

Engagement Raw Data from Burns Lake, Kelowna and Nanaimo (February/March 2023)

GOAL: Improve opportunities for **education and training**

Priorities:

- Support our members to pursue post-secondary education and training
- Help all members access funding to pursue their educational goals
- Support non-traditional forms of education (*e.g., informal education opportunities, land based learning programs*)

Member feedback on priorities:

- Support for elementary to high school students as well as college and university
- Yes not just post-secondary
- Gain a collective understanding to what education means
- Respect that a diploma does not define education
- Understand members with full time jobs want to enhance education as well

Action Ideas

What we heard from Community Engagement #1 (Burns Lake, Vancouver, Kelowna)

- Address inequities in funding (e.g., access to scholarships)
- Get a better grasp on the financial challenges our students face
- Identify funding opportunities for students beyond ISC
- Offer skills training (virtual and/or in person)

What we heard from Community Engagement #2 (Burns Lake, Kelowna, Nanaimo)

- Promote learning by providing supplies and recognition for completion of courses and degrees
- promote trades training
- Increase living allowance
- own source top-up for travel allowance
- sponsor more members
- Create a trust fund that can be used to provide annual scholarships for any member wanting to return to post secondary education
- Address inequities in funding (e.g., access to scholarships) (support for this action)
- Those away from home often have far bigger monthly expenses & for less access to resources
- Any funding for off reserve members since historically it's never happened
- Create a trust fund that can be used to provide annual scholarships for any member wanting to return to post secondary education
- skills training and tutoring
- get members their license
- find out - look at members interests and encourage them to move forward
- And in self-resiliently by providing education in all aspects of life including "hobbies" careers, interests cultural opportunities
- Funding support or anything that gives a member life skills
- Can you explain what the non-traditional education might be and how off reserve members can access?

GOAL: Strengthen our governance and administrative systems and processes

Priorities:

- Work towards a stronger, more culturally-aligned governance system that grows our capacity for self-governance
- (e.g., alignment with Hereditary system, custom Election Code)
- Increase member participation in governance
- Improve communication between Chief and Council, our administration, and our members
- Build our administrative capacity (e.g., policies and procedures, staff capacity)

Member feedback on priorities:

- All leaders must remember - your are always the world's view of our Band your actions are how the rest of the world sees us all.
- Have C&C as a strong, inclusive, transparent team
- Hard rules are necessary for some big bands, but we are only 183. We can do this guys, why is it so hard?
- "home" and "away from home" make everyone feel part of the Nation
- There needs to be a forensic audit of the past 4 C&C to determine how the funds have been spent on our behalf
- Organizational chart - membership need to be above C&C

Action Ideas

What we heard from Community Engagement #1 (Burns Lake, Vancouver, Kelowna)

What we heard from Community Engagement #2 (Burns Lake, Kelowna, Nanaimo)

- Provide skills training and workshops to administrative staff
- Hire more members to work for our administration
- Hold consistent community meetings (e.g., biweekly)
- Develop/improve hiring policies and procedures
- Establish a youth and/or Elders advisory committee
- Work towards election reform
- Create more opportunities for two-way communication between members and Council/admin

- Do away with colonial form of electing a chief and council promote clan system
- Leadership introduction + goals. Colonial policies meets ancestral ways
- Find a way to heal and work together with hereditary chiefs
- More direct committees
- Youth committee
- If Facebook platform is used, open the comment function, make social media social. This helps address one question to multiple people.
- Make required response + times
- Allow the membership to see the actual contracts and agreements that are entered into on their behalf. This would be part of being honest, transparent and inclusive with the membership, accountability as well.
- Relationship building between C&C and membership
- Timely replies for messages left. More open communication between CFO also with membership
- 100%
- help the members to understand the governance and admin systems
- Establish a weekly/monthly newsletter to share information and provide updates to members
- Hold consistent community meetings (e.g. biweekly)
- Group texts for event notification
- Some Bands have weekly meetings for all membership to discuss BCR or other programs/service changes. Meeting then closes to membership and C&C vote in private. This is weekly and ONLINE it provides transparency and awareness of what's going on within the Nation. Consistency and transparency
- Use Zoom program to allow ALL not at home members to partake in all band meetings being held on reserve.
- Dedicated staff member to assist off reserve or find funding and resources

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| | <ul style="list-style-type: none">• Consistency in communication• When staff training is provided also offer to youth or young membership to gain an understanding of what future jobs could be provides preparation for the future• Hire members out of community online• Building admin by creating policies and procedures creates productive safe workplace• work training• Policy procedure and HR redesign• Accountability, policies and procedures• Develop program services plan. Hire grant writer to make it happen• Satellite Band office• Clarence Louis - pick his brain. Help us get financially moving ahead. |
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GOAL: Support economic development and member employment

Priorities:

