

# **q<sup>w</sup>amaḥsaqin**

**“The Way We Want to Be”**

**Tla-o-qui-aht Comprehensive  
Community Plan**

**October 2022**



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Preamble

Since time immemorial, our ancestors have had a respectful way of living that recognized the spirit and interconnectivity of all living things, and the importance of working together for the health and vitality of all Tla-o-qui-aht Members.

Tla-o-qui-aht families are connected through strong roots, shared histories and family ties that run up and down the Coast from Neah Bay to Kyuquot and beyond. Our strength comes from Naas, our culture and huu-piits-tulth. Each Tla-o-qui-aht citizen has a role and responsibility to contribute to the health of our Nation.

Our role as stewards of the lands and waters, and protectors of the abundance of life, is also an essential aspect of who we are.

As Tla-o-qui-aht, we recognize the inherent authority of our Ha'wiih and their responsibilities over their haahuulthii and everything within. Our Ha'wiih oversee their Haahuulthii for the good of our Nation. It is for their Muscim to support the Ha-wiih, who maintain a collective inherent right and title to their haahuulthii, inclusive of the life and resources within.

These responsibilities are guided by our ancestral knowledge, and are focused upon the health and livelihood of our future generations and the healthful biodiversity within our Ha'wilt's Haahuulthii.

## Introduction – q<sup>w</sup>amaḥsaqin – the way we want to be

This plan was developed over the past three years with input from multiple Ha'wiih and Council planning sessions, 17 community meetings, Elders forums and planning sessions, staff planning meetings, Manager's meetings, language gatherings and multiple youth planning sessions. The plan is meant to guide Tla-o-qui-aht leadership, staff and community for the next ten to twenty-five years through changes in staff and Council. This is a living document, that will evolve with ongoing input and accomplishments.

This document will be used to:

- 1) Provide strategic direction for the Tla-o-qui-aht membership, leadership and staff,
- 2) Honour the guidance and input offered by Ha'wiih, Tla-o-qui-aht members, Council and staff,
- 3) Offer an easy-to-follow plan to guide future actions and activities,
- 4) Guide fund development and project planning,
- 5) Create accountability and regular reporting to Tla-o-qui-aht members on our progress meeting these goals.

## Our Values - How We Will Live and Work Together

**We value hišukʔiš čawaak** "Everything is one" is a well-known principle amongst Tla-o-qui-aht peoples and is the ultimate principle that guides the others. hišukʔiš čawaak is the foundation on which our peoples have built upon. Everything is connected. Our principles teach us to look at things in their most basic form. The right to be alive comes from living in a manner that is sustainable. In order to survive and thrive we must continue as strong people and have the resources to sustain those people and for future generations.

**We value iisaak:** First respect yourself, then respect others. If you have self-respect, it spreads to others. Iisaak-tulth, being respectful of one another means that one is/has iisaak-mis (to have self-respect).

**We value haahuupa:** The traditional teachings and knowledge of our ancestors that have been passed down to us through our Elders will guide us. Our traditional ways, our language, our culture and our spiritual beliefs strengthen our tlimiksti.

**We value healthy individuals and families:** We value the distinct identity of every child, woman, man, elder and their unique gifts and roles. We recognize and support all aspects of healthy development necessary for individuals and families that then contributes to a strong nation.

**We value communication:** We communicate in a respectful manner. We listen carefully and speak truthfully from the heart. We are respectful in our daily communications and interactions with others and the way we treat others.

**We value huu-piits-tulth** (Helping one another): We value empathy and compassion that allows us to share, understand and help one another. We are humble and practice humility by knowing and living "hišukʔiš čawaak."

**We value ʔuuʔaalkuk** (Taking Care Of): We value caring for ourselves as individuals, our families, our community, and the natural environment in which we live. Even today the basic needs of being, and recognize diversity as strength.

These are Tla-o-qui-aht Values, we will act them and be them!

## **WHERE ARE WE GOING?**

### **Tla-o-qui-aht 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.

### **Tla-o-qui-aht 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.

## **HOW DO WE GET THERE?**

### **Our Action Plan: An Overview for the Next Five Years**

The following sections will outline our strategic goals for the next 10 years in various area and the actions we will take to help us reach our goals. For us to be successful in reaching our goals we must all work together to make it happen. This plan is for all of us to work together as Ha'wiih, elected Chief and Council, Staff and membership to get where we want to be as a strong, healthy Nation.

# Culture and Language



## Language and Culture Goals and Actions:

- 1) Continue to support and grow the Tla-o-qui-aht Language Program
  - Develop a comprehensive Tla-o-qui-aht Language Plan that focuses on learning throughout a lifespan. Learn and build on the success of others – Māori, Hawaii, Ehattesaht, Hesquiaht
  - Create a 10-year language plan and dedicate resources to implementation
  - Invest in language as a priority
  - Continue to partner with funders and other Nuuchahnulth language champions - Develop projects and funding proposals based on community priorities. Focus on developing multi-year funding opportunities that create stability.
  - Hire and support long-term positions in the Language Program
  - Continue to hire Elders and staff to develop and deliver regular language supports, programming and learning opportunities in the home, classroom, workplace and community
  - Continue to build a Tla-o-qui-aht Language and Cultural Resource and Reference Library – Make library accessible to leadership, staff and community members
  - Work towards building a culture and language resource centre and gathering place – research opportunities, apply for funds
  - Continue to create ongoing opportunities/ spaces for Elders and speakers to come together and speak the language – keep language strong
  
