation on her mother's side and is of German ancestry on her father's side. Sharon has 25 years' experience working on Coast Salish Territory as a social worker and educator and has worked at Vancouver Island University in a leadership role since 2006 as the Director of Indigenous Education and Engagement. She believes strongly in Indigenous led and controlled programs and services to ensure authenticity of spirit and culture and to uphold the self-determining rights of Indigenous people. Sharon has a Bachelor of Social Work, Master's in Education and Doctorate in Educational Leadership and Policy. Her dissertation, *Haq wil la hlo is sim: Walk Slowly on the Breath of your Ancestors*, was an examination of gift-giving within Post-Secondary Education and inspired by her Grandfather's teachings. Sharon is a proud mother of twin girls and makes her home in Nanoose Bay with her partner and mother.

Sharon is currently Executive Director of Kw'umut Lelum Foundation.