



Tla-o-qui-aht Reconciliation Steering Committee

Terms of Reference: Negotiation Team Roles & Responsibilities

January 2022

Vision

We respectfully live, work and celebrate together in a healthy, collaborative community. In unity, we support, pursue and provide all viable economic, health, cultural and educational opportunities for our members. Our direction is based on the harmony of strong administration and good governance that values our ha'wiih ha-houlth-ee and the laws of nature.

Mission

His-shuk-nish-tsa-waak, (we are all one)

We are here. We restore and promote our traditional values, we provide enhanced services to improve the quality of life for all.

Tla-o-qui-aht Reconciliation Steering Committee

The reconciliation process will embody the Vision and Mission of the Tla-o-qui-aht Nation (stated above). It will be guided by traditional Tla-o-qui-aht laws and the laws of nature.

The overall reconciliation process is managed by the Reconciliation Steering Committee (Steering Committee). The objective of the Steering Committee is to advance community objectives and outstanding commitments to Tla-o-qui-aht in previous agreements through negotiations with Canada and BC. The Steering Committee is delegated the authority to manage the reconciliation process by the Tla-o-qui-aht government, thus it will have adequate and balanced representation from both elected and hereditary leadership. Any agreements negotiated with Canada and B.C. must be ratified by the Tla-o-qui-aht Steering Committee. It will then need approval from the Tla-o-qui-aht government.

The Reconciliation Steering Committee (Steering Committee) is made up of both political, and hereditary representation *and* advisors, elders, and technical support staff. The role and responsibilities of each is listed below.

Political and Hereditary Representation

The political and hereditary representatives on the Steering Committee include:

- Chief Councilor and Council
- Hawiih Representatives
- Advisors, and Elder Advisors

Each of the political and hereditary representatives on the Steering Committee have the same responsibilities. They include:

- Supporting the negotiations by providing advice and guidance to the negotiations
- Reporting back to their respective Tla-o-qui-aht political leadership & institutions
 - Council and Hawiih Representatives on the Steering Committee must report back to the full council every 6 weeks
- Assisting in reporting to community on the status of negotiations
- Assisting in assessing community support for potential negotiation outcomes
- Increasing community support and awareness when needed
- Participating in all team discussions, internal caucus and negotiations as directed by the Steering Committee

For quorum for major decisions made at the Steering Committee, at least five councillor and five Hawiih, in addition to the Chief Councilor must be present.

Technical Support Staff

The technical support staff/consultants on the negotiation team include:

- 2 lead Negotiators
- Communications Coordinator – as needed basis

When needed:

- Strategic & Political Advisor
- Governance & Process Advisor

Each of the technical representatives on the negotiation team have different responsibilities. They include:

a) Communication Coordinator

- Implementing the Reconciliation Communication Plan as approved and directed by the Steering Committee
- Supporting any reconciliation team discussions, internal caucus and negotiations as directed by the Steering Committee
- Coordinate and support community engagement around reconciliation
- Coordinate Negotiations

b) Negotiator

- Engage all levels of planning for reconciliation negotiations
- Assist with strategic plan for engaging with BC and Canada on reconciliation discussions
- Operationalize the strategic direction of the reconciliation negotiations
- Ensure communications plan is implemented and Tla-o-qui-aht Nation is continually and adequately engaged
- Develop and maintain optimal organizational structure to support the delivery of results
- Coordinate sector specific negotiations
- Participating in all team discussions, internal caucus and negotiations
- Analyze the unfolding of the reconciliation agenda and provide direction and decision-making support to political leadership to enable them to take the best course of action for delivering the operational results of the negotiations
- Oversee the development and maintenance of:
 - o Annual strategic and operational plans for the reconciliation process;
 - o communications plan;
 - o An annual negotiation operating budget and reconciliation program/project implementation budgets.
- Coordinate reconciliation sectors and administrative reporting to meet funding requirements and results updates to the Steering Committee

c) Strategic & Political Advisor

- Providing advice and guidance to the negotiation team on strategic and political approaches that will advance the negotiation in a manner consistent with the Tla-o-qui-aht vision
- Completing policy analysis or research as directed by the Chief Councilor
- Supporting any reconciliation team discussions, negotiations, or Steering Committees as directed by the Chief Councilor

d) Governance & Process Advisors

- Completing policy analysis or research as directed by the Steering Committee
- Assisting in the drafting of negotiation proposals as directed by the Steering Committee
- Assisting in the drafting of the “Reconciliation Accord” and other related agreements as directed by the Steering Committee
- Supporting any reconciliation team discussions, negotiations, or sector Steering Committees, community communications as directed by the Chief Councilor