

Estimated Costs for Proposed Actions

With Council's authorization, funding to support the initiatives outlined in Attachment 3 of this report will be included in the 2026-2030 financial plan. In the 5th year of delivery of the actions (2030), the actions and resulting programs will be reviewed. It is expected that some actions will have been completed by 2030, while other programs may be recommended for renewal or absorption into ongoing operational work.

	ACTION	PROJECT YEAR					Estimated 5-funding required
		2026	2027	2028	2029	2030	
1	Acknowledge historic discrimination and formally apologize for the City's past actions						
	Acknowledge discriminatory policies and actions						Can be implemented with existing resources
	Apologize for historic discrimination and its legacy						Can be implemented with existing resources
	Repeal discriminatory historic bylaws						Can be implemented with existing resources
2.1	Commemorate the apology while being transparent about past practices						
	Commemorative artwork	\$100,000	\$500,000				\$600,000
	Publication to commemorate the apology	\$ 60,000					\$ 60,000
	Text and video of the apology posted online						Can be implemented with existing resources

Notes for proposed actions 1 and 2.1: Any historic discriminatory bylaws that have not yet been repealed, would be repealed at a regular Council meeting; this work does not require additional funding. The cost of a monumental public artwork is estimated at \$600,000; funding could be provided through cash-in-lieu for public art paid by developers. A publication to commemorate the apology is intended as a book published in English, traditional Chinese and simplified Chinese to document the apology and provide a record of the City's historic discrimination.

	ACTION	PROJECT YEAR					Estimated 5-funding required
		2026	2027	2028	2029	2030	
2.2	Raise awareness of the history of Chinese Canadian contributions to Burnaby's history						
	Inventory of significant places		\$ 20,000	\$ 10,000			\$ 30,000
	Partnerships with the private sector to commemorate significant spaces				\$ 60,000		\$ 60,000
	Commemoration of civic sites of significance				\$ 60,000	\$ 60,000	\$120,000
	Outreach to educators	\$ 15,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 35,000
	Advance names of members of Chinese diaspora communities for municipal honours						Can be implemented with existing resources
2.3	Support intercultural education to promote understanding between Burnaby's diverse cultural communities						
	Communicate projects and programs that support the actions, including information about community and civic intercultural education programs and initiatives	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$100,000
	Intercultural education initiatives	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$150,000

Notes for proposed actions 2.2 and 2.3: An inventory of significant places would involve outreach and research to identify places of significance to the Chinese diaspora and other cultural communities that could be commemorated, including sites on City lands (civic sites of significance) and through partnerships with the private sector. Funding for implementation of commemorative works could be provided through the Gaming Reserve Fund. Outreach to educators to raise awareness of City educational resources includes developing and delivering a program to teachers for using City of Burnaby resources on Chinese Canadian history in classrooms in year one, and continued delivery of the program in subsequent years. Intercultural education initiatives would include City-run programs, as well as programs delivered by a non-profit partner. Communication of initiatives will include engagement through English and Chinese-language media and through community outreach.

	ACTION	PROJECT YEAR					Estimated 5-funding required
		2026	2027	2028	2029	2030	
2.4	Support inclusion by supporting participation of hard-to-reach community members in civic engagement and governance, and by building the capacity of staff to welcome and serve the needs of the diverse communities that make up Burnaby.						
	Adopt and implement a translation policy						Estimated costs will be included in the Council report for the policy
	Continue to provide staff cultural competency training						Can be implemented with existing resources
	Pro-actively seek volunteers for advisory bodies that reflect Burnaby's cultural diversity						Can be implemented with existing resources
	Civic engagement outreach	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 50,000
	Toolkit for policy engagement	\$ 10,000	\$ 25,000				\$ 35,000

Notes for proposed actions 2.4: Cultural competency training includes continuing to deliver EDI learning programs to staff through People & Culture, and to deliver training specifically for front-line staff through a Community Safety initiative. Work underway to pro-actively seek volunteers for advisory bodies that reflect Burnaby's diverse communities will continue and be supplemented by a Civic Engagement Outreach project to organize, deliver, and promote sessions where community members can learn more about engaging with the City on a wide range of civic activities and opportunities.

	ACTION	PROJECT YEAR					Estimated 5-funding required
		2026	2027	2028	2029	2030	
2.5	Support community safety for members of the diverse cultures who make Burnaby their home, including newcomers, including: <ul style="list-style-type: none"> • Install murals in areas targeted by anti-Asian and other hate-based graffiti • Build relationships between vulnerable communities and emergency services through communications and outreach • Continue to deliver the Block Watch program and crime prevention training in Chinese languages • Advocate for the Province to provide BC municipalities with data on hate incidents reported through the Provincial hate incident reporting hotline. 	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$150,000

	ACTION	PROJECT YEAR					Estimated 5-funding required
		2026	2027	2028	2029	2030	
2.6	Advance anti-racism and inclusion through policy development						Costs to be incorporated into policy work
	Review of actions and programs** **In 2030 the actions and resulting programs will be reviewed; estimated costs include community engagement.					\$ 10,000	\$ 10,000

TOTAL ESTIMATED COSTS PER YEAR	\$275,000	\$640,000	\$105,000	\$215,000	\$165,000	
TOTAL ESTIMATED 5-YEAR COST						\$1,400,000

Notes for proposed actions 2.5 and 2.6: the proposed Community Safety initiatives support work underway in Community Safety by increasing capacity to engage with diverse communities on Community Safety and anti-racism initiatives. Work to advance anti-racism and inclusion through policy and strategy development will be ongoing, as this lens is applied to the development of policies and strategies.