British Columbia's
Office of the Human Rights Commissioner

Final review

Settlement Agreement between Maxwell Johnson Sr. and A.B. and the Vancouver Police Board

February 2026

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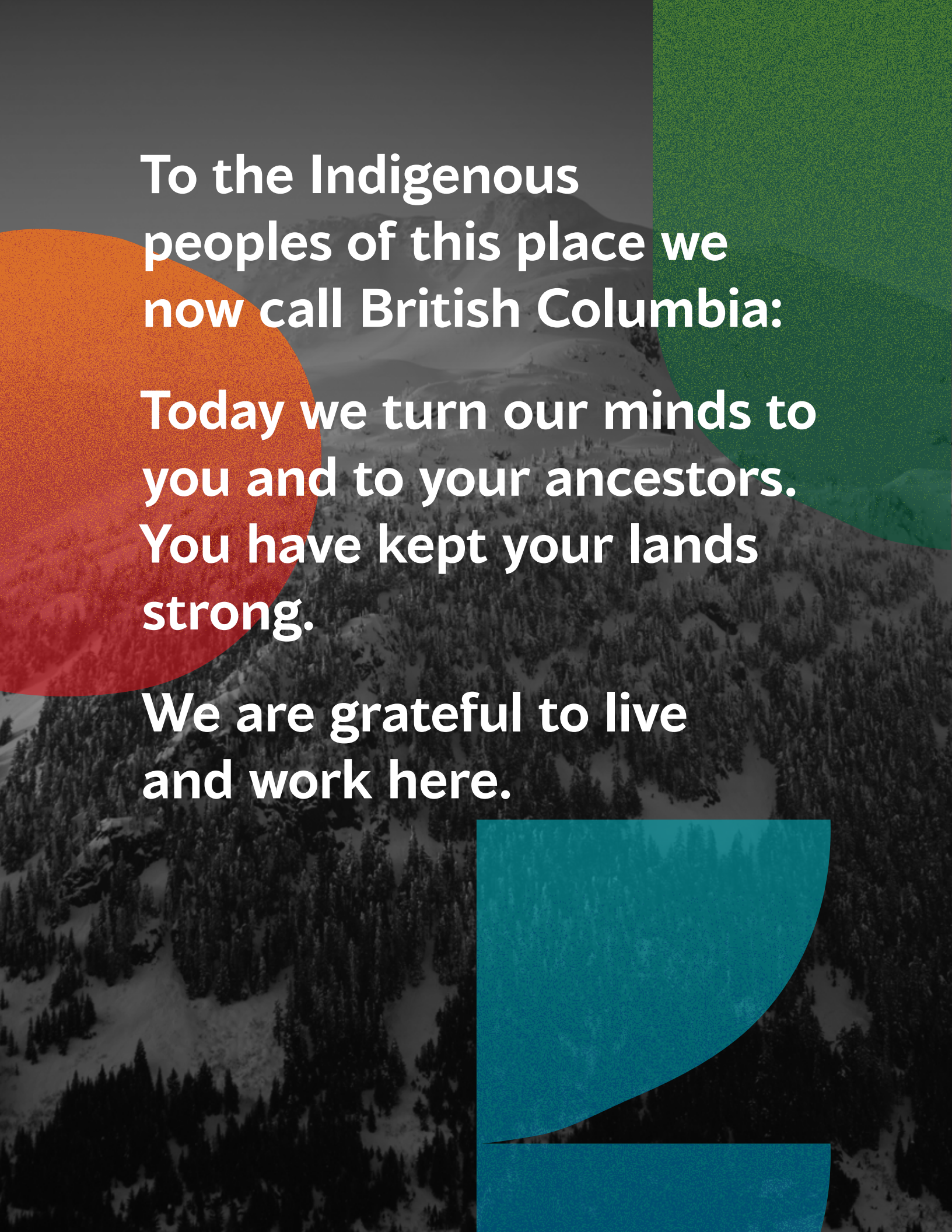
To the Indigenous peoples of this place we now call British Columbia:
Today we turn our minds to you and to your ancestors. You have kept your lands strong.
We are grateful to live and work here.

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Acronyms and glossary

The following abbreviations and acronyms are used in this report.

The Agreement – Settlement Agreement and Release between the Complainants and the VPB

The Commissioner – B.C.'s Human Rights Commissioner

Complainants – Maxwell Johnson and Mr. Johnson on behalf of his granddaughter, A.B.