- 2) Continue delivering regular language programs/ classes for our members and staff
  - Work with Quuquatsa Language Society and North Island College to develop a Language Class in the Central Region modeled on program running in Port Alberni – next generation of language teachers
  - Develop a silent speaker class/ program for people who know the language but need support to find their voice
  - Create language nests for young children and families in Ty-Histanis, Opitsaht and Port Alberni.
  - Support families to learn in their homes – family learning support worker, Elders and tools
  - Create a Tla-o-qui-aht fund to support grass roots language learning – make it fun
  - Create immersion camps and other adult, youth and family immersion opportunities
  - Support development of mentor-apprentice programs for those wanting to master the language and teach others
  - Work with Wickaninnish Elementary School and Ucluelet Secondary School

to increase language classes and opportunities to learn language in schools

- Make Tla-o-qui-aht second language instead of French
- Resources for schools
- Pro-D opportunities
- Elder in residence at each school

3) Incorporate language and culture into the way we live and how business is done in all areas

- Hire a Cultural Coordinator to support ongoing cultural programming and opportunities
- Understanding of words and values connects us to our ancestors and the world around us – this is good and healing for us all
- Put language lessons and cultural teachings in each Tla-o-qui-aht Newsletter
- Encourage those who can to speak the language to do so in all settings
- Include Quuquatsa in policies and documents
- Put up bi-lingual signs in all facilities, communities and throughout the Tla-o-qui-aht Ha-houlthee
- Learn and call people by their proper names
- Bring out and develop maps with Tla-o-qui-aht place names and traditional harvesting maps. Put them in community spaces
- Create interactive digital maps with Tla-o-qui-aht names and teachings
- Teach out on the lands and waters – bring back seasonal rounds and related language and values.
- Take the time for haahuupa and himwitsa before meetings and in all community settings
- Regularly provide opportunities for speakers to teach/guide families, staff, Council, community, youth (urban and at home)
- Use proper spelling of our name
- Bring back teachings about different potlatches and related protocols/practices
  - Belly button, naming, coming of age, Ha'wiih, drying of tears...
  - Understanding of face painting, hairstyles, tattoos, regalia designs

4) Make our art and history more visible in our communities – our art is our history

- Build Longhouses in Opitsaht, Ty-Histanis and other sites for each of our Ha'wiih's Houses – History of Ha'wiih depicted on House Front
- Build a museum to depict the history and art of our people
  - Reparations - Reclaim our art and historical items from other museums
  - Bring home the ancestral remains of our people – prepare bodies

to come home and prepare space for them to rest

- Hire those with knowledge to care for and catalogue artifacts
- Hold up our artists and master carvers – provide opportunities for learning
- Create understanding of the importance of Art in depicting our history and governance
- More art in our buildings, houses, communities, beaches, Ha'wiih's Ha-houlthee – totem poles, welcoming figures, benches, signs, paintings...
- Display our family trees in community – understand roots and family connections
- Provide ongoing, regular opportunities to learn different traditional arts – carving, painting, beading, weaving cedar and grass, etc. - indoor and outdoor learning

#### 5) Create Tla-o-qui-aht language and cultural resources, and teaching tools

- Collect history, teachings, values, knowledge, practices, laws, governance - get back to our roots – create resources that are accessible to our members to share these things
- Find old resources and books that were created and bring them out/ reprint
- Identify teachers to teach language as well as learners – Elders and learners
- Record language speakers and Elders
- Create an accessible Tla-o-qui-aht First Voices site – collect and upload words, phrases and teaching tools to the site to create a lasting language tool for generations to come
- Continue to digitize audio and video tapes of Elders, other speakers and those who have been recorded in the past – some private for families and some public
- Document and share our history and our language with the community – create the story of our language including the dark time when Residential Schools and Colonization practices/ laws tried to take our language away and this new time when we will revitalize our language, make it survive and learn to speak it again
- Create new words – we need modern words to keep our language alive
- Continue to create new, living resources to teach language in all settings
- Create tools for families in homes – posters, flash cards, stickers, books
- Create YouTube videos
- Utilize modern technology available to us. Develop a Tla-o-qui-aht language website and app to share tools – Place Language QR Codes throughout communities
- Make hard copies of resources for those who don't access computers.

#### 6) Practice spiritual preparation/ healing



- Create opportunities to learn and understand the importance of prayer and spiritual preparation – not everyone has these teachings in their family
- Prepare for events, gatherings, meetings in a good way
- Teach spirituality and gratitude around harvesting, fishing, hunting
- Prepare for Potlatches and ceremonies
- Teach our values and beliefs through haahuupa and himwitsa
- Create space for spiritual health and healing – support others – acknowledge that we need to be patient – we have much trauma and healing to face – how do we help and nurture those who are carrying pain and trauma?
- Make traditional medicines and cultural services available to all members
- Go to the river to hear the songs of our ancestors – hold these songs and pass them on to others
- Build nawayisum (wisdom benches) – places to sit and listen
- Bring back important cultural roles, ceremonies and rituals
- Face our fears!

