

T̂SILHQOT'IN

SOCIAL CULTURAL ACTION PLAN

T̂SILHQOT'IN CH'IH DENI NIDLIN





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“As individuals we are strong. As a community we are stronger. As a Nation we are the strongest. Unity is where we gather our strength, our collective voice.”

Chief Joe Alphonse





FOREWORD

CHIEF JOE ALPHONSE

In 2014 the landmark T̓silhqot'in Supreme Court decision recognized Indigenous Peoples' title and jurisdiction. The T̓silhqot'in Nation is now the only Indigenous people in this country with recognized Aboriginal title and has taken significant steps to breathe life into this new reality in Canada.

This document shares our people's direction and implementation of our Traditional T̓silhqot'in laws that include: an obligation to protect and help family and community; share resources and knowledge; learn, respect and communicate laws; and show respect for generosity and teachings.

To live in accordance with T̓silhqot'in laws and values it was and is imperative to take care of one's self, family, and extended family by strengthening social systems that would allow them to thrive.

Investing into T̓silhqot'in social prosperity invests in our T̓silhqot'in people.

Investment from, and partnership with, the Government of Canada and British Columbia (BC) reflects our Nations working together to reinforce the traditional T̓silhqot'in values of self-determination, self-sufficiency and self-government.

We need to strive to get our people healthy on all levels with strong traditional values and programs that promote these values. A healthy people makes a strong Nation.



EXECUTIVE SUMMARY

PURPOSE:

This plan takes community direction and does the following:

1. Unifies T̓silhqot'in planning for efficient, coordinated and maximized benefit;
2. Develops the unified vision and strategies resulting in a tangible framework, and best practice, that charts the course for T̓silhqot'in objectives;
3. Identifies high-level budgets, strategies and financial resources necessary;
4. Applies what is, in most cases, the shared mandates of government partners for collective solutions in the historically, most challenging areas such as language and culture, child and family, emergency management, justice, education and health; and
5. Identifies the short, medium and long-term milestones and actions.

THE T̓SILHQOT'IN FRAMEWORK:

AN INNOVATIVE AND WHOLISTIC NEW MODEL:

This plan is based on a wholistic framework that recognizes:

- The T̓silhqot'in Framework is not static but a momentum based and an iterative cycle that positively builds upon itself.
- The arrows show that, as each component is furthered by the individual, Nation and partnership, -- its momentum automatically strengthens and furthers the whole. Every process and success thereafter is that much stronger and more sophisticated than those before.
- The wellbeing of the individual, community, and Nation, is innate and inseparable to the success of all aspects of reconciliation.
- Not one component alone can change the social wellbeing and prosperity to the individual, family, community and Nation -- and that all components must be respected for their influence on the success of





THE PROCESS

1. Utilizes strong leadership from T̓silhqot̓'in Chiefs and team
2. Driven by community: Used the community members' expertise as the foundation to developing the framework and plan is the foundation to this framework and plan.
3. Built upon the existing work
4. Analyzed research and data: Research collection, analysis and utilizing the data and best practices
5. Developed and unified direction, experience and research

STRATEGIC PRIORITIES

The following six priority areas were identified as critical to the achievement of the T̓silhqot̓'in vision:

1. Culture and Language
2. Child and family
3. Emergency Management
4. Justice
5. Education
6. Health

EVALUATION AND MONITORING

It is important to track the progress through ongoing monitoring and evaluation. Progress will be monitored by establishing baselines, putting in place monitoring mechanisms and doing an evaluation.

INVESTMENTS, TIMELINES AND WORKPLANS:

Multi-year investments and partnerships will be required to actualize the implementation of this plan. The significant effort required and initiation of the work has already started. The partnership, initial staff, collaboration and coordination exist and are in place – this plan builds upon these T̓silhqot̓'in strengths.

Action plans, budgets and timelines are attached and will continue to be developed and updated annually.



INTRODUCTION

For countless generations before the arrival of settlers the ʔEsggidam, ancestors of the T̓silhqot̓'in , thrived in our homeland as a powerful nation, guided by the wisdom of our legends and the laws of our people.

The ʔEsggidam were healthy and strong – as individuals, families, communities and as a Nation. Our wealth was our culture, our spirituality and our connection with the lands and resources that sustained us.

With the arrival of Europeans came a dark chapter for our people. T̓silhqot̓'in history speaks of the intentional spread of smallpox eradicating entire families and villages. The Nation successfully waged war against the colonial government in 1864, but when T̓silhqot̓'in war Chiefs entered the camp of the colonial militia under a flag of truce to negotiate peace, they were betrayed, wrongly arrested and unjustly tried for murder. Six Chiefs were hanged.

On June 26, 2014, the Supreme Court of Canada declared T̓silhqot̓'in Aboriginal title. The court decision was the first of its kind and the implications for the T̓silhqot̓'in and all Canada are immense.

On October 23, 2014, Premier Christy Clark apologized for the wrongful hanging of the six T̓silhqot̓'in war chiefs and confirmed the full exoneration of the chiefs to the extent of the Province's ability.

Then, on November 2nd, 2018, Prime Minister Justin Trudeau confirmed the full exoneration of the 6 T̓silhqot̓'in war chiefs. This redress marked a defining step toward reconciliation with the T̓silhqot̓'in Nation and reinforced the dedication to working together to build a better future.



Despite historical wrongs and continuing challenges, the T̓silhqot̓in people remain strong and resilient. Their culture and connection to their lands is powerful, alive, and grows stronger each day. The T̓silhqot̓in vision is to fully restore their Nation to the power of the ʔEsggidam, their ancestors, and this document and resulting partnerships are a significant step on that path.

The T̓silhqot̓in call upon British Columbia and Canada to work together as true partners to see the T̓silhqot̓in people restored to their rightful place, sharing fully in the wealth and benefits equal to other Canadian citizens.

This path forward offers an opportunity for healing and building better communities, a better Province, and a better Canada, for the T̓silhqot̓in people and all citizens of this country.



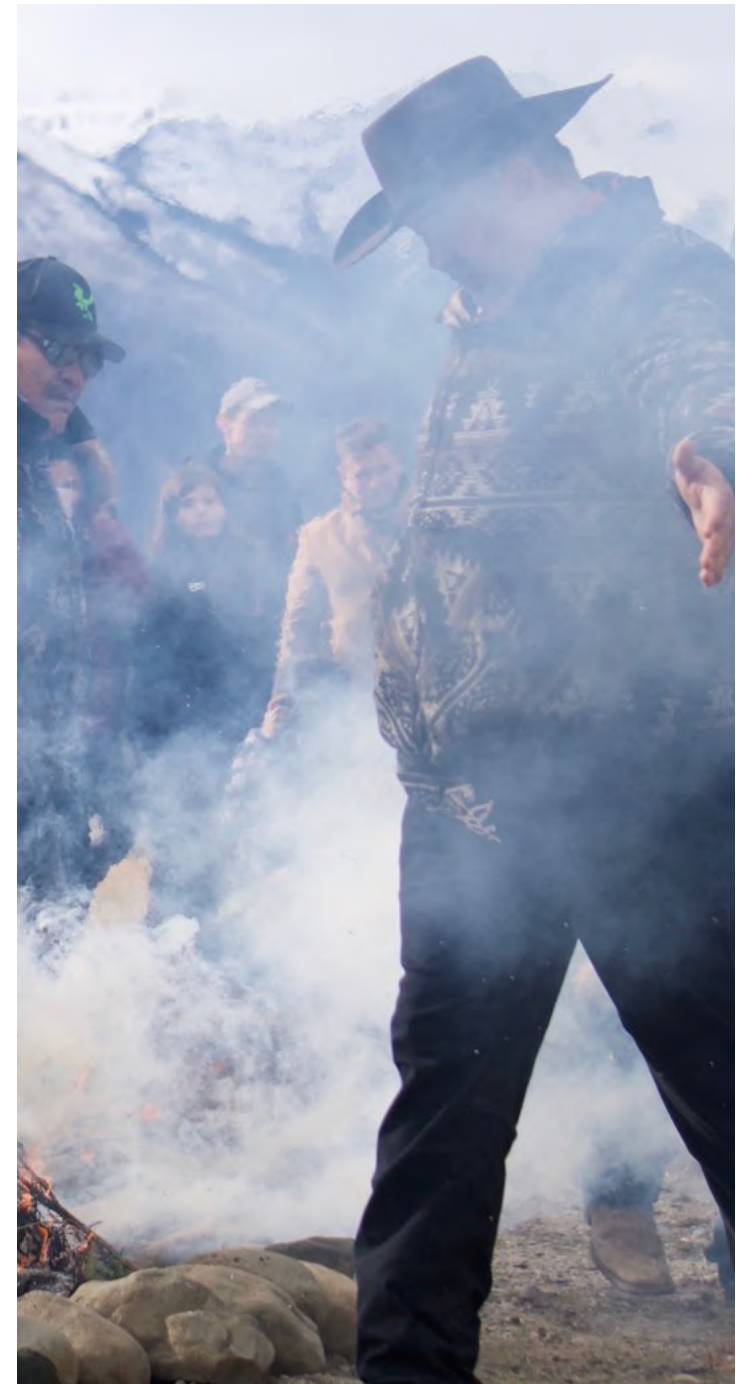
PURPOSE

First Nation's people across Canada have faced, and continue to face, systemic and complex barriers that limit their ability to thrive. This document is a foundational document that unifies the T̓silhqot'in social priorities for the Nation, communities and partners to work collaboratively to address. Priority is being placed on a wholistic approach to social wellbeing and prosperity.

This document is not to be viewed as an end to such strong planning but to initiate further development in new areas and new partnerships. This plan is the result of years of work and direction from members who identified collective challenges and concerns that require collaborative, innovative, and technical solutions.

This plan takes community direction and communicates the following:

1. T̓silhqot'in planning for efficient, coordinated and maximized benefit;
2. A unified vision, framework and strategies that chart the course for T̓silhqot'in and partner success;
3. Alignment of government mandates for collective solutions in the historically most challenging areas such as language and culture, child and family, emergency management, justice and education;
4. Identifies short, medium and long term milestones, actions and financial resources necessary.