Complainant Parties – The Complainants, the Heiltsuk Nation and the Heiltsuk Tribal Council

HTC – Heiltsuk Tribal Council

OPCC – Office of the Police Complaint Commissioner

UBCIC – Union of BC Indian Chiefs

VPB – Vancouver Police Board

VPD – Vancouver Police Department

If you are unsure about other terminology used in this report, we invite you to visit our Human Rights Glossary at: bchumanrights.ca/glossary

Background

I am releasing this report pursuant to the Settlement Agreement and Release (the "Agreement") between Maxwell Johnson Sr. and A.B. (the "Complainants") and the Vancouver Police Board ("VPB"). The Union of BC Indian Chiefs (UBCIC) had been granted intervener status in the human rights proceedings that gave rise to the agreement and was involved in the settlement discussions. The Heiltsuk Tribal Council was involved throughout the process, on behalf of the Complainants and the Nation more broadly.

The Agreement resolved a human rights complaint arising from an incident that look place on Dec. 20, 2019, at a Vancouver branch of the Bank of Montreal. The Complainants had visited the bank, where Maxwell Johnson Sr. had an account, to open an account for his granddaughter, A.B. After presenting their Indian status cards, bank staff stated they suspected the Complainants of using invalid identification. The bank manager called 9-1-1 and said that the Complainants were using a fraudulent Indian status card. Two constables of the Vancouver Police Department responded to the call. After speaking to the bank manager for approximately one minute, the constables removed the Complainants to a public sidewalk where they were arrested, detained and handcuffed. The constables did not speak to the Complainants or otherwise investigate the bank staff's suspicions before doing so. Both were released within an hour. In the officers' disciplinary proceedings advanced through the Office of the Police Complaint Commissioner, retired judge Brian Neal wrote: "Two vulnerable persons of Indigenous heritage were exposed to unnecessary trauma and fear, and left with a serious perception of unfairness in their treatment at the hands of police." The officers were suspended, required to complete training in de-escalation techniques, indigenous cultural awareness and risk assessment skills and ordered to provide a written apology to the Complainants. The Bank of Montreal was subject to a separate complaint at the Canadian Human Rights Tribunal.

The Agreement on this matter, executed in September 2022, outlined several independent and collaborative actions for the parties to take within anticipated timelines. My Interim Review was published in March 2024, after we encountered multiple delays through the evidence gathering and administrative fairness review periods.

My Office contacted counsel for the parties again in September 2024 to discuss the timing of the final review process. The final review was initiated via letter in June 2025.

The timeframe for this final review overlapped with a reconsideration application to the Police Complaint Commissioner in relation to the officers' disciplinary proceedings. On Jan. 28, 2026, the Police Complaint Commissioner issued his ruling granting a review on the record to determine whether the officers should be required to provide oral apologies to the Complainants and if so, on what terms. While the reconsideration application and the upcoming review on the record are entirely separate legal procedures and do not involve all the same parties as the Settlement Agreement, there is significant overlap in the facts at issue.

The Settlement Agreement

This section summarizes the portions of the Agreement that are most relevant to my review. The redacted Agreement is attached to this report as Appendix A. In an unusual but important act of transparency, the parties agreed to make portions of the Settlement Agreement public.

While the Commissioner's role is to act as third party reviewer for Part C of the Agreement only (pursuant to para.19), the principles of contractual interpretation require that Part to be read in its fuller context. As noted by the Supreme Court of Canada in relation to contractual interpretation, "the words of one provision must not be read in isolation but should be considered in harmony with the rest of the contract and in light of its purposes."[1] I understand my role in this Agreement as being an impartial auditor of the implementation of Part C of the Agreement. My role — both as Human Rights Commissioner and as third-party reviewer to this Agreement — is to be in service of Part C, which is aimed at systemic changes to address the human rights concerns identified.

The Agreement contains 24 paragraphs and the following four parts:

A. Compensation and expenses

B. Community engagement

C. Steps to address systemic issues

D. Other provisions

For the purposes of interpreting Part C, the following provisions in other parts of the Agreement provide salient context:

Preamble:

The preamble notes the Complainants' concerns about systemic discrimination in policing organizations in B.C. and Canada more broadly, as well as recognizing that the Heiltsuk First Nation governed itself on their traditional lands pre-contact pursuant to Heiltsuk laws.