- Grow and strengthen existing Nation-owned businesses
- Improve communication about Ts'il Kaz Koh employment opportunities and economic ventures
- Support Ts'il Kaz Koh business owners and entrepreneurs
- Explore new economic opportunities and partnerships

Member feedback on priorities:

- Accessing for funding resources, pathway forward 2.0
- Always look to the future as to not be left behind

Action Ideas

What we heard from Community Engagement #1 (Burns Lake, Vancouver, Kelowna)	What we heard from Community Engagement #2 (Burns Lake, Kelowna, Nanaimo)
<ul style="list-style-type: none"> • Build more partnerships with government, industry, and other Nations • Improve communication about job openings • Re-open and expand the offerings at the gas bar (e.g., restaurant, cafe) 	<ul style="list-style-type: none"> • Monthly newsletters from the Band • Letters sent to members for available employment • Improve transparency about job openings and business ventures • Share information and updates on businesses already invested in • Work with other Nations • Kekuli cafe • Tim Hortons Kiosk • Need policies on how to differentiate economic development • Work on growing while thinking about ongoing benefits not short term jobs or cash • Create opportunities that allow for cultural growth and that align with traditional values • Clean energy projects - geothermal, water electric • Create an attainable + specific goal x number of members employed by x time • Remote job opportunity to work for/within the band when "away from home" • Away from home opportunities for employment as a way of making extra money for fixed income members • Food security • Make all ED decisions with our lands, culture and people first. Do not let money take away from our vision for the Nation eg. no fast food joints • ED opportunities should be brought to the young (35 and under) as they are the ones to ensure its longevity i.e if youth do not believe in it, it will not last • Develop a system to hire qualified band members hiring on a priority basis • Ec dev should benefit community in a way that is more than money i.e purposeful job opportunity; farm doubling as food security within the Nation • Establish a committee • membership dividends • Ask members for economic ideas. Don't have to use them but would be interesting to see what we think

GOAL: Provide diverse housing options and needed infrastructure

Priorities:

- Meet our members' diverse and evolving housing needs *e.g., housing for Elders, growing need for new housing, supports for members who do not currently live on reserve lands*
- Ensure that Nation-owned housing and infrastructure is in good repair and well maintained
- Proactively plan for the efficient use of limited land to support current and future housing and infrastructure needs

Member feedback on priorities:

- Innovative ways of supporting people to live independently
- Mon [assuming this is money but there is a dot covering it]
- Housing availability on the rez or off the rez
- Use Ec Dev for also helping off reserve housing
- It was said that TKK is against bringing off rez home because then they would be responsible for them. :o What?
- No non-members in housing members need
- Away from home have very high monthly bills for housing simply an understanding and acknowledgement is appreciated

Action Ideas

What we heard from Community Engagement #1 (Burns Lake, Vancouver, Kelowna)

What we heard from Community Engagement #2 (Burns Lake, Kelowna, Nanaimo)

- Make the best use of the limited land we have
- Build more housing to address overcrowding/lack of availability
- Provide housing options for Elders
- Provide more services such as fiber optic
- Identify maintenance/repair needs for existing housing
- Assist families in distress
- Identify ways to support all members

- More housing projects after other Bands developments
- Conduct community safety assessment
- Make home occupants accountable on taking care
- Ensure nation housing occupants are accountable for normal maintenance
- Enhance public safety
- Maintenance fee and rent instead of own source revenue
- Help or give a basic home maintenance learning session for everyone
- Existing land used for housing because there is not a lot. Not other "stuff"
- Start a Band owned resort

GOAL: Strengthen our connections to our **languages and culture.**

Priorities:

- Build a shared understanding of our Nation's history and identity
- Provide regular and ongoing opportunities for all members to participate in cultural activities
- Create opportunities for our members to reconnect to and learn about our culture in a safe and non-judgmental environment
- Increase language learning opportunities for our members
- Create opportunities for knowledge sharing and intergenerational learning between Elders and youth

Member feedback on priorities:

- Resource people
- Put kiosk info from Keyoh Lodge on time and enhanced
- Make language and culture visible
- For all members all have trauma
- Ensure those who know don't share those who don't know yet
- Please include rural

Action Ideas

What we heard from Community Engagements #1

- Teach Bah'lats system and and clan processes
- Teach regalia making to support cultural events
- Start an annual culture weekend
- Organize virtual or hybrid events so more members can attend
- Identify creative ways to ensure that our urban members can access opportunities to learn about and connect with our culture
- Continue language training

What we heard from Community Engagements #2

- History and current education about the Band
- Make sure it's TRUE Nation's history
- teach culture/traditions
- Supply funds for Bah'lats family event travel
- Create access to traditional tools, medicines, regalia
- Access to ceremony
- "Welcome home" event all member come together at an annual or every 2 year healing and learning event
- Many "away from home" have learned on Indigenous communities to find belonging. We are not uncultured. We have been seeking our culture and have been denied it for so long. There is a pattern, so many have gone to other indigenous communities to feel connected. This is now a time where we can come together and find belonging in our own community. To be proud and find belonging in our community because we've been fighting to. We are still here despite the Indian Act.
- Language resources
- Provide some language learning courses
- Zoom classes
- F.P.C.C (First Peoples Cultural Council?)
- Respecting elders, respectful elders