#### 7) Bring back traditional rounds

- Provide opportunities for youth and families to harvest different foods and medicines each season
- Build skills and knowledge of harvesting, preserving, preparing foods – hunting, fishing, canning smoking drying, salting, cutting fish and meat...
- Work with knowledge holders to develop workshops and learning opportunities
- Re-establish Fish Days when food fish comes in. All staff can take day to support families to process fish – have workshops on cutting, canning and smoking fish
- Teachings and practices around first hunt/ first fish
- Learn about the Moons and importance to harvesting and traditional practices

#### 8) Practice more dancing/ singing

- Support successful cultural nights in Opitsaht/ Tin Wis/ Ty-Histanis/ Port Alberni
- Create more fun songs for community, children and youth to sing and perform together
- Call on Drummers/ Singers/ Dancers to create more big songs and dances for Ha'wiih
- Learn the cultural meaning of songs and dances
- Ensure that women are instrumental in teaching songs, dances and practices

- 9) Support youth to learn Tla-o-qui-aht values, teachings, protocols, practices and skills
- Bring youth and Elders together to connect and learn together – retreats/ gatherings
  - Support youth to develop a strong and healthy cultural identity no matter where they live
  - Have more beach gatherings
  - Bring back traditional games and sports on a regular basis
  - Children should learn rituals for their daily chores and self care
  - Create fun activities and resources for children and youth to learn the language and culture – games, songs, flash cards, books, posters, videos
  - Teach youth to help out their Elders and to volunteer in the community
  - Have family language treasure hunts
  - Name our children and youth – they should all have names and the important teachings that come with naming – support families
  - Have regular baby welcoming – get invitations out early

# Governance



## Governance Goals and Actions:

- 1) Work "For the people" the Muschum – this can always guide our leadership in all areas
  - Advocate to change outside policies that do not work for Tla-o-qui-aht, for example; patient travel, Social Assistance, Housing
  - Celebrate success – recognize the work happening and share with community
  - Include a Council Report/ Update in each Tla-o-qui-aht Newsletter
  - Grow leadership/ mentor youth and others
  - Na-ah-tah "listen"
  - Be healthy leaders. Being healthy and living healthy is contagious. When we practice our teachings in a good way, we will be living healthy.
  - Be there for all Tla-o-qui-aht no matter where they live or what their last name is
  - Support our members into leadership and management roles
  - Have regular community meetings where members can sit with Ha'wiih and Council to talk about important topics and upcoming decisions/ opportunities
  - Have opportunities for Ha'wiih, Council and Community members to gather with no agenda – chummus and chat, open house, community dinners, etc.
  - Report back on meetings and processes
  - Establish liaisons and committees instead of portfolios – more community involvement in decision making – include Committees in budgeting process (Policy, Housing, Membership, Justice, Education, EOC, etc.)
  - Establish a youth council and elders advisory to support leadership and wise decision making
  - Strengthen the role of families – hold up the responsibilities of families and our cultural teachings
  
- 2) Improve the function and working relationship of Council
  - Council Updates/ Reports at Council meetings
  - Have a comprehensive orientation and training process for new Council – cultural teachings, understand fiduciary duties and current policies/ legislation
  - Host regular financial workshops for Council and community
  - Seek guidance from Elders about how to move forward in a good way and about governance/ history
  - Start all Council and community meetings with haahuupa – invite a different Elder/ teacher to each Council meeting to speak language, teach council a word or phrase and to offer haahuupa

- Establish and enforce strong Code of Conduct, Confidentiality and Conflict of Interest Policies for Council
  - Get together Council and Ha'wiih together for fun, not just business
  - Start the Practice of hearing from all Council members at meetings
  - Look at how we can utilize technology – zoom, video conferencing
  - Set scheduled Council meetings for every two weeks and stick to it.
  - Set expectation that Council members are to stay for the whole Council meeting to retain quorum
  - What does it mean to represent Tla-o-qui-aht at a negotiation, meetings or processes? Establish expectations for getting input and reporting back to Council and Community.
  - Look at reducing the number of elected Council members to 1 Chief and 6 Council members who will work with our Ha'wiih who would have permanent seats
  - Encourage diversity in our Council
  - Create a political vision statement
- 3) Rebuild and re-establish relationships and roles within Hereditary Governance
- Strengthen relationship between Ha'wiih and Council
  - Hold up Ha'wiih and traditional system – support families and Ha'wiih with work to be done – put financial resources into traditional system
  - Share the teachings of our historians – learn about Ha'wiih and their history
  - Learn about and re-establish **all** roles in Tla-o-qui-aht governance
  - Develop “Tla-o-qui-aht Government Project” to bring together Elders, Ha'wiih, seat holders, advisors and youth to learn about Tla-o-qui-aht governance and history - create plans and teaching resources
  - Teach youth and community members about our boundaries and family trees so they can know where they come from/ relations/ connections, ha-houlthee
  - Strengthen relationship with the lands, waters, air and life within Ha'wiih Ha-houlthee
  - Bring traditional houses together to heal and plan together
- 4) Determine how we will govern ourselves
- Know our Ha'wiih's ha-houlthee and what we are fighting for
  - Work with the Tla-o-qui-aht membership to establish our governance system – What should self-governance look like for Tla-o-qui-aht
  - Develop a Custom Elections Code and Custom Membership Code
  - Consider elected family seats for each family in new Election Code
  - Work with our members to develop a Tla-o-qui-aht Constitution
  - Develop a Tla-o-qui-aht Land Code and Bi-laws
  - Periodically Reaffirm our Vision, Mission and Values
  - Learn from other First Nations