TŜILHQOT'IN SOCIAL

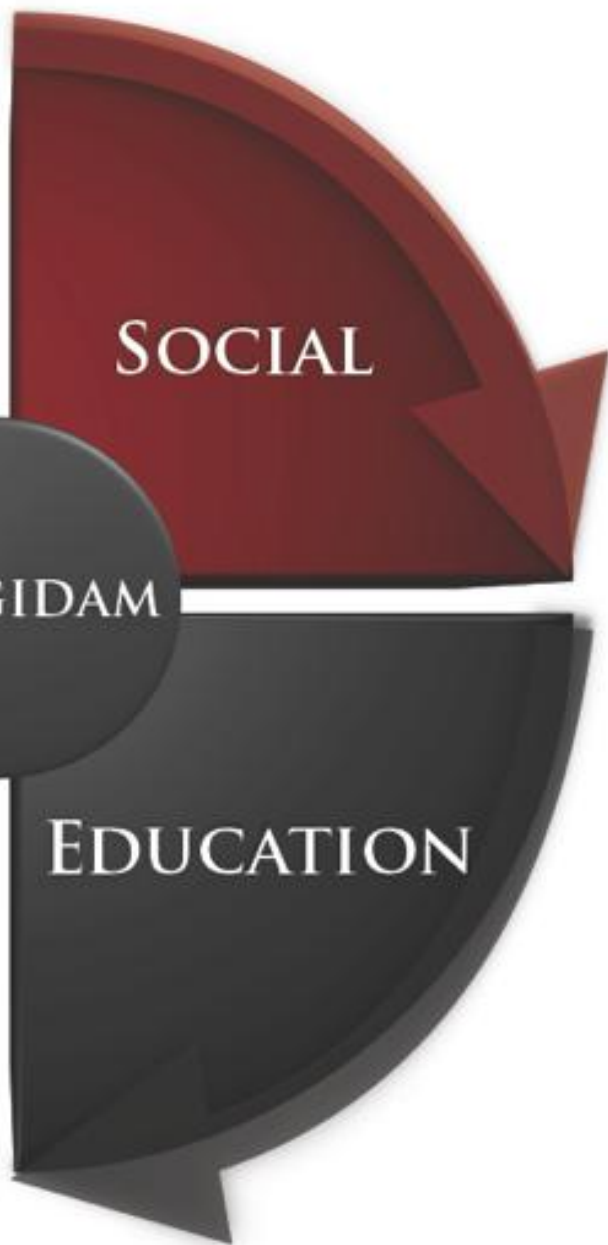
For countless generations before the arrival of settlers, the ʔEsggidam, ancestors of the TŜilhqot'in, thrived in our homelands as a powerful nation, guided by the wisdom of their legends and the laws of our people.

The ʔEsggidam were healthy and strong – as individuals, families, communities and a Nation. They had a rich culture and deep spiritual connection with the lands and resources that sustained their people.

The TŜilhqot'in vision is to fully restore their Nation to the strength of the ʔEsggidam. The TŜilhqot'in Social Framework is a visual of one wholistic step on that path with the vision of our ʔEsggidam firmly placed in the centre of all our work.



FRAMEWORK



This plan is based on a wholistic framework that recognizes:

1. The T̓silhqot'in Framework is not static but a momentum based and iterative cycle that positively builds upon itself.
2. The arrows show that, as each component is furthered by the individual, Nation and partnership, -- its momentum automatically strengthens and furthers the whole. Every process and success thereafter is that much stronger and more sophisticated than those before.
3. The wellbeing of the individual, community, and Nation, is innate and inseparable to the success of all aspects of reconciliation.
4. Not one component alone can change the social wellbeing and prosperity to the individual, family, community and Nation -- and that all components must be respected for their influence on the success of truly realizing the social prosperity of the Nation and a return to the strength of our ?Esggidam.





PROCESS

1. Utilizes strong leadership from T̂silhqot'in Chiefs and Team

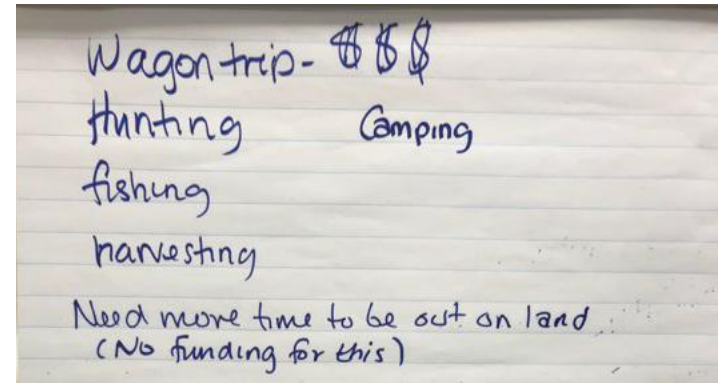
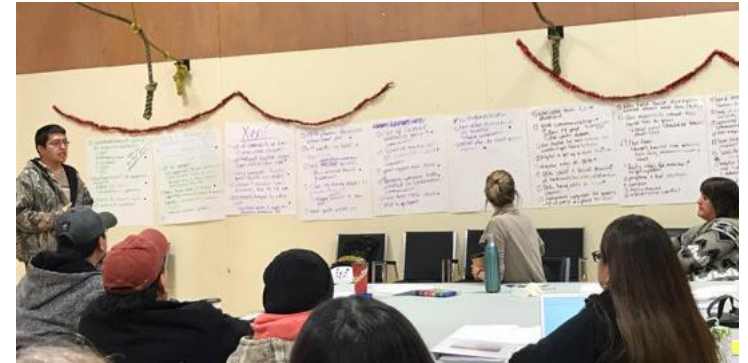
This plan is built on the strong leadership from Chiefs, a small technical team and key resources in each of the communities to help unify the work. This team was successful in their ability to coordinate and implement the required processes, meetings, desktop reviews, analysis, drafting and the development of a plan, which aligns existing plans/strategies and collective knowledge.

2. Driven by community: Used community members' expertise as the foundation to developing the framework and plan

Understanding that there are no better experts than the T̂silhqot'in themselves, the plan is built on their contributions, existing research, Comprehensive Community Plans, workshops and community meetings. The T̂silhqot'in expertise truly is the foundation to this framework and plan.

3. Built upon the existing work

Previous layers of Nation and community plans/strategies overlapped but were yet to be unified in a way to reach maximum benefit for the Nation. There was no need to ask the same people the same questions they had responded to numerous times already. It was time to utilize the data that already existed. By working together and advancing the work previously done, leaders confirmed the opportunity to create the social change their communities needed.



4. Analyzed data and research: Research collection, analysis and utilizing the data and best practices

In addition to all the work invested into each of the Comprehensive Community Plans, additional research was utilized or conducted to inform the work ahead. The amount of existing research, data and best practices across all areas of this approach was significant (RCY Lost in the Shadows Report, First People's Language Assessments, etc) and cannot all be highlighted here but the most relevant research is assembled in a compendium for other analysts to utilize and demonstrate the social research base used. All of this data contributed to the work done to date. The plan will continue to be iterative and evolve to incorporate new information as research, best practices and community contributions continue to be identified.

5. Developed plan unifying direction, experience, and research

Utilizing all the efforts up to this point, the T̂silhqot'in Framework and Plan was developed through a collaborative effort. It reflects a path forward that will be transformative for the T̂silhqot'in and be a model for others to follow.



LANGUAGE & CULTURE

STRATEGIC PRIORITY

TŜILHQOT'IN CH'IN DENI NIDLIN

WE ARE LIVING THE TŜILHQOT'IN WAY





LANGUAGE & CULTURE

A REINFORCED T̂SILHQOT'IN CULTURE AND LANGUAGE

According to the 2014 First Peoples' Cultural Council "Report on the Status of B.C. First Nations Languages", T̂silhqot'in has the largest number of speakers of all languages in BC. T̂silhqot'in is in the rare position of having the critical mass of speakers required to maintain a natural language speech community. The critical part is to get the youngest generations of speakers involved in this speech community.

Priority is based on each of the communities' Comprehensive Community Plans, community language assessments, community meetings, leadership meetings, and First People's Language Reports.

Tsilhqot'in (*Dene language family*)

Tsilhqot'in is spoken in central interior B.C. Compared to many other B.C. languages, Tsilhqot'in has a larger number of younger people fluent in the language. Of languages that are contained within B.C. (without speakers in other provinces or states), Tsilhqot'in has the largest number of speakers.

Total # of B.C. Communities

7

of Communities Reported to us

7

Population Reported to us

4,352

First Nations operated schools

4

Ave. hrs/wk spent on language in schools

12.75

Head Start Programs

4⁶

Ave. hrs/wk spent on language in Head Starts

12.25

Communities with language recording

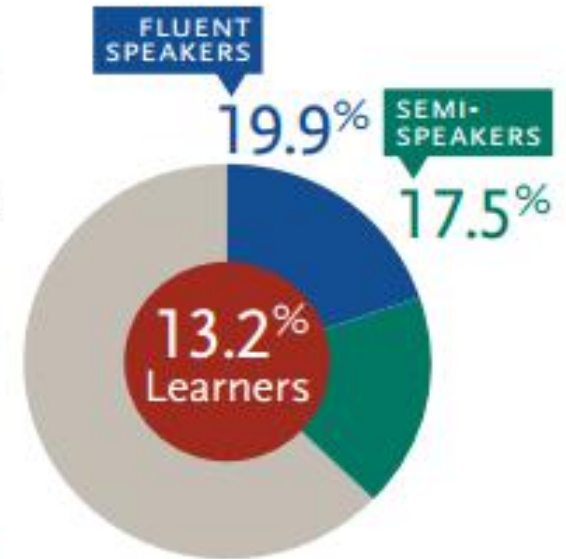
2

Communities with language curriculum

2

Communities with access to *FirstVoices*

1



Communities where spoken:

- ?Esdilagh First Nation
- Tl'esqox Indian Band
- Tl'etingox-T'in Government
- Tsi Del Del First Nation
- Ulkatcho'en First Nation
- Xení Gwet'in First Nations Government
- Yunesit'in Government
- Urban areas, especially Williams Lake

⁶ This includes 1 language nest immersion preschool.



“The layers of issues that we have to contend with, and what’s going to get us there is going back to our culture, not getting away from our culture....
....For happiness, to get past residential schools and past the T̂silhqot’in War.....we need our spirituality back, our culture back

.....Now today the revival, the awakening of our culture is in full bloom.”

Chief Joe Alphonse



LANGUAGE & CULTURE OUTCOMES

1. Increasing % of T̓silhqot'in language fluency
2. Support Language & Culture initiatives for each community
3. Record and preserve the T̓silhqot'in language, beliefs, and oral histories
4. Develop and design culturally responsive, fluency driven curriculum
5. Utilize the existing T̓silhqot'in Language Experts (fluent speakers and knowledge keepers) for translation, transcribing and the orthography services for the Nations

LANGUAGE & CULTURE

Short-Term Milestones (1-3 Years)

The short-term milestones focus on implementing T̓silhqot̓'in approaches that will immediately enhance the Nation's language preservation activities, program development, and community based language initiatives.

Milestone #1 - Community & Nation capacity maximized

T̓silhqot̓'in Nation builds internal capacity for strong National and Community structures that empower citizens to utilize their language and gain fluency.

Key Actions:

1. Build capacity across the Nation by strengthening community based language programs, teachers and initiatives.
2. Implement governance structures that strengthen the collective progress of the language including:
 - Establishing a T̓silhqot̓'in Language Committee with regular meetings to guide the work
 - Hiring key language staff to continue the progress of programs and development
3. Younger speakers are increasing their level of fluency and learning the writing system through mentorship
4. Increase speakers who contribute to language documentation.