<p>GOAL: Enhance the social services and programs offered to our members</p> <p>Priorities:</p> <ul style="list-style-type: none"> • Create opportunities for community members to connect through the development of new and improved programs • Increase member participation in events 	
<p>Member feedback on priorities: :</p> <ul style="list-style-type: none"> • Off rez • Our community is very divided between two families, two feuds. This has to stop. healing is needed • Create a trustful environment • off rez inclusion • equal opportunity • Connection, connection, connection 	
<p>Action Ideas</p>	
<p>What we heard from Community Engagements #1</p>	<p>What we heard from Community Engagements #2</p>
<ul style="list-style-type: none"> • Create incentives for youth participation • Host events that encourage connection (e.g., hockey, pool and poker tournaments) • Start an urban liaison position to help foster connection amongst members living in urban areas 	<ul style="list-style-type: none"> • Poker night • Golf group • Pool • Create awareness of programs and services • Have pool tournaments and pool tables • Golf/poker days for members • All kinds of sports • Start an urban liaison position to help foster connection amongst members living in urban areas • Host events that encourage connection • Traditional event like hunting and trapping • Hunting trapping • introduce staff to membership • Ask first what services are needed (create program ideas and let membership vote what comes in?) • Monthly and reliable newsletter • App for communication some Bands have this already • Create incentives for youth participation • Provide financial means • Use zoom for all possible

GOAL: Take care of our **lands and waters** for current and future generations

Priorities:

- Grow our capacity to manage our territory (e.g., *lands department, staff training, referrals management, monitoring and data gathering*)
- Ensure that future development in our territory aligns with our values and interests as a Nation
- Enhance our ability to exercise our rights and responsibilities within our territory

Member feedback on priorities:

- More capacity of legislation and forestry sector notification
- Ensure membership staffs all positions within our Territory
- Traditional foods and medicines
- Current land used for current needs eg. housing
- IR Lands assessment
- Education, education, education
- Lessons on what our rights and responsibilities would be a good place to start
- Work on connecting with traditional chiefs to connect and reconcile so we can do right by them and our ancestral ways

Action Ideas

What we heard from Community Engagements #1

- Train our staff in lands management
- Establish a lands department
- Build environmental monitoring program, positions, training
- Keep members informed about what is going on in our territory and with our partnerships (e.g., Burns Lake Community Forest)
- Increase our Nation's visibility within the region

What we heard from Community Engagements #2

- Personal knowledge of the Territory
- On-land Territory activities
- Opportunities to be a land steward - teach how to do this
- Create community involvement and pride in our lands
- Handbook/guidebook history of land provided for all members
- Our values and interests have to be taught to younger to ensure
- Find water protect it
- Keep pipelines out
- Keep members informed about what is going on in our territory and with our partnerships (e.g burns lake community forest)
- Increase our Nation's visibility within the region (in a positive way)
- *Suggested enhance ability to carry out rights and responsibilities*

GOAL: Improve the overall **health and well-being** of our members

Priorities:

- Improve access to health and wellness programs that emphasize traditional healing and medicine.
- Address substance abuse issues through the provision of targeted services and supports
- Provide access to a broad spectrum of more health and wellness programming and supports for members
- Reduce lateral violence and rebuild our relationships based on mutual respect and lateral kindness

Member feedback on priorities:

- Off rez
- Expertise

Action Ideas

What we heard from Community Engagements #1	What we heard from Community Engagements #2
<ul style="list-style-type: none"> • Host health fairs • Provide funding to support travel for medical appointments • Create traditional healing opportunities • Ensure that health programs and services respect our traditions • Improve access to doctors • Improve access to sobriety programming • Improve elder care • Focus on stress prevention • Provide healthy gifts to members • Make health programs more accessible to all members 	<ul style="list-style-type: none"> • include cultural/traditional health methods • Training healers in traditional healing practices • Invest in natural health and wellness • Sobriety program • Hire a "navigator" someone who can answer your questions, direct you to services and advocate for you to get the service you need • Create a hiking group • Snowshoeing group • Access to health care advocate - health nurse who can explain health issues and meds and help direct care • Hiking • Promote health and wellness activities like yoga, hiking, walking, snowshoeing • Friendship centre/health centre • Provide funding to support travel for medical appointments • Focus on stress prevention • Make health programs accessible to all members • Multifaceted healing utilizing multiple modalities one size fits all does not work • We support - equipment, need prevention, physio, chiro, massage etc. • Some bands bring in Drs, chrio, physio, massage • Improve elder care • Provide healthy gifts to members