- Educate ourselves about current options and opportunities
  - Understand the current legal and policy climate in Canada and BC
  - Develop a Tla-o-qui-aht Research Protocol - have it reviewed by the community, elders, advisors, Ha'wiih and Administration – then utilize it in all aspects of research with external parties
  - Collect information needed to assert rights and title – historical documents and records, studies and research, etc.
  - Work with our community and leadership to make the most of opportunities available through the Reconciliation process to reach our goals outlined in our CCP
- 5) Plan/ Lead/ Organize/ Monitor
- q<sup>w</sup>ameḥsaqin – Engage the members in implementing and monitoring progress on our Comprehensive Community Plan (CCP) to set immediate and long-term priorities and goals
  - Develop a solid strategic plan for Leadership every 4 years, with each new Council to guide the implementation of the CCP
  - Monitor and evaluate progress
  - Continue ongoing community lead planning in all areas
  - Report progress on CCP annually at the Tla-o-qui-aht AGM and regularly through updates in the Tla-o-qui-aht Newsletter
- 6) Improve Communication and Collaboration with Tla-o-qui-aht membership
- Work with Administration to develop a Communication Plan to support collaboration, accountability and transparency
  - Correct mis-information immediately
  - Establish a central data-base to house all Tla-o-qui-aht information
  - Have open budget audit meetings and reviews with community – in language that is empowering and easy to understand
  - Get agenda and related documents out well before community meetings
  - Involve members in important decisions that impact
  - Communicate and regularly update organizational chart – house on website
  - Continue to have opportunities for small group discussions at community meetings – hear from everyone.
  - Report back to the community on follow-up after community meetings
  - Hire/ Appoint a runner/ messenger for each community – get notices and invitations out
  - Install mailboxes so that notices and newsletters can be delivered to homes
  - Look at options to live feed community and Council meetings
- 7) Develop a process for business approval/ licencing in Tla-o-qui-aht Communities

# Administration and Finance



## **Administration and Finance Goals and Actions:**

- 1) Fill vacant positions with the best candidates available and provide them with proper on-boarding
  - Create an orientation package and process for all new staff
  - Hire our own people at living wages where possible
  - Identify upcoming employment opportunities/ needs and provide training and education to prepare our members for opportunities
  - Develop cultural awareness training for non-Tla-o-qui-aht staff to know the community, our people, our culture,
  - Establish exit interviews for all staff resignations to improve our performance as an employer
  
- 2) Improve the quality and coordination of services for members wherever they live
  - Be responsive to community members in a timely manner – ALL staff and Council to respond to emails/ calls as soon as possible
  - Make the most of the resources available to us (human/ financial)
  - Review/ evaluate the services provided by Tla-o-qui-aht bi-annually
  - Increase the human element in the way we do business and provide services – be grounded in community
  - Develop a long-term plan around staffing in Opitsaht
  - Have professional development plans for all departments and staff
  - Engage in annual performance reviews for all staff
  - Remember our urban members – they need connections and support, even if we cannot provide services. Secure funding and staff for a Port Alberni office to serve members living in town.
  - Create a services directory for staff and members – community/ urban and have Contact list – accessible for community members. Make referrals where needed
  - Create program pamphlets so members know what services are available to them and how to access them
  - Develop referral forms and procedures
  - Train leadership and staff in trauma and trauma informed practices and develop trauma informed policies and practices as a community
  - Create a password protected portal on the Tla-o-qui-aht Website to share documents and processes with members only
  
- 3) Establish policies and procedures that work for our community
  - Do ongoing policy review and revision of policies for governance, administration and businesses with a focus on culture, language, compassion, financial accountability and being trauma informed
  - Get back to basics with policies and procedure



- Ensure all policies are grounded in our cultural ways
  - Establish records and file management policies and procedures with security and back up.
  - Create policies and procedures to protect staff and community members from lateral violence and bullying - in administration buildings, in community meetings and on social media.
- 4) Develop a communication plan for Tla-o-qui-aht
- Internal - Improved communication between Council, managers, staff and community – start with relationship building – have gatherings/ meals with Council and Managers and staff.
  - External – up to date administration and council contact list for outside agencies and include skills inventory of community members Elders/caterers/etc. (provide communication protocol/who to contact/how to contact)
- 5) Do annual risk management assessments to identify financial risks, deterioration of assets, replacement timelines and upcoming needs.
- Address housing arrears and costs of home maintenance
  - Put aside funds to maintain assets and build new infrastructure
- 6) Increase financial literacy, understanding of funding and budgeting - Staff, Council, Members, Ha'wiih
- Organize financial training for Council and community
  - Organize budget training for Managers and staff
  - Support members to set up direct deposit
  - Support the Financial Team to continue training and capacity building
  - Establish and maintain active Finance Committee

# Lands and Resources



## **Lands and Resources goals and actions:**

- 1) Ensure our Ha'wiih are recognized in their ha-houlthee governance and decision making related to their ha-houlthee
- 2) Continue to assert our role as stewards of the ha-houlthee of our Ha'wiih
  - Implement our Land Vision
  - Protect our old growth, rivers and ocean eco-systems
  - Ongoing management and monitoring of Tribal Parks – Guardian Program. Work towards having 10, year-round Guardians working with a living wage.
  - Continue to develop partnerships that support us to implement our Land Vision
  - Address Climate Change in immediate and long-term planning
  - Manage, monitor and gate backroads – pursue funding and partnerships to support this
  - Work towards co-management of Pacific Rim National Park – percentage of park fees to support Guardians and protection of our communities with new path
  - Monitor archeological impacts from development
  - Pursue Repository/ Museum to repatriate artifacts
  - Develop a long-term plan to address fish farms and float homes
- 3) Be present in our Ha'wiih's ha-houlthee
  - Get Tla-o-qui-aht members out on the lands and waters – communicate with nature/ learn spiritual practices for our health and the health of nature
  - Plan regular activities and events on the land
  - Teach youth and community members about our boundaries and family trees so they can know where they come from/ relations/ connections, ha-houlthee
  - Occupy the land - Build cabins and trails throughout our Ha'wiih's ha-houlthee
  - Get youth and families out on the water
  - Display our art and history on our lands – totem poles, welcoming figures, carvings, paintings
  - Have signage in our language throughout our Ha'wiih's Ha-houlthee – traditional names, history and cultural significance of places
- 4) Develop a Tl-o-qui-aht Development Referral System to support true consultation and accommodation
  - Establish user fees in various area