Part A

The VPB "admits that the Conduct by the Board's Constables contravened the Code [B.C.'s *Human Rights Code*] by discriminating against the Complainants because of their Indigenous identity, race, and ancestry." (para.1)

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[1] Tercon Contractors Ltd. v. British Columbia (Transportation and Highways), 2010 SCC 4, [2010] 1 S.C.R. 9 at para. 64, https://www.canlii.org/en/ca/scc/doc/2010/2010scc4/2010scc4.html.

Part B

Paragraphs six through eight of Part B state that a healing feast and ceremony will be held in Bella Bella and paid for by the Board. Paragraph eight specifies, "[t]he Board shall exercise best efforts to ensure that Constables Wong and Tong attend at the Ceremony as part of the Board's delegation, to make an in-person apology at the Ceremony."

Part C

Part C outlines "steps to address systemic issues," including that "the Board shall work with UBCIC [the Union of BC Indian Chiefs] and HTC [Heiltsuk Tribal Council]" on several initiatives to review, develop and plan changes to Vancouver police policies. The parties committed to working together to improve:

- training relating to anti-Indigenous racism, cultural competency and humility, including education and training about Indian status cards and anti-racist responses related to status cards (para. 10)
- investigation protocols when constables respond to calls from service providers, risk-identification protocols and handcuffing procedures applicable to Indigenous people, especially Elders and youth (para. 11)
- the Board's complaint process, with a view to making the process more accessible to Indigenous people (para.12)

The Board also committed to establishing a committee to oversee the Agreement's implementation. The committee must include a member appointed by UBCIC and a member appointed by HTC (para. 16).

In addition, Part C commits the Board to several independent actions to:

- create a new or modified position to act as the anti-Indigenous racism officer or officer (para. 14)
- publish an annual report on its website starting at the end of 2022, detailing the numbers and nature of complaints by or relating to treatment of Indigenous persons, including how they were addressed (para. 15)
- provide financial contributions to HTC to support the work of Part C (paras. 17 and 18)

With respect to the role of B.C.'s Human Rights Commissioner, paragraph 19 provides:

> *The Board agrees to the Commissioner performing third-party reviews of initiatives identified under this Part, both on an interim basis and two years after November 1, 2022, and to the Commissioner making interim and final review reports open to the public. For clarity, the Board is not responsible for funding any review by the Commissioner. The scope of the review may include the Commissioner assessing*
>
> *19.1 how the board has implemented the terms of Part C of the Agreement;*
>
> *19.2 the impact of systemic changes made by the Board;*
>
> *For clarity, the Board and the members of the oversight committee shall cooperate*

with any interim or final reviews by the Commissioner, which may include participating in interviews by the Commissioner. All Parties acknowledge that the Commissioner is an independent officer and therefore determines the scope and method of such reviews.

As noted in the Interim Review: The other key issue to highlight is the nature of the Agreement as an agreement. This important document represents the coming together of the parties towards potentially transformative change. The milestone of the Johnson family, the Heiltsuk Nation and the Vancouver Police Board working together to chart a path towards addressing racism in the service was and is something to celebrate.

Interim Review

Over the course of several months in 2023 and 2024, I heard from both parties about the obstacles they saw as impediments to the implementation of the Agreement. Information was submitted by legal counsel in the form of written submissions, email records and policy documents, and gathered by my Office during interviews conducted under oath. Regardless of who said or did what when, or the legal arguments being put forward, certain facts were clear to me following the Interim Review:

- To the Heiltsuk Nation and Johnson family, an apology ceremony conducted in accordance with Heiltsuk law was necessary before they could move forward with the collaboration envisioned in Part C. That had not occurred.
- While the VPB had implemented the provisions of Part C that required unilateral action (paras. 14, 17 and 18), many sections require a level of collaboration between the parties and that had not occurred (paras. 10–13, 15 and 16). The latter provisions pertain to: police training; improvements to procedures on investigation protocols in response to service provider calls (including on status cards); risk identification protocols and handcuffing procedures; complaint processes and related data; and the establishment of an oversight committee.

It was apparent that the relationship between the parties had broken down, yet the relationship itself was fundamental to the successful execution of the Agreement. As such, I decided to focus the Interim Review on what could and should have happened next to advance the mutual goals of the parties.