Milestone #2 - Innovative approaches developed

T̓silhqot̓'in Nation advances T̓silhqot̓'in language immersion programming and continues to develop innovative tools to support language retention and fluency.

Key Actions:

1. Conduct a language immersion feasibility study that charts a pathway towards full immersion programming for the Nation.
2. Develop a kindergarten to grade 12 language curriculum that integrates language development across the Nation.
3. Utilize technology, mobile apps, radio, and online language resources to engage language learners in innovative new ways.
4. Expand digital dictionary in use by communities.
5. T̓silhqot̓'in people are gaining technical skills required for all aspects of language documentation through on-the-job training, mentorship, formal and informal (e.g. Makers Space) education



LANGUAGE & CULTURE

Milestone #3 - Immersion for youngest learners

T̓silhqot̓'in Nation builds from feasibility studies to work with partners and integrate immersion programs with early childhood education and primary classes.

Key Actions:

1. Develop with partners an early childhood education program and daycare that combines immersion benefits with early learning best practices.
2. Initiate preliminary pilots incorporating T̓silhqot̓'in language into primary grades K-3.

Milestone #4 - language teachers developed & supported

T̓silhqot̓'in Nation empowers learners and educators to co-develop with partners the T̓silhqot̓'in Language Teacher Certificate Program.

Key Actions:

1. Empower post-secondary educators and researchers to design and deliver quality programs with, and in support of, the students.
2. Partner with post-secondary institutions and researchers to develop certification program for qualified and trained language teachers that prepares them for classroom and student support.
3. Support the current T̓silhqot̓'in students enrolled in post-secondary to utilize their fluency in conjunction with their aspirations to become teachers.





LANGUAGE & CULTURE

Mid-Term Milestones (4-5 Years)

1. T̓silhqot̓'in Nation formalizes a language teacher certificate program.
2. Partners have successfully conducted a pilot teacher certificate program and provide wrap around supports for future language teachers to gain their teaching accreditation.
3. A comprehensive suite of language learning games is in use by language learners.
4. Dictionary interlinked with searchable corpus of text which reflect the dialects of as many fluent speakers as possible.
5. T̓silhqot̓'in Nation's jurisdiction and responsibilities in respect of culture and language for its Citizens are recognized by BC and Canada, by legislation or agreement.
6. Partners develop a renewed, flexible and stable fiscal framework that supports the T̓silhqot̓'in Nation's jurisdiction and responsibilities in respect of culture and language, and to implement long-term T̓silhqot̓'in language development, adaptable over time as the T̓silhqot̓'in Nation advances its programming across Communities and the Nation.





LANGUAGE & CULTURE

Long-Term Milestones (6 – 10 years +)

1. Language programs are self sufficient with the financial and human resources in place to move the T̓silhqot̓'in language from surviving to thriving.
2. Members of all ages have gained fluency through several years of language work with elders.
3. T̓silhqot̓'in Nation has recorded and preserved the language, beliefs, oral histories, and cultural knowledge for the benefit of future generations.
4. T̓silhqot̓'in Nation achieves full digital sovereignty, having the capacity to manage information systems.
5. T̓silhqot̓'in language is one of the best-documented First Nations languages in North America.
6. A comprehensive language program is integrated across the Nation and Communities utilize a suite of tools, curriculum and immersion programs that mainstream the T̓silhqot̓'in language in all areas of life.



I AM T'SILHQOT'IN



Culture and Language 3-Year Action Plan

2019-20	2020-21	2021-2022
Build capacity across Nation by strengthening community language programs, teachers and initiatives		
Establish language committee and hire key language staff	Work as a Nation and across communities to utilize new resources and create new learning opportunities for T̓silhqot̓'in members	
Conclude immersion feasibility study and develop implementation plan	Address gaps to immersion and pilot K-3 site.	
Build a K-12 language curriculum	Integrate new language curriculum across the Nation	
Comprehensive online dictionary developed		
Implement new technology to engage learners in innovative ways (apps, online resources, etc)		
Develop early childhood education program and daycare with immersion based on feasibility study.	Incorporate pilots of T̓silhqot̓'in language into grades K-3	
Construct a certification program for qualified and trained language teachers, which prepares them for classroom and student support.		
Implement new technology to engage learners in innovative ways (apps, online resources, etc)		
Support current T̓silhqot̓'in students enrolled in post-secondary to utilize their fluency in conjunction with their aspirations to become teachers.		
Establish monitoring measures and on-going monitoring data collection	Maintain the monitoring and measurement of community indicators	Evaluate using baseline measurements and stats from a 3-yr measurement monitoring program.
Maximize the leadership and employable language skills of members and their contributions to communities including the hiring of key staff.	Develop positions and mentorship programs to develop from within the language skills of members thereby reducing/eliminating need for external human resources	



CHILD AND FAMILY STRATEGIC PRIORITY

TŜILHQOT'IN CH'IN DENI NIDLIN
WE ARE LIVING THE TŜILHQOT'IN WAY





CHILD & FAMILY

THRIVING CHILDREN AND FAMILIES

Nation building requires all communities in the Nation to be strong, healthy and culturally prosperous. Social programs and models developed based on urban and western principles have not worked in small rural T̂silhqot̂in communities and evidence shows negative First Nation statistics across all social areas (child family, health, justice, etc).

Investing in the strengths of the T̂silhqot̂in communities and Nation (the land, traditional teachings, cultural approaches, strengthening community ownership of wellness, etc) will lead to stronger families, communities and Nation.

Each community has an understanding of what works best to increase community wellbeing. These should be piloted to see what learning can be shared across communities. There are also Nation based initiatives that are ready to be piloted by the T̂silhqot̂in and will produce opportunities for other First Nations to learn from.

Priority is based on each of the communities' Comprehensive Community Plans, the Lost in the Shadows Report, community meetings, leadership meetings, and the knowledge of leaders and community members.







CHILD & FAMILY OUTCOMES

1. Development of, and access to, programs that support wellness and ownership utilizing traditional and land based wellness approaches.
2. Integration of traditional wisdom and healing powers of land with modern best practices.
3. Utilizing natural and community based approaches to roots of serious issues faced by the communities including violence, addictions, physical and mental health.
4. Capacity building, education, mentorship and training.
5. Increased identity in culture, exposure to healthy lifestyle that fits land, legacy and place.



RESEARCH

Addressing Lost in the Shadows Report from BC Representative for Children and Youth:

The tragic loss of our T̓silhqot̓in youth in 2014 was the focus of the report “Lost in the Shadows: How a Lack of help Meant a Loss of Hope for One First Nations Girl”. In this report, BC’s Representative for Children and Youth generated concrete recommendations, however, despite the overwhelming need for change, the implementation of these recommendations remain absent in our communities.

There is a state of emergency across communities and in our Nation and we must partner to address these challenges in a wholistic and comprehensive way. This requires the T̓silhqot̓in to work closely with the Provincial government, the Federal government and all local partners.

Necessary funding is seen as a positive step in finally bringing honor to the recommendations made in this report and to begin to address the systemic issues that we’ve all been looking to resolve.

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**2017 stats show T̓ilhqot'in Communities part of the Thompson Cariboo Shuswap
= highest CYIC rates across all indicators**

	Total	Kootenays	Okanagan	Thompson Cariboo Shuswap
Number of CYIC	1318	156	500	662
Number of Indigenous CYIC	748	90	238	420
CYIC Rate/1,000 Pop*	10	5.5	8.0	16.0
Indigenous CYIC Rate/1,000 Pop*	38.9	29.2	33.5	46.5
Number of CCO (subset of CYIC)	703	73	285	345
Number of Indigenous CCO (subset of CYIC)	417	44	143	230



CHILD & FAMILY

Short-Term Milestones (1-3 Years)

The short-term milestones focus on ensuring T̓ìlhqot'ín child and family services reflect a unified, preventative and culturally based approach rooted in the T̓ìlhqot'ín Nation's traditional laws and values.

Milestone #1 - A culturally based prevention model

T̓ìlhqot'ín Nation and partners advance Canada's 6-point plan for a culturally based prevention/early intervention model that reaffirms traditional T̓ìlhqot'ín approaches to family and community wellbeing.

Key Actions:

1. Create community based working group to work alongside partners to guide and support implementation of cultural community based model
2. Provide roundtable discussions with Leaders, elders, stakeholders, MCFD, Denisiqi, regarding traditional approaches to family and community wellbeing
3. Implement, with government partners, new sustainable and traditional supports for families and communities

Milestone #2 - strong network of child & family services

T̓ìlhqot'ín Nation builds strong Nation and Community-based systems that utilize the strengths of all partners, and empowers families, communities, and agencies to maximize success.

Key Actions:

1. T̓ìlhqot'ín Nation and partners build a strong network of service delivery by putting in place mechanisms that strengthen the traditional and community-based child and family initiatives across the T̓ìlhqot'ín Nation.
 - Develop the necessary protocols, MOUs, and understandings necessary to ensure services and roles are clearly understood, communicated and coordinated.
 - Implement governance structures, such as a community based advisory/working group, to strengthen the collective progress of family and community wellbeing.



CHILD & FAMILY

Milestone #3 - transition of jurisdictional authority

T̓silhqot̓in Nation, Canada and BC collaboratively develop a framework that charts the path to recognize and implement T̓silhqot̓in jurisdiction over child and family services both on and off reserve.

Key Actions:

1. T̓silhqot̓in partners establish a tripartite working group that:
 - develops terms of reference, work plan and budget;
 - explores development of specific agreements that will assist in the jurisdiction transition process including a jurisdictional agreement, operational agreement, transition plan agreement and protocol agreements; and
 - identifies gaps, challenges and capacity development requirements.



"It just really has amazed me how much our youth want to know more and how fast they are able to pick it up and because of us doing that, our language will come back, our culture, our ceremonies are coming back.

My grandparents, my mother, my father taught me how to survive on that land from the age --- from birth to now. We are taught everything we need to know to survive. I bring my children to those same places that my parents brought me, to teach them to survive on the land."