- Ensure Ha'wiih involvement.
  - Mandate from Ha'wiih Declaration
  - Based on rights and title
  - Proponents to cover costs – fee structure for all referrals
  - Utilize referral information management platform such as Gather or Guardian App.
- 5) Identify Priority Protection, Enhancement and Restoration Projects
- Develop and construct high quality hatchery
  - Recover Salmon runs in our rivers to abundance – look at success stories for guidance
  - Recover from past logging practices – many projects are needed – pursue funding for this at Reconciliation Table
  - Recover impacts of hi-ways
  - Restore and protect clam beaches
  - Herring Recovery and Protected Areas – Look to Barclay Sound closures to motorized boats February 15<sup>th</sup> to April 15<sup>th</sup> in spawning areas
  - Protect lands for harvesting traditional foods and medicines
  - Protect cedar bark harvesting areas – ensure members know how to harvest bark without harming trees
  - Identify areas for cultural harvesting of trees for canoes, totem poles and artistic needs
- 6) Develop, monitor and implement annual rights-based food, social, ceremonial and economic fisheries
- Continue to work with Ha'oom to implement and monitor Taaq'wiihak rights-based Economic Fisheries – hold DFO accountable to court rulings
  - Advocate to DFO for increase food, social and ceremonial access to seafoods
  - Seek political and legal advocacy where needed
  - Pursue co-management of all fisheries
- 7) Pursue the opportunity to secure Parcel Two lands committed to by Parks Canada MOU and other lands through Reconciliation

# Infrastructure & Public Works



## **Infrastructure/ Public Works goals and actions:**

- 1) Work towards meeting the infrastructure needs of Tla-o-qui-aht. Start developing projects and securing funds – through Reconciliation and other processes

Current infrastructure needs identified are:

- Gymnasium and Cultural Centre for TyHistanis
- Longhouse for each Tla-o-qui-aht Ha'wilth – First Hiisquishsinuptshilth's House in Opitsaht. Then determine where and who will build the next house and where.
- Fire station in Opitsaht and Ty-Histanis
- Tsunami/ Earthquake Evacuation Supply Centres in Opitsaht and Ty-Histanis
- Cultural and Language Resource Centre
- Museum
- Recreational Facilities - gymnasium, pool, ball fields, ice rink, basketball courts, weight/ workout rooms
- Administration Building
- Elder's facility – With all stages of supported living
- Renovate and Upgrade MICC
- Create wheelchair/ elder access to beaches
- Community kitchen's in Opitsaht and TyHistanis/ Esowista – Food Safe kitchens
- Carving Sheds for Opitsaht and Ty-Histanis/ Esowista
- Sewage treatment
- Address flooding and drainage issues in Opitsaht Ty-Histanis and Esowista
- Repair and upgrade geothermal system at Ty-Histanis or a new heating option for homes whatever is the most economical and wise choice – some would prefer other options
- Establishing alternative water sources
- Prepare for future impacts of global warming and rising ocean levels – breakwater in Opitsaht and Esowista
- Upgrade and take over management of docks in Opitsaht and secure Docks in Tofino
- Upgrade roadways and paths in Opitsaht
- Youth Centre and youth service delivery space for Opitsaht and Esowista/ TyHistanis
- Build our own School – Elementary and High School
- Build our own Trades School
- Establish a Safe House – Staffed family safe home so children can stay home and families can have wrap around support through crisis and transitions
- Treatment Centre and supported transitional housing for those coming out

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- of treatment
  - Cabin. Dock, bathrooms and increased accessibility at Ookmin for Elders
  - New office/ service delivery space equal size to current Health Building and then convert current health building to strictly a medical facility – nurses and doctors providing medical services
  - Prepare upper-level grounds in Opitsaht for Housing and Infrastructure development above Tsunami and anticipated flood zones
  - Accessible Community Fire Pit for Opitsaht
  - Build Community Smoke Houses and support members to build/ repair smokehouses
  - Storage facilities for families
  - Improve Graveyard and establish a new Graveyard in Opitsaht
  - Build road access to Dam in Opitsaht and upgrade Dam
  - Improvements to barge ramp in Opitsaht
  - Put more lights on the path and common spaces in Opitsaht – respectful, low-glare lighting – increase safety
  - Upgrade and expand graveyards
- 2) Do regular maintenance and assessments of Tla-o-qui-aht’s infrastructure and facility needs
- Anticipate needed repairs and replacement
  - Risk Management
  - Financial Planning and fund development
  - Regular testing of fire hydrants and water pressure
  - Develop plan for heating in TyHistanis – Is geothermal still the best option?
  - Develop a regular maintenance schedule for all infrastructure and facilities
- 3) Improve waste management
- Reduce, reuse, recycle, compost
  - Road side pickup in TyHistanis/ Esowista
  - Continue annual Spring Clean-up
  - Regular garbage pick-up around the communities
  - Have bear proof garbage cans in community emptied weekly
  - Encourage people not to litter – put notices and articles in Newsletter and social media
- 4) Improved access to communication and information systems:
- Improve cell and internet service in Opitsaht, Ty-Histanis and Esowista

5) Staff Capacity Building:

- More staff trained to maintain geothermal and water/ sewage systems
- Continue to support staff to receive Red Seal Carpentry Certification
- Work with Education to bring in other trades - Pipe Trades, electrical,
- Small engine and appliance repair
- Current Industrial First Aid First Aid