To that end, I recommended the parties refocus their efforts on building a respectful relationship by facilitating an apology ceremony that was agreeable to both parties and in accordance with Heiltsuk law so that the important work of Part C could proceed. To facilitate this, I recommended that the leadership of each of the parties involved, as well as personal representatives of the Johnson family, meet in person with an agreed-upon facilitator, within three months, to discuss how to move forward. I hoped that the parties themselves would engage in dialogue to rebuild their relationship. I urged the parties to recommit to the purpose of the Agreement rather than getting caught up in legal wranglings.

I emphasized that the Agreement represented an important step forward in the relationship between Indigenous peoples and police in this province, with the potential to have precedential impact that could stretch far beyond the parties involved.

Process for the final review

As authorized by Article 19 of the Agreement, and in consideration of the recommendation made in the Interim Review, I initiated this final review to evaluate the initiatives identified in Part C, including:

> 19.1. how the Board has implemented the terms of Part C of the Agreement;
>
> 19.2. the impact of systemic changes made by the Board;

Pursuant to Article 19, I wrote to both parties in June 2025 and said I was seeking answers to these general questions:

> 1. What progress has been made to date on the recommendation made in the March 2024 Interim Review?
>
> 2. What progress has been made since the Interim Review on the implementation of Part C of the Agreement?
>
> 3. To the extent that Part C has been further implemented since the Interim Review, what is the impact to date on addressing the Complainants' concerns about systemic discrimination?

The parties submitted written responses to my questions on Aug. 31 and Sept. 2, 2025, respectively. Based on those submissions and the evidence gathered during the interim review process, I determined no further inquiries or interviews were required.

Facts and analysis

1. What progress has been made to date on the recommendation made in the March 2024 Interim Review?

No progress was made on the specific recommendation made in the Interim Review to meet with a facilitator within three months to discuss how to move forward with the Agreement's implementation.

The Complainants maintain their position that the holding of a ceremony pursuant to Heiltsuk legal and cultural traditions constitutes a crucial precondition to the work under Part C, and that this precondition has not yet been fulfilled. The VPB maintains its position that it has fulfilled its obligations under Part B and made best efforts to ensure the two officers attended the Ceremony. The VPB further maintains that it can offer nothing further with respect to scheduling an apology ceremony, though it remains committed to fulfilling the terms of the Agreement and, in particular, Part C. The Complainants maintain that they are not aware of any efforts made by the Board to ensure the constables' attendance.

I did not find evidence that the relationship between the parties was materially improved or that the parties were able to move past their entrenched legal disagreement. The parties did not resume their collaboration on the implementation of the Agreement.

2. What progress has been made since the Interim Review on the implementation of Part C of the Agreement?

In its final submission, the VPB outlined a number of ongoing measures that appear to have been initiated prior to or outside of the Agreement that the VPB submits deal directly with the concerns identified by the Parties in Part C. These policies, procedures and protocols aim to address systemic and anti-Indigenous racism, and include enhanced police training and education, measures seeking to increase awareness of potential systemic racism within the VPD, the implementation of new policies and prioritizing resource allocation. Policy reforms have been undertaken in relation to the Vancouver Police Board Resolution on Structural Racism (June 30, 2021), the Vancouver Police Board Areas of Focus 2022–2026 (April 2022), the VPD Strategic Plan 2022–2026 and the VPD Equity, Diversity and Inclusion Review (June 2021). Policy reforms that impact Indigenous individuals and communities are informed by the perspectives of the VPD's Indigenous Advisory Committee.

These measures evince active and ongoing efforts to address systemic racism generally. However, while some of these measures are characterized by the VPB as laying the groundwork for collaboration under Part C, it does not appear that substantive progress has been made directly pursuant to the specific requirements in Part C since the Interim Review was released, based on the information provided by the VPB and HTC. UBCIC confirmed that thus far they have not been involved in any work to advance the implementation of Part C.

As I found in the Interim Review, the VPB has fulfilled most of the provisions of Part C that required unilateral action (paras. 14, 17 and 18). Submissions from the VPB outline the assignment of an Indigenous officer to the Professional Standards Section of the VPD. This officer has the duty and authority to review complaints relating to the treatment of Indigenous peoples and identifies complaints that are suitable for its pilot Restorative Complaint Resolution program, which seeks to incorporate traditional Indigenous practices in direct conversations between the complainant and respondent. With the exception of this officer not being authorized to make recommendations to the Board or executive, this assignment is largely responsive to paragraph 14. Paragraph 14 requires the VPB to create a new position or modify a current position as an "[a]nti-Indigenous racism office or officer, with the duty and authority to review complaints by or relating to the treatment of Indigenous persons, and to make recommendations to the executive

committee and/or Board to ensure that practices are anti-racist and non-discriminatory for Indigenous peoples."