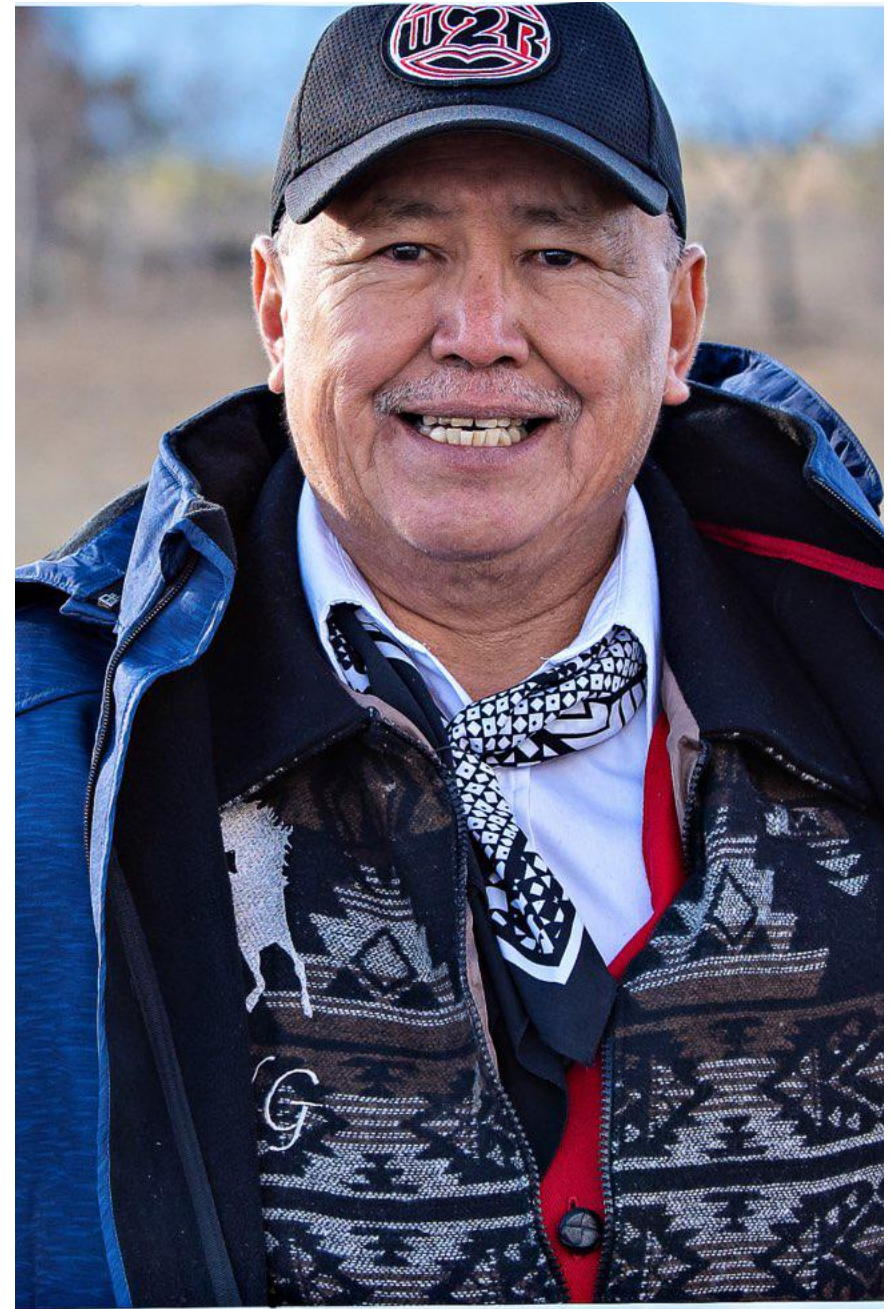
Pam Alphonse



CHILD & FAMILY

Mid-Term Milestones (4-5 Years)

1. T̓silhqot̓'in Nation, Canada and BC have established jurisdictional relationships and formalized the necessary agreements to engrain T̓silhqot̓'in traditional laws and practices as the foundation of a transformed child and family service.
2. T̓silhqot̓'in Nation, Canada and BC have developed a stable fiscal framework to support long-term T̓silhqot̓'in child and family services, adaptable over time as the T̓silhqot̓'in Nation advances their programming across Communities and the Nation.





CHILD & FAMILY

Long-Term Milestones (6 – 10 years +)

1. A transformative and wholistic T̓silhqot̓'in child and family model is implemented, grounded in T̓silhqot̓'in laws, values and responsibilities.
2. T̓silhqot̓'in child and family services are delivered and managed by the T̓silhqot̓'in. T̓silhqot̓'in Nation's jurisdiction and responsibilities in respect of child and family services for its citizens are recognized, respected by BC and Canada.
3. T̓silhqot̓'in child and family wellness indicators exceed provincial standards.
4. T̓silhqot̓'in child and family programs are sustainable and culturally-based, with the financial and human resources in place to transform from surviving to thriving.



Child and Family 3-Year Action Plan

2019-20	2020-21	2021-2022
Tsilhqot'in Nation, Canada and BC implement new culturally based prevention/early intervention approaches that reaffirm traditional Tsilhqot'in approaches to family and community wellbeing.		
Implement governance structures, such as a community based advisory/working group, to strengthen the collective progress of family and community wellbeing.	Nation and community capacity strengthened and effective coordination across partners.	
Partners work to address recommendations from BC's Lost in the Shadows Report		Review of RCY Report and audit of implemented recommendations
Develop the necessary protocols, MOUs, and understandings necessary to ensure services and roles are clearly understood, communicated and coordinated.		
Tsilhqot'in build from existing research and define new culturally based child and family model	Begins the alignment of community based approaches with a structured culturally based model of child and family services	Utilizes new agreements, protocols, policies to transition former government protection services to culturally and prevention based Tsilhqot'in wholistic model of service delivery
Tsilhqot'in Nation, Canada and BC collaboratively develop a framework that charts the path to recognize and implement Tsilhqot'in jurisdiction over child and family services.		
Develop terms of reference, work plan, budget		
develop specific agreements that will assist in the jurisdiction transitional process including a jurisdictional agreement, operational agreement, transition plan agreement and protocol agreements	Begin to utilize new agreements for the transformation of Tsilhqot'in services such as a jurisdictional agreement, operational agreement, transition plan agreement and protocol agreements	
Establish monitoring measures and on-going monitoring data collection	Maintain the monitoring and measurement of community indicators	Evaluate using previous baseline measurements and the stats from a 3-yr measurement and monitoring program.
Maximize the leadership and employable skills of members in supporting children and families - including the hiring of key staff.		Develop positions and mentorships to build children & family supports thereby reducing/ eliminating need for external human resources



EMERGENCY MANAGEMENT STRATEGIC PRIORITY

WILDFIRE WARRIORS - QWEN QAJETENIH

EMERGENCY MANAGEMENT

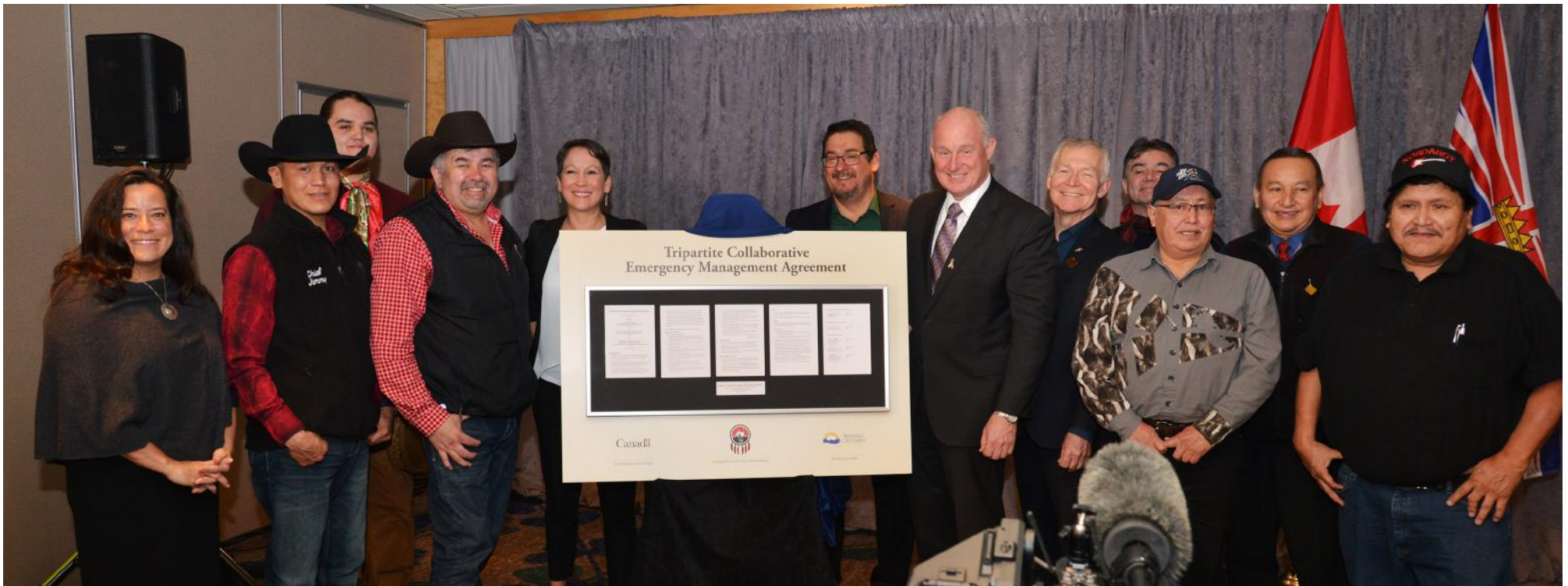
The 2017 wildfires had devastating effects on the Tilshqot'in people and their lands. As advocates for their citizens and First Nation people the T̓silhqot'in Nation are actively seeking methods to instill true participation in emergency management that is respectful of values and traditions.

This is an opportunity to reconcile government-to-government relationships in an area that is complex and critical.

Advancements in our ability to cooperatively manage emergencies create fundamental building blocks that can be applied to resolve many First Nation jurisdictional battles. A transformation in emergency management should be led by First nations but supported by the Provincial and Federal Governments to make the most appropriate and meaningful change. Recognizing First Nation values and decision making require courage and leadership by all governments.

Priority is based on the T̓silhqot'in Report and Calls to Action, Federal Report, BC Report, community meetings and leadership meetings.





EMERGENCY MANAGEMENT OUTCOMES

1. Communities have in place emergency management staff, training, resources, and infrastructure to be self-sufficient and provide protection and safety to their communities and, as needed, the region.
2. Systemic changes as part of Tripartite Committee to emergency management policies, procedures and practice.
3. Changes to the financial systems related to preparedness, response and recovery for First Nations emergency management
4. T̓silhqot'in as leader in First Nation's emergency management with access to emergency mgt operations and funding

EMERGENCY MANAGEMENT

Short-Term Milestones (1-3 Years)

The short-term milestones focus on transforming the lives of T̓silhqot̓in Citizens and Communities by addressing the needs for safe and healthy communities, essential emergency infrastructure and the human and financial resources in place for emergency preparedness, response and recovery.

Milestone #1 - T̓silhqot̓in Calls to Action being implemented

Advance the Tripartite Collaborative Emergency Management Agreement; assess and implement the calls to action in the T̓silhqot̓in Wildfires Report: *The Fire Awakened Us*, and address the emergency management gaps across all areas for the benefit of First Nations and stakeholders across the country.