6) Beautify our communities

- Landscape our community and homes
- Bring in dirt and plants to make things look nice – provide soil to members that want to plant grass and gardens
- Address invasive plants and bushes around homes
- Create beautiful community places to gather – benches and seating for Elders
- Have more art visible in communities
- Benches along paths in Opitsaht for people to enjoy outdoors, rest and sit together
- Maintain and beautify graveyards – clean up grave plots
- Bring top soil in on all future builds
- Remove derelict and abandoned boats – have a limit on the number of boats a person can have in Opitsaht at dock

7) Support the needs of Elders and differently abled members

- Continue to provide Elders with firewood
- Help Elders with yard maintenance
- Help Elders and differently abled members where possible with truck in Opitsaht
- Provide wheelchair access to all facilities
- Build benches and resting places along paths and roadways



# Housing



## Housing goals and actions:

- 1) Work towards meeting the diverse housing needs of Tla-o-qui-aht members
  - Do an ongoing assessment of Tla-o-qui-aht's housing needs and opportunities
  - We need to have high standards for any future builds – we need to seek local knowledge not only big city engineers that do not know local weather and conditions
  - Improve the health of current homes and housing where financially viable
    - Renovate or replace old, unhealthy homes as funding can be secured
  - Build more homes that are affordable through the expansion of Ty-Histanis - Parcel 2 and 3 – involve the housing department in planning for Reconciliation opportunities
  - Build a new housing and community development in Opitsaht up the hill above the Tsunami and flood zone – start with geotechnical and feasibility assessments
  - Some current housing priorities that have been identified are:
    - Single/ couple housing units that are affordable (apartment units) – potentially reidentify elder's homes
    - Cheaper mortgage homes like town houses
    - Elder and Disability housing
    - More family homes
    - Multi-family homes – for larger extended families
    - Tiny homes for single people and transitional housing
    - Emergency housing/ shelter for homeless
    - Second stage – transitional housing
  - Make Elder homes safer and more accessible – ramps, railings, bathrooms
  - Start prioritizing, developing projects and securing funds – through Reconciliation and other processes
  - Ensure all future housing developments take climate change and rising oceans into account
- 2) Improve efficiencies and communication in the housing department
  - Develop a housing database to store all housing information in one place
  - Create a housing page on the Tla-o-qui-aht Website with housing forms and applications
  - Increase housing staff – administration and maintenance
  - Hire a contractor to develop policies and forms
- 3) Create an updated Housing Policy that is supported by Tla-o-qui-aht members

and leadership

- Create a decision-making process with separation from Administration
- Develop an appeal process for housing decisions

4) Address housing arrears and housing affordability

- Continue to support members with housing arrears to set up reasonable repayment plans that will not jeopardize housing
- Support members to move into smaller more affordable homes where feasible and practical
- Vet housing applicants - do they have the income to cover rental and costs?
- Ensure that in the future arrears are not able to build up over time – they must be addressed on an ongoing basis
- Focus on more affordable housing for future developments
- Partnerships with Community Services to address social and financial barriers

5) Create ongoing tenant education and accountability

- Workshops on home maintenance and regular cleaning schedule
- Financial management and budgeting workshops – partner with community services
- Make it mandatory for home owners to get insurance on homes and contents, including business insurance where appropriate
- Create policies around guests and adding residents to homes
- Enforce Care and cleanliness of homes and yards – we want our children to be proud of their beautiful homes and community – look at by-laws to enforce this
- Support homeowners and renters to landscape and beautify yards by bringing in soil and making tools available
- Do a home beautification project and hold up members with beautiful homes and yards

6) Create understanding and written agreements around tenancy and “rent to own” opportunities

- Map out communities to identify what homes can be owned by members and which ones cannot

7) Encourage and support members to buy and build their own homes

- Research opportunities to support members who want to design and build their own homes
- Bring in workshops and develop brochures on negotiating mortgages and home building

- Advocate for members to have a variety of opportunities and options for home ownership
  - Identify how many member mortgages we can safely co-sign for
- 8) Look at creative housing accountability and partnerships beyond CMHC
- Hold Canada accountable for replacing unhealthy homes through reconciliation – identify how many unhealthy homes are in our housing stock
  - Make the redevelopment of Opitsaht a priority at the Reconciliation table
  - Look at sensible purchasing and barging in bulk to keep costs down - the more you renovate and purchase at once the lower the costs
  - Look to NGOs and Business partnerships around housing development
- 9) Provide high quality repair, upgrades and maintenance of Tl-o-qui-aht owned homes
- Communication about workers coming in – give tenants notice
  - Improve exterior drainage around homes where necessary
  - Upgrade power to homes. All houses are set up with 100 watts – this is a minimum standard – too low for our bigger families – look at grant funding
  - Set up community generators would be for power outages and emergencies
  - Must include generator capacity for all new homes and buildings

# Emergency Services and Preparedness



## **Emergency Preparedness Goals and Actions:**

- 1) Increase Emergency Preparedness in all communities
  - Establish a full-time, sustainable Emergency Preparedness Manager position for Tla-o-qui-aht
  - Regularly update, improve and practice All-Hazard's Emergency Plan (earthquake, tsunami, fire, medical)
  - Continue to support a strong Emergency Operations Committee
  - Run through regular practices and table top exercises
  - Inform and train staff and community members on our emergency plans – Practice! Practice! Practice!
  - Develop partnerships and training plans with EMBC and FNESS
  
- 2) Increase Fire Prevention and Protection
  - Recruit and train volunteer Fire Fighters in Opitsaht and TyHistanis/ Esowista – with goal of full functional fire departments in each community
  - Have regular weekly practices of fire departments
  - Ensure all fire boxes and fire hydrants are fully stocked and functional – set up a regular maintenance and inventory schedule and checklist
  - Secure funds to build fire hall in Opitsaht and TyHistanis
  - Have fully equipped fire department to meet the needs of each community – safety gear, fire fighting equipment, Fire trucks, water pumps, hoses, etc.
  - Fire alarms/ smoke detectors and fire extinguishers in each home
  - Brush cleared around and between homes
  - Work with FNESS to fully train fire departments
  - Continue fire service agreement with Tofino until our volunteer fire department is fully prepared
  - Make this a priority through Reconciliation
  