Further, the VPB has made monetary payments required in paragraphs 17 and 18.

For the sections that required collaboration between the parties and the UBCIC (paras. 10–13 and 16), however, progress remains incomplete. In the absence of the officers attending an apology ceremony, the HTC and UBCIC would not work with the VPB on these sections and did not participate in an oversight committee pursuant to paragraph 16. The VPB has made unilateral efforts to begin aspects of the work listed in these provisions, which they refer to as "steps … to lay the groundwork for this collaboration by initiating plans and actions to advance the important work of addressing systemic racism." The VPB acknowledges that these provisions require collaboration with the Complainant Parties. Indeed, actions taken in isolation from HTC and UBCIC are incapable of fully satisfying the requirements of Part C, either in the letter of the Agreement or the spirit.

In particular, paragraph 10 states:

> *10. The Board shall work with UBCIC and HTC to review, and to develop and plan about how the Board shall implement improvements to, training for Vancouver police relating to anti-Indigenous racism and cultural humility and competency, including education and training about Indian status-cards, and anti-racist responses to calls or interactions about status cards. The subject matter of the work will include training content and identifying appropriate trainers.*

Based on the submissions I received from the parties, the requirements listed in paragraph 10 have not been fully met:

- The VPB, HTC and UBCIC have not worked in collaboration.
- The Board does appear to have made efforts to improve police training related to anti-Indigenous racism and cultural humility and competency.
- The Board does not appear to have made improvements to police training related to Indian status-cards or anti-racist responses to calls/interactions about status cards.

Similarly, paragraph 11 states:

> *11. The Board shall work with UBCIC and HTC to review, and to develop and plan how the Board shall implement improvements to the following procedures, to ensure the practices are anti-racist and non-discriminatory for Indigenous peoples:*
>
> *11.1. Investigation protocols when constables respond to call from service providers, including calls about status cards; and*
>
> *11.2. Risk-identification protocols and handcuffing procedures applicable to Indigenous people, especially Elders and Youth.*

Based on the submissions I received from the parties, the requirements listed in paragraph 11 have not been met:

- The VPB, HTC and UBCIC have not worked in collaboration.

- In 2021, the Board approved an interim handcuffing policy which included consideration of Indigenous identity and age, but I do not have evidence of implementation or developments undertaken since the Agreement was executed.
- The Board does not appear to have made any relevant updates to investigation protocols pursuant to the Agreement, including related to status cards.

Likewise, paragraph 12 states:

> *12. The Board shall work with UBCIC and HTC to develop processes that make the Board's complaints process more accessible to Indigenous people.*

Based on the submissions I received from the parties, the requirements listed in paragraph 12 have not been fully met:

- The VPB, HTC and UBCIC have not worked in collaboration.
- The Board's submission states the VPD is piloting a restorative complaint resolution process that incorporates Indigenous cultural practices. They note that this is a unique initiative in the province "in which ceremonies to offer direct conversations between the respondent and the complainant are built around traditional Indigenous cultural practices", which has been integrated with the OPCC process. It is unclear whether the pilot will continue.

And lastly, paragraph 15 states:

> *15. The Board shall publish an annual report on its website, commencing at the end of 2022 and at the end of each subsequent year, on the numbers and natures of complaints by or relating to treatment of Indigenous persons, and how they were addressed.*

I did not find evidence that the VPB has begun publishing the annual data required by paragraph 15, nor did their submission indicate plans to do so. While neither party specifically addressed paragraph 15 in their submissions to me, the VPB notes that they need to work with the Nation and UBCIC to set metrics and evaluate impact, and the Complainants argue that the VPB's unilateral actions generally fail to satisfy the Agreement. I agree that cooperation on data collection and disclosure is necessary to fulfil this requirement effectively, even though this language is not included in the Agreement itself beyond the oversight mandated under paragraph 16. While paragraph 15 of the Agreement also simply requires reporting annually on the number and nature of Indigenous complaints, I agree that even this qualitative reporting should follow the direction and oversight of Indigenous leadership in order to follow OCAP principles[2] (see also our report Disaggregated Demographic Data in British Columbia: The Grandmother Perspective[3]).