Key Actions:

1. Jointly recognize the contribution from the T̓silhqot̓in Wildfires Report: *The Fire Awakened Us* and working together to incorporate its learnings and address gaps in Provincial and Federal policies, protocols and practices.
2. Chiefs and government leaders work with other First Nations and jurisdictions to share lessons learned, best practices and transform emergency management provincially, nationally and internationally
3. Put in place the necessary oversight and management structures to strengthen coordination, communication and ensure implementation is done in most efficient manner
 - Establish a leadership committee of government principals to ensure mandates are in place
 - Establish a T̓silhqot̓in, Canada and BC tripartite committee to lead the way on transforming the role and capacity of T̓silhqot̓in and First Nations in wildfire preparation, response and recovery.
 - Establish a T̓silhqot̓in implementation team Including expert lead/s, technical support and community engagement.



**TL'ETINQOX
GOVERNMENT**
2017 Wildfire Report

A COMPILATION OF TL'ETINQOX RESIDENTS' ENCOUNTERS WITH THE WILDFIRE
PREPARED BY: CRYSTAL VERHAEGHE, CONSULTANT - EMOD, DESIGN

**NAGWEDIŹK'AN
GWANEŠ GANQU
CH'INIDŹED
GANEXWILAGH**

The Fires Awakened Us

TSILHQOT'IN REPORT- 2017 WILDFIRES

Verhaeghe | Feltes | Stacey

EMERGENCY MANAGEMENT

Milestone #2 - Jurisdictional agreements

T̓silhqot̓'in Nation, Canada and BC collaboratively develop a framework that charts the path to clarify, recognize and implement T̓silhqot̓'in jurisdiction over emergency services.

Key Actions:

1. Create fundamental emergency management building blocks, including pre-disaster agreements, which will apply to resolve jurisdictional conflicts.
 - Develop the necessary jurisdictional agreements, operational agreements, transition plan agreements, protocols, MOUs, and understandings to ensure services and roles are clearly understood, communicated and coordinated.
 - Agreements to have T̓silhqot̓'in crews prioritized in deployment before other jurisdictions.





TSILHQOT'IN NATIONAL GOVERNMENT
GOUVERNEMENT NATIONAL TSILHQOT'IN
TRIBAL CHAIR
CHIEF OF APPROVAL
PRESIDENT TRIBAL

TSILHQOT'IN NATIONAL GOVERNMENT
GOUVERNEMENT NATIONAL TSILHQOT'IN
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TSILHQOT'IN NATIONAL GOVERNMENT
GOUVERNEMENT NATIONAL TSILHQOT'IN

TSILHQOT'IN NATIONAL GOVERNMENT
GOUVERNEMENT NATIONAL TSILHQOT'IN

Nishima



EMERGENCY MANAGEMENT

Milestone #3 - Community and Nation capacity maximized

T̓silhqot'in Nation builds internal capacity and partnerships for strong and sustainable National and Community emergency management systems.

Key Actions:

1. T̓silhqot'in Nation builds capacity across the Nation by strengthening the human resources and addressing the community needs to be properly prepared for emergencies.
 - T̓silhqot'in crews are trained and resourced to become level 1 contract crews
 - Develop processes so that T̓silhqot'in members are embedded within the broader fire centre structures
2. Develop with partners comprehensive year round training programs for emergency management, wildfire response, administration and equipment maintenance.
3. Establish direct and sustainable funding sources for critical staff in fields of emergency management, recovery, etc.
4. Establish wildfire service agreements committing to economic opportunities for citizens, communities, and T̓silhqot'in privately held businesses to ensure they are primary contractors.
5. Establish a T̓silhqot'in association of emergency responders
6. Formation of a wholistic health support system to support those affected by disaster that includes mental health, traditional healing, addictions and counseling supports, etc
7. Ensuring each community has essential equipment to respond to emergencies such as medical supplies, equipment caches, etc.

A photograph of a forest with a large fire in the background, casting a bright orange glow over the scene. The fire is visible on the right side, with thick smoke and bright light. The trees in the foreground are dark, and the overall atmosphere is one of a wildfire. The text is overlaid on the right side of the image.

"This past year in 2018 we have been able to become more involved in the wildfires. Our logging company has a skilled workforce and we have many citizens that can do the jobs. Tsi Del Del will be recognized for our authority over our lands."

Chief Otis Guichon

“The wildfires during the summer of 2017 taught us that First Nations often live on the front lines of wildfires and have to be partners in preparation and response. As a remote nation, we faced extreme challenges, and outside agencies were uneducated about our expertise, our capacity, our governance structures and jurisdiction. As governments, Canada, BC and the Tâilhqot’in Nation have numerous lessons to learn from.



Our Nation, specifically the community of Tl'etinqox, was the first in Canadian history to ever exercise their jurisdiction and governance by not evacuating during a recommended evacuation order.

We had the years of preparation, the expertise, the machinery, the fire crews and the resources to stand and fight. We protected our community from encroaching wildfire while provincial and federal resources were stretched too thin. Emergency situations are only going to increase in a time of climate change.

This tripartite emergency agreement is just a start to working together as governments and preparing for future emergency situations.”

Chief Joe Alphonse

EMERGENCY MANAGEMENT

Milestone #4 - Advancing new infrastructure

T̓silhqot̓'in Nation partners make progress on addressing infrastructure needs to ensure preparedness of the Nation, communities, region and all members.

Key Actions:

1. Partners advance phased development of emergency centre based on feasibility study that charts a pathway towards the recommended regional resource.
2. Utilize emergency preparedness assessments to systematically address Nation, community and regional needs for emergency related structures, equipment and communication systems.
3. Replace the fire hose cleaning station that burned down during fires and restore it as a provincial resource.





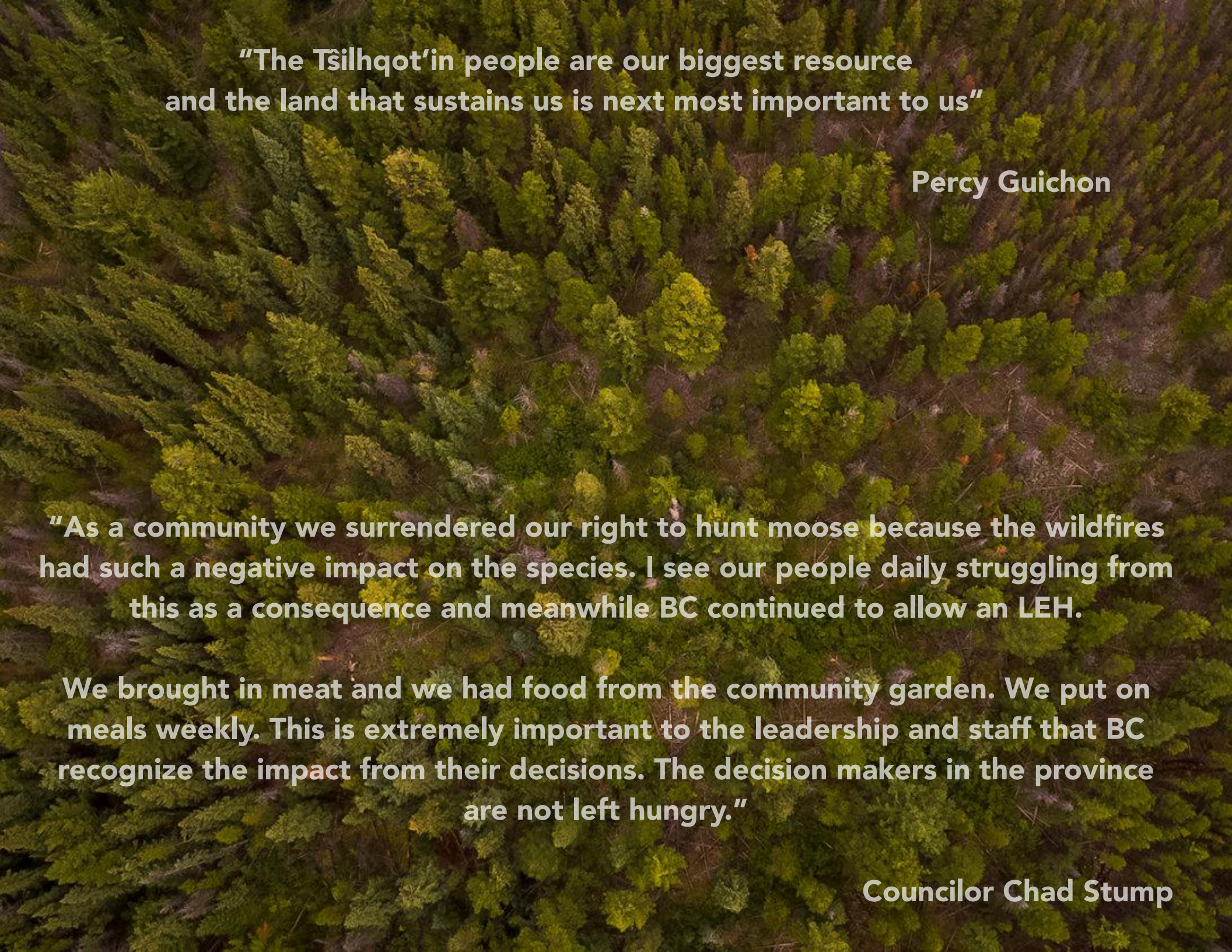
EMERGENCY MANAGEMENT

Milestone #5 - New financial safety net

T̓silhqot̓'in Nation, and partners, build a strong and sustainable financial safety net throughout all stages of emergency management.

Key Actions:

1. Change reimbursement policies, procedures and practices so First Nation's are not in financially vulnerable position
2. T̓silhqot̓'in Nation and partners build strong emergency finance structures and policies that put in place processes and structures that mitigate future administrative and operational complexities.
 - Establish a T̓silhqot̓'in, Canada and BC tripartite finance committee to lead the way in addressing financial challenges and inefficiencies for the T̓silhqot̓'in and all First Nations.
 - Develop the necessary jurisdictional agreements, operational agreements, transition plan agreements, protocols, MOUs, and understandings to ensure administration and roles are clearly understood, communicated and coordinated.
 - Identify opportunities where existing financial innovations could be applied to First Nations' emergency management (ie Jordon's Principle, establishing EM as core funding, etc)
3. Put in place financial and administrative training for Nation, community and government staff specific to emergency management.

An aerial photograph of a dense forest. The trees are mostly green, but there are several distinct patches of yellow and orange, suggesting some trees are dead or have lost their leaves. The forest is thick and covers the entire frame.

**"The T̓silhqot'in people are our biggest resource
and the land that sustains us is next most important to us"**

Percy Guichon

"As a community we surrendered our right to hunt moose because the wildfires had such a negative impact on the species. I see our people daily struggling from this as a consequence and meanwhile BC continued to allow an LEH.

We brought in meat and we had food from the community garden. We put on meals weekly. This is extremely important to the leadership and staff that BC recognize the impact from their decisions. The decision makers in the province are not left hungry."

