

Reconciliation Action Plan

February to May 2026

Implementation Snapshot

Prepared by the Canadian Institute of Planners

Following the February 6, 2026, launch of CIP's Reconciliation Action Plan, *The Fire We Tend: Truth and Relations in Canadian Planning*, CIP staff have spent the first months of implementation focused on foundational governance work, relationship-building, and the launch of early participation and learning initiatives.

As implementation began only recently, this snapshot is intended to highlight selected areas of early progress and activity rather than serve as a comprehensive report. Longer-term implementation goals and public reporting commitments will continue to evolve over time in alignment with the RAP framework.

Key Highlights:

- CIP concluded recruitment for the next Indigenous Advisory Committee in March 2026, with onboarding and facilitation support now underway.
- CIP launched a 50% reduced registration rate for Indigenous participants at FUSION, CIP/OUQ's national planning conference, alongside the new Reconciliation Fund to help address financial barriers to participation in CIP initiatives.
- CIP adopted a revised procurement policy that includes a 5% Indigenous procurement target.
- CIP's Board of Directors voted to create a new Director position designated for a First Nations, Inuit, or Métis individual with skills, expertise, and lived experience in reconciliation and its application to planning. Membership approval of the required by-law change will be sought at CIP's May 2026 Annual General Meeting, after which recruitment can begin.
- CIP began relationship-building discussions with the Indigenous Community Planning Collective

regarding future collaboration opportunities, including approaches to feedback-gathering and engagement.

Early Progress Indicators:

Area	Indicator
Member Engagement	Based on current self-identification information, approximately 8% of volunteers participating across CIP's committees, juries, working groups, and advisory bodies identify as Indigenous.*
Institutional Representation	6% of CIP staff and 8% of CIP Board identify as Indigenous.
Learning Initiatives	1 Indigenous-led webinar delivered, 152 registrants; 2 additional learning initiatives under development.
Conference	10 Indigenous participants registered for FUSION using the reduced conference rate.
Reconciliation Fund	Approximately \$2,500 allocated toward conference participation and educational initiatives.
Procurement	Approximately \$11,742 has been directed toward Indigenous vendors to date, representing roughly 20% of CIP's current annual Indigenous procurement target. Additional procurement activity is anticipated in the coming months, including approximately \$6,000 in planned spending with an Indigenous-owned merchandise supplier.

*Approximate figure based on available volunteer / self-identification information. CIP will continue to refine volunteer tracking and demographic data collection approaches.

2026 Implementation Priorities

Healthy Communities, Sustainability, and Stewardship

- Continue development of Indigenous knowledge and protocol training opportunities.
- Begin documenting case studies and stories of Indigenous–planner sustainability partnerships and planning initiatives.

Education and Capacity Building

- Work with the Professional Standards Board and the Association of Canadian University Planning Programs to begin identifying Indigenous content gaps in planning curricula.
- Begin research and relationship-building work related to the development of an Indigenous planner mentorship program.
- Design a dedicated section within the CPL Hub featuring Indigenous planning-focused toolkits, timelines, and case studies.

Partnerships and Collaboration with Indigenous Peoples, Organizations, and Communities

- Continue engagement with the Indigenous Advisory Committee and support its role in guiding RAP implementation.
- Continue relationship-building with Indigenous organizations, communities, and planning practitioners.

- Continue implementation and monitoring of Indigenous conference supports, including the Reconciliation Fund.

Identifying Barriers in Planning Systems

- Gather initial feedback from Indigenous planners and communities to help inform ongoing RAP implementation.

Advancing and Supporting Structural and Policy Change

- Continue development of Indigenous-led educational programming related to rights, governance, and planning systems.

Operational Integration

- Monitor implementation of the Indigenous procurement target.
- Continue efforts to recruit Indigenous leadership and participation across CIP governance and organizational structures.
- Continue reviewing governance structures to identify opportunities for increased Indigenous participation and leadership.
- Investigate ethical methods for incorporating demographic data collection into CIP systems to more accurately monitor Indigenous membership, leadership, volunteering, and engagement rates.