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[2] The First Nations principles of OCAP® establish how First Nations' data and information will be collected, protected, used, or shared. Standing for ownership, control, access and possession, OCAP® is a tool to support strong information governance on the path to First Nations data sovereignty.

[3] "Disaggregated Demographic Data Collection in British Columbia: The Grandmother Perspective," BC's Office of the Human Rights Commissioner, September 29, 2020, https://bchumanrights.ca/resources/publications/publication/datacollection/.

In sum, Part C contains nine paragraphs containing substantive requirements. Of those paragraphs, three (paras. 14, 17 and 18) require unilateral action by the VPB. I find these requirements have been fulfilled. The remaining six paragraphs (paras. 10–13, 15, and 16) require the VPB to collaborate with HTC and UBCIC. This collaboration has not occurred, and while VPB has taken initial and important steps in some instances to begin advancing the required measures, I find that the requirements have not been fully satisfied given the lack of participation by HTC and UBCIC.

In consideration of the potential of this Agreement to deliver transformative change and the role of settlement agreements to provide systemic remedy, I am compelled to comment further on the factors leading to the impasse impeding the implementation of the measures in Part C.

In my Interim Review, I observed that the Agreement incorporates aspects of Heiltsuk law and B.C. law, and I urged the parties to interpret the Agreement "in the context of the legal pluralism contained within it, including with respect to Indigenous laws and the authority of Indigenous peoples to self-govern." The Agreement is an opportunity to reorient the relationship between Indigenous peoples and police in Vancouver towards reconciliation and decolonization, and so giving effect to Indigenous law and self-determination in its interpretation and implementation is critical to its success.

Legal pluralism in this way must be seen and understood to be a bridge to a shared pathway rather than a barrier to successful implementation. Harmonizing and successfully navigating the different legal and cultural perspectives, expectations and understandings must be done from the outset and requires the parties to draft mutually acceptable provisions that clearly and precisely capture their respective responsibilities. Provisions should give rise to shared understandings.

Here, key provisions of the Agreement in Part B did not give rise to shared understandings with respect to their implementation or the relationship between Parts B and C. It remains clear that the Complainants viewed the officers attending and apologizing in a feast and ceremony in Bella Bella as a prerequisite for their cooperation on Part C of the Agreement, in accordance with Heiltsuk law, and it remains equally clear that the VPB's position is that they have satisfied their obligations under Part B of the Agreement. This divisive issue has, unfortunately, derailed the fulfillment of Part C of the Agreement, demonstrating the vital importance of naming and clarifying the role of Indigenous and common law traditions in pluralist legal documents such as this one.

3. To the extent that Part C has been further implemented since the Interim Review, what is the impact to date on addressing the Complainants' concerns about systemic discrimination?

The Complainants stated in their final submission that they remain at an impasse and have been unable to advance the important work of Part C. They emphasize that unilateral work undertaken by the VPB does not satisfy Part C.

As noted above, the VPB stated in its final submission that setting metrics and evaluating the

impact of actions and initiatives taken pursuant to the Agreement cannot be achieved by the Board alone and requires the participation and active engagement of the Complainant Parties. The VPB further stated that it is prepared to work with the Complainant Parties to define metrics that will clarify the empirical data needed to assess impacts, and that many of the initiatives it has undertaken are new and it is too early to assess data demonstrating their impact.

I do not have further submissions on the impact of the unilateral actions taken by the VPB pursuant to Part C. I also note that I do not have the benefit of annual reporting by the VPB containing data with respect to complaints relating to the treatment of Indigenous persons, as required by paragraph 15 of Part C.

Paragraph 19.2 of Part C authorizes me to review the impact of systemic changes made by the VPB. I agree that these impacts cannot be evaluated without the guidance and participation of the Complainant Parties. Given the lack of information before me, I am unable to provide an analysis or review of systemic impacts.

Conclusion

My hope is that this review illuminates the promise and potential of the measures in Part C and the importance of the Agreement for systemic change. It is in this spirit that I offer my concluding comments.