Councilor Chad Stump

EMERGENCY MANAGEMENT

Milestone #6 - Land based mitigations

T̓silhqot̓'in Nation and partners work to return the balance to the delicate ecosystem impacted by forest management practices and wildfires.

Key Actions:

1. T̓silhqot̓'in Nation and partners assess and address land management concerns related to wildfires such as
 - Perform test area forest fuel reduction practices with indigenous led fuel mitigation measures
 - conduct a T̓silhqot̓'in managed comprehensive study on the Cariboo Chilcotin forest ecosystem affected by the wildfires
 - perform geotechnical work to stabilize banks, roads, etc






EMERGENCY MANAGEMENT

Mid-Term Milestones (4-5 Years)

1. T̓silhqot̓'in Nation, Canada and BC continue to implement the *T̓silhqot̓'in Wildfires Report: The Fire Awakened Us*, in partnership with BC, and address the emergency management gaps across all areas for the benefit of First Nations and stakeholders across the country.
2. Progress has been made in developing across all areas of jurisdiction, capacity development, financial administration, and land based mitigations.
3. T̓silhqot̓'in Nation, Canada and BC have established jurisdictional relationships and formalized the necessary agreements to engrain T̓silhqot̓'in authority into practice.
4. T̓silhqot̓'in Nation, Canada and BC have developed a stable fiscal framework to support long-term T̓silhqot̓'in emergency services, adaptable over time as the T̓silhqot̓'in Nation advances their programming across Communities and the Nation.



An aerial photograph of a valley with a river winding through it. The valley floor is covered in dense green forest. The surrounding hills are rocky and have patches of brown and yellow vegetation, suggesting a fire-affected area. The lighting is bright, creating strong shadows and highlights on the terrain.

“Our priority is toward our people. I sat in a number of emergency meetings with government and did not feel that my voice was being heard. I would not sit there again unless I knew there were protocols in place that take our leadership input into account”

Chief Roy Stump

EMERGENCY MANAGEMENT



Long-Term Milestones (6 - 10 years +)

1. T̓silhqot̓'in emergency management programs are self sufficient with the financial and human resources in place.
2. A comprehensive wildfire-training program is integrated across the Nation and Communities utilizing a suite of programs.
3. New infrastructure in the region, including an Emergency Centre, is in place and offering new supports and services for citizens, communities, Nation, region and Province.
4. T̓silhqot̓'in Nation, Canada and BC have successfully partnered to implement the *T̓silhqot̓'in Wildfires Report: The Fire Awakened Us*.
5. T̓silhqot̓'in Nation, Canada and BC have established seamless and effective emergency management in the region, including wildfire response, across governments (federal, provincial and Indigenous), in a manner that supports the role and capacity of the T̓silhqot̓'in Nation and T̓silhqot̓'in Communities as true partners and leaders in emergency management.
6. T̓silhqot̓'in emergency services are delivered and managed by the T̓silhqot̓'in. T̓silhqot̓'in Nation's jurisdiction and responsibilities in respect of emergency services for its Citizens are recognized, respected and harmonized with the respective jurisdictions and responsibilities of BC and Canada.
7. T̓silhqot̓'in are recognized as provincial, national and international leaders in this field.

Emergency Management 3-Year Action Plan

2019-20	2020-21	2021-2022
Implement the calls to action in the T̓silhqot̓'in Wildfires Report: The Fire Awakened Us, and address the emergency management gaps across all areas for the benefit of First Nations and stakeholders across the country.		
Establish leadership committee of government principals, a tripartite committee to lead transformation, and a T̓silhqot̓'in implementation team	T̓silhqot̓'in and partners continue to incorporate learnings and address gaps in provincial and federal policies, protocols and practices.	
T̓silhqot̓'in crews are prioritized in deployment. Trained and resourced to become level 1 contractors.		
Develop comprehensive year round training program for all stages of emergency mgt	Implementation of new T̓silhqot̓'in emergency training program	
Establish wildfire service agreements/contracts positioning T̓silhqot̓'in as primary contractors for economic opportunities	Continue to increase and develop skills of T̓silhqot̓'in crews to become leaders in the field	
Form a Nation and community based wholistic emergency health support system		Implementation and revisions to new support system
Develop the necessary protocols, MOUs, and understandings necessary to ensure services and roles are clearly understood, communicated and coordinated.		Work with provincial and federal partners to integrate new ways across country
T̓silhqot̓'in build from emergency centre feasibility, and other infrastructure assessments, to finance/initiate construction.	Continued development, construction and establishment of new regional infrastructure and services	
Establish tripartite finance committee to address financial challenges and develop new financial agreements, policies, and processes	Implement new financial policies (across all stages of emergency mgt)	
Implement pilot indigenous fuel reduction practices, geotechnical work to stabilize banks and roads, comprehensive study on forest ecosystem impacted by wildfires		Develop new recommendations based on pilot and reports
Establish monitoring measures and on-going monitoring data collection	Maintain the monitoring and measurement of community indicators	Evaluate using baseline measurements and the stats from a 3-yr measurement and monitoring program.
Maximized the leadership and employable skills of members in all areas of emergency management (including wildfire, research, admin, health, etc) including the hiring of key staff.		Increase employable positions and mentorships in the area of emergency management reducing/eliminating need for external resources



"In each community we came together to fight the wildfires and provide services to our people.

The fire mobilized us, building strength. We will always be here to protect our land and help one another to do that.

The Nation has become even stronger now."

Chief Francis Laceese

JUSTICE

STRATEGIC PRIORITY

dechen deziltan gwet'ad deni nidlin
we have a law, we abide and live by it



JUSTICE

Safe and secure communities

Progress has been made over recent years and crime has been declining in the territory. That said, Williams Lake remains ranked by the Crime Severity Index as BC's most dangerous place based on all crime. The file burden for each RCMP officer in Williams Lake is greater than any of the other 62 detachments in BC.

A comprehensive and wholistic approach is being taken to invest in community based solutions for safe and secure communities. Initiatives must look at preventative strategies to keep T̓silhqot̓'in people out of the justice system, while also reintegrating those incarcerated in healthy and appropriate ways. T̓silhqot̓'in jurisdiction around enforcement must also be explored.





JUSTICE OUTCOMES

1. Establish First Nations Court in Williams Lake as an indigenous alternative to the current court system
2. Develop a crime and violence reduction action plan that is wholistic and integrated model that includes culture, education, communities, elders, employment, etc
3. Strengthened RCMP partnerships, collaboration and services
4. Tribal Police and alternative enforcement options assessed and a T̓silhqot'in model developed
5. Identify process and partnerships required to obtain names of T̓silhqot'in citizens in the criminal justice system



JUSTICE

Short-Term Milestones (1-3 Years)

The short-term milestones focus on ensuring T̓silhqot̓in citizens have access to innovative, preventative and restorative justice strategies that are consistent with T̓silhqot̓in laws and values.

Milestone #1 - Crime Reduction Strategy

T̓silhqot̓in Nation and partners develop a comprehensive crime reduction strategy that includes preventative measures, education, employment opportunities, recreation and cultural programs targeting youth.

Key Actions:

1. Put in place the necessary oversight and management structures to strengthen coordination, communication and ensure implementation is done in most efficient manner
 - Establish a leadership committee of government principals to ensure mandates are in place
 - Establish a T̓silhqot̓in, Canada and BC tripartite committee that includes other regional stakeholders that will lead the transformation of crime reduction in area
 - Establish a T̓silhqot̓in implementation team including expert lead/s, technical support and community engagement.
2. Utilize existing justice partnerships to focus efforts on developing a comprehensive strategy for all stakeholders to invest into.

Milestone #2 - New First Nations Court

T̓silhqot̓in and partners implement a culturally based First Nations Court in Williams Lake that reaffirms traditional T̓silhqot̓in approaches to healing and restorative justice.

Key Actions:

1. Fully establish a wholistic, sustainable and successful First Nations Court that includes:
 - ongoing funding partners for operations and ongoing Elders training
 - staffing to support all aspects of, and develop. healing plans
 - community engagement and knowledge sharing
 - monitoring and evaluation measures in place to track change
2. T̓silhqot̓in Nation applies lessons learned from First Nations Court and forms new partnerships to develop a new First Nations Child and Family Court model.



JUSTICE

Milestone #3 - Enforcement services

T̓silhqot̓in Nation and partners collaboratively develop an enforcement framework that charts the path to recognize and implement T̓silhqot̓in jurisdiction over enforcement services.

Key Actions:

1. T̓silhqot̓in site visit other First Nations and jurisdictions to learn what aspects of their justice models could be incorporated in to a new T̓silhqot̓in approach
2. T̓silhqot̓in establish a working group that:
 - reviews research and best practices in BC, Canada and internationally
 - identifies gaps, challenges and capacity development requirements
 - develops options to explore and do feasibility study
 - conduct feasibility study, budget options and proposal
 - work with government partners to develop specific agreements that will assist in a transitional process including a jurisdictional agreement, operational agreement, transition plan agreement and protocol agreements



JUSTICE

Mid-Term Milestones (4-5 Years)

1. T̓silhqot̓'in and partners continue to implement the Comprehensive Crime Reductions Strategy, and address the justice gaps across all areas for the benefit of all stakeholders in region.
2. T̓silhqot̓'in and partners have developed a stable fiscal framework to support long-term T̓silhqot̓'in enforcement services, adaptable over time as the T̓silhqot̓'in Nation advance their programming across Communities and the Nation.
3. T̓silhqot̓'in and partners have established a First Nations Child and Family Court that utilizes the lessons learned from the First Nations Court.





JUSTICE

Long-Term Milestones (6 – 10 years +)

1. Representation of T̓silhqot̓'in Citizens at each stage of the criminal justice system is equal to or below the representation of non-Aboriginal peoples, proportionally to their respective populations; and
2. T̓silhqot̓'in Citizens have access to appropriate education and support in relation to the criminal justice system, including innovative preventative and restorative strategies and alternatives that are consistent with T̓silhqot̓'in laws and values.







Justice 3-Year Action Plan

2019-20	2020-21	2021-2022
Create leadership oversight/management structures and develop Comprehensive Crime Reduction Strategy (CCRS)	Implement crime reduction pilots during and after strategic planning. Work with leadership committee and management committee to ensure CCRS has sustainable resources.	
Implement successful First Nation Court with sustainable funding (operations, staffing, training, evaluation)	Develop First Nation Child and Family Court	
Establish an "enforcement working group" to advance T̓ilhqot'in jurisdiction over enforcement services.	Assess provincial, federal and international models and incorporate in to a T̓ilhqot'in approach. Develop options, budgets, partnerships and agreements.	Utilize new agreements, protocols, policies to transition former government enforcement services to T̓ilhqot'in prevention based enforcement model
Establish monitoring measures and on-going monitoring data collection	Maintain the monitoring and measurement of community indicators	Evaluate using previous baseline measurements and the stats from a 3-yr measurement and monitoring program.
Maximize the leadership and employable skills of members in supporting Crime reduction, FN court and culturally relevant models including the hiring of key staff.		Develop positions and mentorships in T̓ilhqot'in justice programs reducing/ eliminating need for external human resources



EDUCATION

STRATEGIC PRIORITY

PIGWEDILPAX
WE ARE LEARNING





EDUCATION

Education of the T̓silhqot̓'in people must be aligned with our cultural teachings and traditional ways. Our priority is to hold up cultural teachings while creating meaningful education programs and integrating T̓silhqot̓'in language into all curriculum. Our goals are for education levels to be improved from the young to the old.