- 3) Increase Marine Emergency Response
  - Lobby Coast Guard for better locally based services
  - Train and coordinate our own marine response team
  - Training and plan for spill response
  
- 4) Earthquake and Tsunami Preparedness

- Set up fully stocked evacuations sites for Opitsaht and Ty-Histanis – container units with covered area for Opitsaht
- Fully functioning Tsunami Sirens/ Loud Speakers in Opitsaht and Esowista – Opitsaht to coordinate with Tofino system
- Improve communication and coordination – VHF, phone trees, clear roles and responsibilities
- Each home should have emergency kits prepared and an emergency plan in place

#### 5) Increased Emergency Medical Response

- Train First Responders in each community
- Establish and train volunteers/ paid first aid positions
- Collaborate planning with Community Services
- Learn from success of other First Nations
- Continue to work/ coordinate with neighbouring communities/ Nations
- Increase emergency medical equipment and training in communities
- Apply lessons learned from COVID-19 Pandemic to future outbreaks of COVID or other pandemics
- Establish regular critical incident debriefing for responders and impacted staff/ community members
- Provide First Aid Training to all interested community members
- Partner with Red Cross for Training and Emergency Social Services

#### 6) Increase Ease of First Responders to find homes

- Create Map with streets and house numbers
- Make house numbers visible in all communities
- Get an Ambulance for Esowista/ TyHistanis
- Work towards getting a Helipad for Opitsaht
- Create safety at the dock in Opitsaht – accessibility for responders – have an emergency boat slot with no parking
- Support members to prepare for emergencies and know who to call

# Community Services





## Community Services goals and actions:

- 1) Increase community health and unity – “we are one”. All Tla-o-qui-aht.  
This is everyone’s responsibility
  - Support the Men’s Group, Women’s Group, Warrior’s and Longhouse Sisters groups - they are building a solid foundation
  - Gather for fun
  - Provide food for the community as a community – Harvest, prepare food together for the community
  - Sit together – leadership and staff make an effort to visit and sit with people to build relationships and learn
  - Host dinners and chummus with focus on haahuupa and himwitsa - bring people together
  - Have regular health checks available
  - Become a trauma informed community
  
- 2) Become a trauma informed community
  - Develop a community-wide education and planning initiative focusing on:
    - The impacts of inter-generational trauma
    - How to be trauma informed communities/ workplaces/ services/ families/ youth
    - What can intergenerational healing look like for our communities and families?
    - starting the work of healing together
    - Drawing from our cultural strengths
    - How we can have hard conversations and do the real work of healing in our community and families
    - Addressing sexual abuse and gendered violence – both historical and current
    - How do we create safety for survivors and perpetrators to come forward?
    - How do we create safety and inclusion for LBGTQ2S members?
    - How do we educate our youth to empower them to break cycles?
  - Engage in a series of Comprehensive Community Interventions with our leadership, staff, multiple generational families, youth and community partners.
  - Develop an Intergenerational Healing Plan for Tla-o-qui-aht to guide our staff, leadership and community partners.
    - Focused facilitated planning as a community around the next stages of healing for us as a community, as families and as individuals
    - What is our plan to address family and gendered

violence and abuse, and how do we implement it – how do we heal together? What opportunities, services, programs, infrastructure do we need as a community?

### 3) Reduce Poverty and Hardship for Tla-o-qui-aht members

- Increase food security and food skills
- Establish a Good Food Box Program
- Increase capacity of our food bank
- Food and Medicine – Support families and individuals to get out and harvest a variety of foods – essential for food security – increase and transfer skills and knowledge – harvesting, hunting, fishing, preserving, preparing, healing properties, spirituality, Iisaak (multiple departments and community members working together on this)
- Build community Smoke house, butchery, fish cutting stations, outdoor gazebo or covered area with fire pit and BBQ for each community
- Skill Building “Lift our people up” – offer life skills programs. Partner with NETP
- Empower people to make decisions for themselves and take action for self/family
- look at creating a Community Services Support Worker
- Advocate for changes to Patient Travel rates and policies at the FNHA and ISC levels – lobby Canada, get support of Gord Johns MP
- Host free store/swap meets regularly – look for community volunteers to support this

### 4) Strengthen and Support Families

- Parent support, education and prevention – continue to work with community partners and create our own programs
- Develop and deliver a Tla-o-qui-aht parenting program
- Continue to offer ongoing cultural supports, education and Counselling to our families
- Develop a new protocol agreement with USMA – support community and family-based solutions
- Continue to work to keep Tla-o-qui-aht children out of care - keep our children at home, with family and culture
- Recruitment of safe family homes and foster-homes – need families not to be in financial hardship to keep children with the family and in community
- Ensure there are supports for families and safe homes who take in children to make sure they have what they need
- We need access to empowering psychological support and services and assessments for parents and children
- Follow thorough on Ed John report
- Include our children who are still in-care - support the Roots Project