I remarked in my Interim Review that "[t]his important document represents the coming together of the parties towards potentially transformative change.... The relationship between the parties is fundamental to the execution of the agreement...." However, "[t]he parties were once united in their goals to undertake this important work, but now find themselves divided again."

The record before me demonstrates that the parties were unable to regain the unity and collaboration that gave rise to the Agreement. Together, the parties crafted a promising and innovative series of measures with the spirit and intent of moving forward in cooperation to address systemic issues in the VPD's interactions with Indigenous peoples. In the absence of a collaborative relationship, the VPB fulfilled several of its individual obligations in Part C and took some initial steps to begin to address joint measures. Its assignment of an Indigenous officer with the duty and authority to review complaints relating to the treatment of Indigenous persons and the piloting of a complaints resolution program incorporating Indigenous cultural practices are welcome. I believe these are positive steps and I am hopeful that they have and will continue to have positive impacts on the protection of the human rights of Indigenous peoples in Vancouver. However, unfortunately, the breakdown of the relationship between the parties has denied the true impact of the Agreement from being achieved.

I am not in a position to provide a more fulsome assessment of the impacts of Part C of the Agreement. I have not received information from the Complainant Parties on the impact of the measures unilaterally taken by the VPB and I am not in a position to evaluate systemic impacts without the benefit of these submissions and data.

Even in the absence of a productive working relationship between the parties, I would encourage the VPB to honour its commitment to transparency and progress by working with both those nations on whose territories the VPD operates as well as those many nations represented in Vancouver's diverse urban Indigenous population (including the Heiltsuk First Nation) to determine how best to collect, use and disclose disaggregated data on its complaint processes, in accordance with both the OCAP principles and the grandmother perspective processes referenced above. This disclosure will improve transparency and allow for evaluation and learning.

At its heart, this Agreement—and Part C in particular—was aimed at promoting and protecting human rights and addressing systemic inequities in the relationship between Indigenous peoples and police institutions. Its signing represented considerable commitment and courage on behalf of both parties—the Johnson family in particular. Years later, it is disappointing that the envisioned change has been stymied, at least for now, by differing interpretations of the Agreement and a failure to realize the promise of legal pluralism that is alluded to in the Agreement. The spirit of the Agreement—to move forward in cooperation to address systemic policing issues—applies to the openness and collaboration required of the parties to navigate challenges in implementation just as much as it applies to the substantive challenge of addressing the systemic racism and discrimination at issue. In other words, anti-racist processes are just as important as anti-racist outcomes to systems change, and anti-racist processes require collaboration with those impacted by racism.

In their final submissions, both the VPB and the Complainant Parties acknowledged they are at an impasse. However, both also pointed to the importance of the work set out in the Agreement and expressed openness and hope that their collaborative relationship could resume in the future. In the period since the parties sent their final submissions, the Police Complaint Commissioner granted the Complainant Parties' reconsideration application related to the misconduct proceedings before him, and has re-opened the issue of whether and on what terms the officers must provide an oral apology to the Complainants. There are many possible outcomes of the upcoming review on the record. Although this review and the upcoming OPCC review are different legal proceedings, both hinge, at least to some extent, on the parties' differing interpretations of the need for the officers to attend an apology ceremony. Thus, the reconsideration of the necessity and terms of an oral apology may clear the way for a renewal of the relationships and collaboration on Part C of the Agreement. Whatever the outcome of the OPCC process, I urge the parties to bear in mind the value of seeing through the work they started, even after this final review.

Despite the disagreements that have contributed to the impasse between the parties, it is important to remember why the Agreement was, and remains, necessary and important: it represents the terms by which the parties settled the Complainants' human rights complaint against the Vancouver Police Board for the actions of its constables in detaining and handcuffing Mr. Johnson and his 12-year-old granddaughter A.B., without investigation or speaking to either of them, and in the presence of Mr. Johnson's son. The Board admits that this conduct was discriminatory based on the Complainants' Indigenous identity, race and ancestry. Members of the Johnson family were trying to open a bank account and instead have been pulled into a multi-year fight to seek redress and protect Indigenous human rights. Without truly collaborative systemic reform to policing in British Columbia—work that requires good faith partnerships

with those who have been harmed by systemic racism—Indigenous people will continue to face discrimination at the hands of law enforcement. The goals and vision represented in the Agreement remain salient and necessary and I hope that the work will find a way to continue, even if it is outside the bounds of the Agreement.

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