Priority is based on each of the communities' Comprehensive Community Plans, Feasibility Study, Education Enhancement Reports, community meetings and leadership meetings.





EDUCATION

Short-Term Milestones (1-3 Years)

The short-term milestones focus on implementing T̓silhqot̓'in approaches that will immediately enhance the Nation's education activities, coordination, program development, and students' learning outcomes.

Milestone #1 - Community & Nation capacity maximized

T̓silhqot̓'in Nation builds internal capacity, partnerships and structures that lead to stronger education outcomes for the Nation, Communities and Learners.

Key Actions:

1. Implement governance structures to support transformative work in education, including:
 - Hiring key education staff for the Nation to advocate and lead the development of programs and strengthen the relations between stakeholders for better student outcomes.
 - Establishing Terms of Reference and a T̓silhqot̓'in Education Committee to guide the work.
2. Comprehensive education needs assessment (ECE, K-12, post-secondary, adult learning) to clearly determine how to holistically increase student successes
3. Put in place formal agreements on how partners will coordinate and collaborate to improve T̓silhqot̓'in students' educational experiences and learning outcomes.

Milestone #2 - New T̓silhqot̓'in education tools

T̓silhqot̓'in Nation completes the research and development of tools that can integrate T̓silhqot̓'in culture and teachings throughout the education systems.

Key Actions:

1. Develop a T̓silhqot̓'in curriculum on the Chilcotin War that will be used for multiple purposes (ie cross-cultural training, Nation and community orientation of new staff, etc).
2. Utilize technology, mobile apps, and online resources to engage language learners in innovative new ways. [*Linked to Strong Culture and Language Pathway*]
3. Record T̓silhqot̓'in educational protocols and present draft to communities for input, revise and ratify.
4. Develop a kindergarten to grade 12 language curriculum that integrates language into all ages of learning. [*Linked to Strong Culture and Language Pathway*]
5. Work with partners to incorporate new T̓silhqot̓'in components across school system and for all ages.

EDUCATION

Milestone #3 - Immersion for youngest learners

T̓silhqot'in Nation builds from feasibility studies and works with partners to integrate immersion programs across early childhood and primary classes.

Key Actions:

1. Develop with partners an early childhood education program and daycare that combines immersion benefits with early learning best practices. [*Linked to Strong Culture and Language Pathway*]
2. Initiate preliminary pilots of incorporating T̓silhqot'in language into primary grades K-3. [*Linked to Strong Culture and Language Pathway*]

Milestone #4 - New adult programs

T̓silhqot'in Nation utilizes Adult Education Centre Feasibility Study and determines how to address adult learning and training needs.

Key Actions:

1. Develop with partners unique training programs not provided elsewhere to address specific regional education and training gaps.
2. Partners address the educational training needs for the language strategies that require T̓silhqot'in language teachers, early childhood education workers, and curriculum developers.
3. Implement new adult education programs in remote communities





EDUCATION

Mid-Term Milestones (4-5 Years)

1. New curriculums across education systems that proudly reflect T̓silhqot̓'in culture and teachings.
2. Partners have successfully progressed from feasibility studies, to pilots, to the expansion of innovative language and education programs across the Nation.
3. T̓silhqot̓'in jurisdiction and responsibilities regarding education for its citizens are recognized, respected and harmonize with the respective jurisdictions and responsibilities of BC and Canada.
4. In partnership, BC, Canada and the T̓silhqot̓'in Nation are co-developing the structures and programming required to deliver culturally appropriate, T̓silhqot̓'in-led education to T̓silhqot̓'in Citizens from early childhood education through adult learning.
5. Partners have a flexible and stable fiscal framework that supports the T̓silhqot̓'in Nation's jurisdiction and responsibilities regarding education, and the implementation of long-term T̓silhqot̓'in education development, which will adaptable over time.





EDUCATION

Long-Term Milestones (6 – 10 years +)

1. T̓ilhqot'in Communities and Citizens have access to meaningful education programs and are supported in all areas of learning.
2. Increased graduation rates and successful transitions from high school to post-secondary.
3. T̓ilhqot'in citizens have strong self-sufficient early childhood, kindergarten to grade 12, and adult learning programs in place that support Communities and students attaining their learning aspirations.
4. Education programs are developed and delivered by the T̓ilhqot'in Communities, with strong language and cultural components.
5. T̓ilhqot'in Citizens have meaningful opportunities for post-secondary education and training.
6. Public schools provide a safe and welcoming place for T̓ilhqot'in Citizens, with appropriate First Nations culture and history components, developed with the T̓ilhqot'in.



Education 3-Year Action Plan

2019-20	2020-21	2021-2022
Hire education lead for Nation	Work as a Nation and across communities to create new partnerships and educational opportunities for T̓silhqot̓'in members (ece, k-12, post secondary, adult)	
Implement governance structures, such as a community based education committee, to strengthen the collective progress of education outcomes.	Nation and community capacity strengthened and effective coordination across partners.	
Conduct education needs assessment	Partners develop agreements on how they will coordinate and collaborate	
Develop a T̓silhqot̓'in curriculum on Chilcotin War	Utilize new curriculum in schools and for cross-cultural training	
Build a Kindergarten to Grade 12 language curriculum	Integrate new language curriculum across the Nation	
Implement new technology to engage learners in innovative ways (apps, online resources, etc)		
Develop early childhood education program and daycare with immersion based on feasibility study.	Incorporate pilots of T̓silhqot̓'in language into grades K-3	
Construct a certification program for qualified and trained language teachers that prepares them for classroom and student support.	Pilot new classes	
Support current T̓silhqot̓'in students enrolled in post-secondary to utilize their fluency in conjunction with their aspirations to become teachers.		
Progress concept of Adult Education Centre based on feasibility study	Preliminary pilots phasing in new adult learning and training courses	
Establish monitoring measures and on-going monitoring data collection	Maintain the monitoring and measurement of community indicators	Evaluate using previous baseline measurements and the stats from a 3-yr measurement and monitoring program.
Maximize the leadership and employable skills of members in all areas of education (preschool, school, posts secondary and adult education).	Develop positions and mentorships in all areas of education and curriculum reducing/ eliminating need for external human resources	



HEALTH

STRATEGIC PRIORITY

Sutsel Deni Jinlin

Living in a healthy way





HEALTH

Health outcomes for the Tsilhqot'in people are drastically below the provincial and federal levels, Our plan for health incorporated traditional healing practices into contemporary health issues such as the opioid crisis. Developing strategies that target health outcomes across generations will be essential to achieve increased overall health outcomes.

Priority is based on each of the communities' Comprehensive Community Plans, Nation Health Plans, Wellness Plans, Feasibility Study, leadership meetings, community meetings and strategy sessions.





HEALTH OUTCOMES

1. Communities have in place new T̓ìlhqot'ín mental health strategy with new resources, programs and approaches.
2. Opioid prevention and response measures are in place.
3. New on the land healing programs are in territory.
4. Housing and mobility aids for Elders are in place.
5. Communities and families are supported by new food security programs.





HEALTH

Short-Term Milestones (1-3 Years)

The short-term milestones focus on implementing T̓silhqot'in approaches that will immediately enhance the Nation's health activities that focus on healing, elders and current mental health and opioid crisis.

Milestone #1 - On land healing program

T̓silhqot'in Nation takes a wholistic approach and integrates partners from across sectors to create multi-faceted on the land healing programs across territory.

Key Actions:

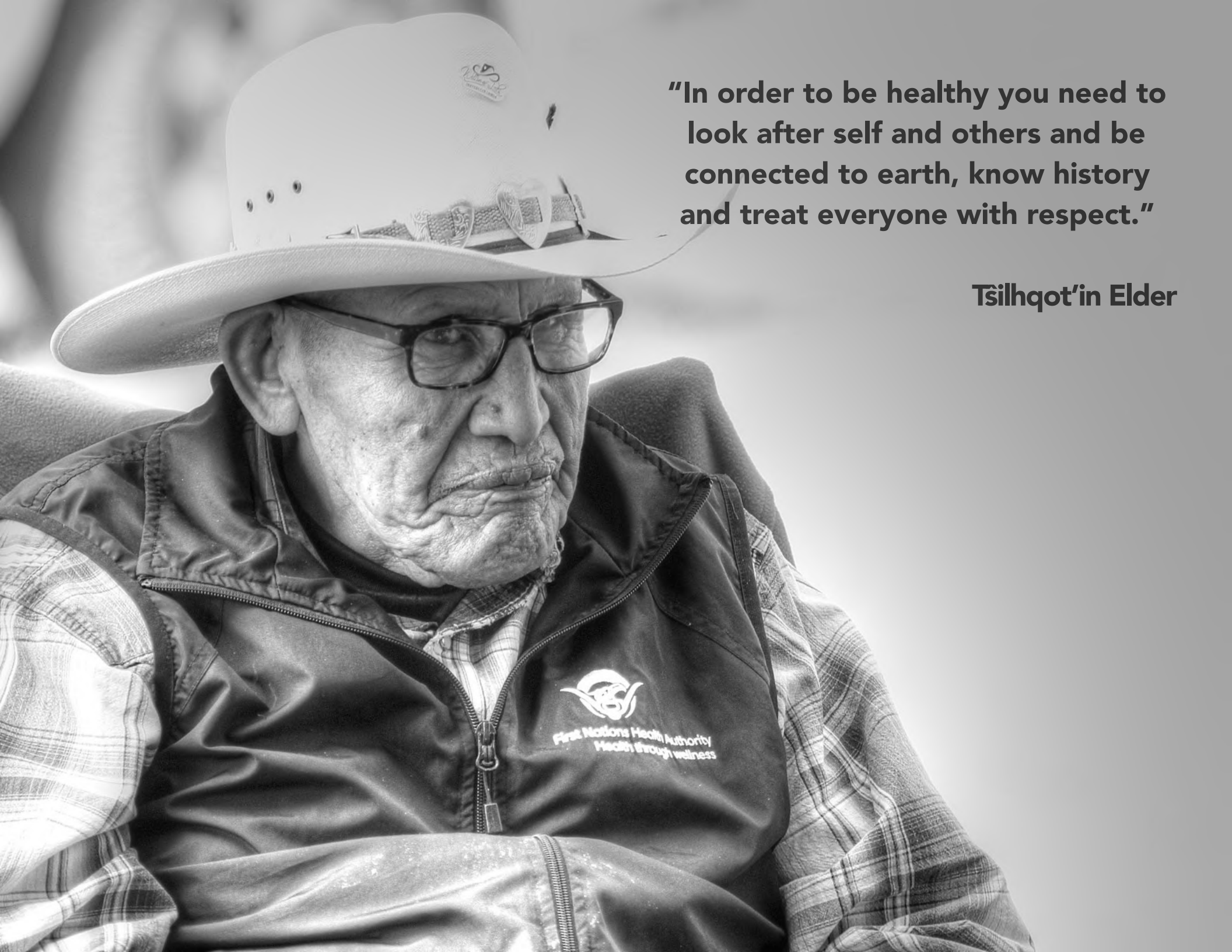
1. Identify what is currently in place and successful that can be increased and built upon.
2. Feasibility study on central on the land program that could provide options for members' healing and treatment related to addictions, trauma and family counselling.
3. Support, develop and advance equine therapy pilots in territory

Milestone #2 - New mental health strategy and programs

T̓silhqot'in Nation and partners develop and implement wholistic mental health strategy that integrates traditional and western best practices while utilizing the land base.

Key Actions:

1. Work with communities, traditional leaders and health professionals to ensure strategy development and implementation is done in most efficient manner.
2. T̓silhqot'in establish a working group that:
 - reviews research and best practices in BC, Canada and internationally
 - identifies gaps, challenges and capacity development requirements
3. T̓silhqot'in site visit other First Nations and jurisdictions to learn models could be incorporated in to a new T̓silhqot'in approach
4. Utilize partnerships to resource wholistic mental health strategy



“In order to be healthy you need to look after self and others and be connected to earth, know history and treat everyone with respect.”

T̓silhqot’in Elder

HEALTH

Milestone #3 - Opioid risk reduction strategy

T̓ilhqot'in Nation and partners develop an opioid prevention and response program.

Key Actions:

1. T̓ilhqot'in site visit other First Nations and jurisdictions to learn what prevention and response models could be incorporated in to a new T̓ilhqot'in approach
2. T̓ilhqot'in establish a working group that:
 - reviews research and best practices in BC, Canada and internationally
 - identifies gaps, challenges and capacity development requirements
 - develops options and program budget
3. Partners work collectively to fully implement a T̓ilhqot'in strategy

Milestone #4 - Elders housing and mobility aid

T̓ilhqot'in Nation utilizes Elders Feasibility Study to address specific housing and improve the lives of Elders.

Key Actions:

1. Work with communities and elders to identify the feasible housing and care options.
2. Conduct costing analysis for various levels of elders supports.
3. Address issues in communities that are limiting Elders' ability to live and function in their own homes.



HEALTH

Milestone #5 - Food security

T̓silhqot'in Nation, communities and partners develop and implement a food security charter, strategy and new programs.

Key Actions:

1. T̓silhqot'in develops a food security framework that integrates public health, economic development and sustainable land-use goals.
2. Implement new programs and approaches that include emergency food relief and initiatives in schools, care facilities, and hospitals
3. Work with community governments to provide capacity building for agri-business development for bands and members through education, mentorship programs and business incubator programs.
4. Support communities to develop land-based, multi-generational traditional foods programs.
5. Provide a food security strategy encompassing integrated supports for highly-vulnerable population groups (mental illness, chronic disease, families with young children, and perinatal women).

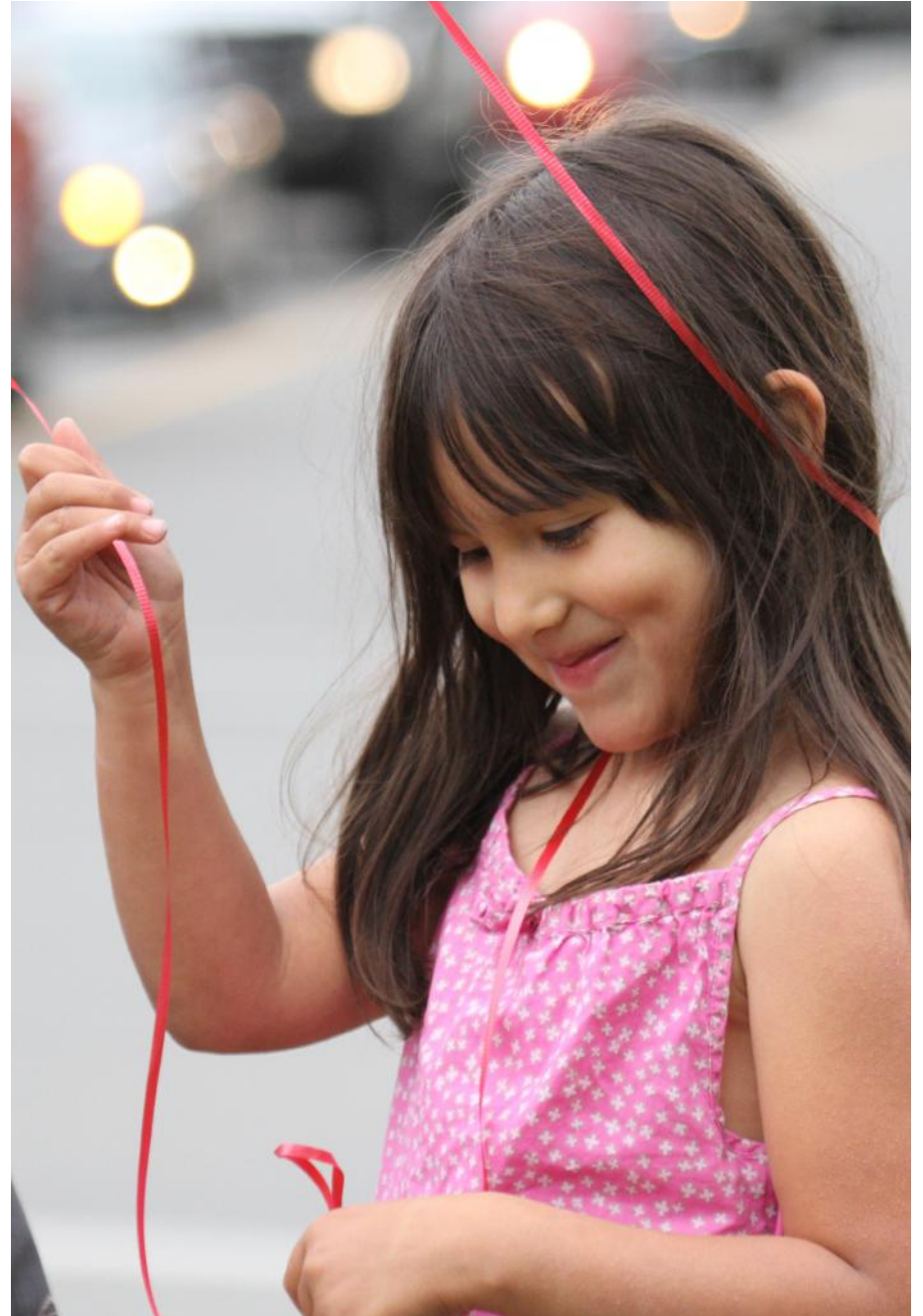




HEALTH

Mid-Term Milestones (4-5 Years)

1. New on the land healing approaches are implemented..
2. Partners have successfully developed both a mental health and an opioid strategy with a greater level of awareness, understanding and preparedness across the Nation.
3. Elders housing and renovations are being completed to ensure a comfortable, respectful and safe home for them to live.
4. The capacity is increased of Nation, communities and individuals to develop new food security approaches.





HEALTH

Long-Term Milestones (6 – 10 years +)

1. Families have access to T̓silhqot̓'in mental health programs and are supported in all areas of wellness.
2. T̓silhqot̓'in citizens have strong self-sufficiency on the land programs in place that support members' health and wellbeing.
3. Mental health programs and approaches are developed and delivered throughout the Nation.
4. T̓silhqot̓'in communities have productive local food systems inclusive of community gardens, household gardens, poultry and livestock operations, traditional food gathering activities and agri-food enterprises producing sufficient food to significantly supplement or meet community needs.



STORMTECH

TLEIINOX GOVERNMENT
EMERGENCY OPERATIONS CENTRE

Health 3-Year Action Plan

2019-20	2020-21	2021-2022
Create team to develop wholistic mental health strategy and approaches	Implement new mental health pilots during coinciding with strategic planning. Work with partners to ensure has sustainable resources.	
Site visits and research on best practices related to mental health models, on land treatment programs, and opioid prevention models	continue to incorporate best practices into new programs	
Identify on land successes and build from them. Advance and develop equine therapy programs. Feasibility study on centralized on land treatment program.	Work with partners to advance and ensure sustainable resources for positive pilots and models.	Utilize new agreements, protocols, policies to engrain on land programs into annualized budgets.
Develop food security charter and framework	Build capacity across Nation and communities. Implement new food security programs. Support communities development of land-based food programs.	
Establish monitoring measures and on-going monitoring data collection	Maintain the monitoring and measurement of community indicators	Evaluate using previous baseline measurements and the stats from a 3-yr measurement and monitoring program.
Coordinator works with elders and communities for feasible housing and care options	Incorporate direction into infrastructure, housing and maintenance budgets and allocations	
Maximize the leadership and employable skills of members in supporting Crime reduction, FN court and culturally relevant models including the hiring of key staff.		Develop positions and mentorships in T̓silhqot̓'in justice programs reducing/ eliminating need for external human resources





**“The human spirit needs places where nature
has not been re-arranged by the hand of man”**

Francy Elkins





FINAL WORDS

The moment a child is born into the T̓silhqot̓in Nation it is born into a system. A system rich in traditional and cultural teachings, as well as a specific history. The Social & Cultural Action Plan calls for an investment in our people to ensure every child born into the Nation is born into a safe, secure and healthy environment.

Social programs and models based on urban and western principles have not worked in our small rural T̓silhqot̓in communities. Evidence shows that community and culturally based initiatives are the correct pathway for our families' wellbeing.

The wellbeing of our people has the ability to hold up all other initiatives within the Nation from lands and resources to economic development. The strength of the Nation depends on the wellness of the Nation.

The ʔEsggidam were a strong and proud people. We must ensure that our children not only recognize this through the teachings of our Elders, but also experience this through the support of our people, our families and our caregivers.

The T̓silhqot̓in Nation is unique, meaning that solutions to contemporary challenges must also be unique to the given physical, political, and socio-cultural landscape. We invite all to join in this healing and recognition.





APPRECIATION & RECOGNITION

To all the community members and staff who shared their stories, advice, expertise, direction and wisdom.

Leadership for their commitment to the strengthening of the Nation and direction to create this plan.

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