- Secure funding for ongoing community services worker to support and advocate families and individuals in Opitsaht and Ty-Histanis
  - Provide Pregnancy and attachment support with community partners
  - Establish a Family safe house and out own Transition House
  - Create Internal forms - Consent to release, Referrals
  - Family retreats to Ookmin
  - Plan regular fun cultural activities and family events/ opportunities – Haahuupa, Himwitsa, Drum Making, weaving, beading, beach fires, canoe building, paddling, singing
  - Create outdoor gathering places – Covered fire pits, benches to support family and intergenerational gathering
  - Build community canoes – for paddling – great if community services had access to a canoe for programming
- 5) Care for and hold up our Elders –
- Create an Elders Advisory and invite all Elders - Include Elders at all times
  - Build an Elders facility – accommodation, care, services, supports, programming
  - Secure funds and hire an Elders advocate and care workers
  - Work towards having regular weekly programming in Opitsaht and Ty-Histanis for Elders
  - Increase transportation supports – medical appointments, shopping, visiting
  - Address Elders abuse through community education and supports
  - Host Elder focused planning sessions
  - Increase Elder Care
    - Foot Care ongoing – NTC
    - Bathing stations
    - Financial planning and support
    - Grocery shopping
- 6) Develop a Residential/ Day School Healing Program and Team to Support Work
- Meet with survivors of Christie Residential School, Mears Island Day School and other schools
  - Determine how we can best support the healing and empowerment of Residential school survivors and their families
  - Identify how survivors and their families would like to honor survivors and those who never made it home – create lasting monuments
  - Is ground penetrating radar the right thing for Tla-o-qui-aht?
  - Establish a team to support survivors and their families – Coordinator, Counsellor and Cultural Workers

7) Improve Mental Health Services and Supports

- Increase knowledge of mental health and addictions – mental health literacy
- Focus on prevention and interventions where we can – reduce cycle of crisis
- Improve trauma and crisis response
- Continue to secure funds consistent, full-time Counsellors and Cultural Support Workers
- Advocate to improve or take over services delivered by Nuu-chah-nulth Tribal Council
- Identify what we have, what we need and what is working
- Secure funds to hire 2 youth mental health workers
- Hire a Tla-o-qui-aht Trauma and Crisis Counsellor – education and debriefing and working with complex mental health issues
- Elder mental health worker
- Youth counselling – youth and peer counselling space
- Create services and advocacy for LCGTQ2S members

8) Reduce substance abuse

- Support and provide education, prevention, harm reduction, treatment
- Support youth and adults to have healthy coping mechanisms
- Develop transitional housing and community supports after treatment
- Secure funds/ partnership for another Drug and Alcohol Counsellor
- Hold up/ celebrate people when they come home from treatment and reach milestones - get blanketed
- Build treatment facility and second stage housing
- Port House type facility

9) Training, support and capacity building for staff and team

- Ongoing individual and group training
- Team building
- Encourage Self Care and Clinical Counselling
- Delegated person to do debriefing and case conferencing/ follow up
- Critical thinking model
- Professional Communication and De-escalation
- Work planning, Programming, time management
- Problem solving and boundary setting

10) Provide community education and resources to support sexual health and healthy relationships based on traditional teachings and cultural values

11) Increase Medical Resources in community – funding and partnerships

- Tla-o-qui-aht Nurses
- Emergency Medicine
- Family Doctors
- Internal Medicine Doctors
- Pediatricians
- Specialists
- Virtual Care/ Tele-health
- Home visits with Doctors and Care Workers

# Education



## Education goals and actions:

- 1) Hold up and focus on children and youth – they are our future – we want them to be healthy and engaged
  - Support, advocate, donate, volunteer with our youth
  - Include youth – invite them - youth should be present to learn and listen wherever we gather– to learn to participate and have a voice and be witnesses
  - Culture nights are examples of success - build on this
  - Support the Warrior and Longhouse Sisters girls group programs
  - Support the Canoe Guardian Program and Surf Camp
  - Support Youth Sports
  - Increase opportunities for community connections and relationship building – Elders and youth
  - Teach the youth the value of generosity and community service – give them opportunities to volunteer – take care of Elders
  - Host youth focused planning sessions and community gatherings
  - Establish – mentorship, job-shadowing, internship programs
  - Continue youth programming and annual conference
  - Support children and youth to learn family connections and family roots – where you come from – how to introduce yourself and family connections – reduce conflict and tension if we know how we are connected
  - Teach children and youth to welcome corrections and lessons when you make a mistake
  - We need to get back to traditional ways - have a big vision and take small steps to get us there
  - Teach children and youth the value of health and wellness and how to be healthy in ourselves and with each other
  
- 2) Improve Education Outcomes
  - Establish a Tla-o-qui-aht Education Authority
  - Develop a 5-year Education Plan
  - Hold SD70 and other school districts accountable to meet needs of our youth
  - Develop partnerships and MOUs with Post Secondary schools
  - Continue to bring Post Secondary Training and Education Programs to our community
  - Develop numeracy and literacy programs
  - Work to ensure our students are graduating from high school without having to do upgrades
  - Develop partnerships and funds for a Tla-o-qui-aht Adult Education program

### 3) Pre-school and Daycare

- Continue to provide high-quality, culturally rich child care and early childhood programming to our families through the Tluucha Children's Centre and the Mears Island Pre-school
- Build a new pre-school/ day care facility for Opitsaht
- Focus on Language!!!! We are losing Elders – Critical – We valued the teachings of our grandparents and Elders – our kids need this now too
- Support Parents
- Continue to provide full Infant/ Toddler, Group and Pre-school Programs in TyHistanis
- Develop Multi-aged Full-time Child Care Program for Opitsaht
- Enriched Language Nest Program for TyHistanis and Opitsaht
- Develop Pre-school Family Outreach program – developmental screening, family play boxes, attachment
- Ongoing high-quality staff training and development for ECE staff
- Mental health literacy
- Have elders and knowledgeable cultural people in learning space
- Early assessments, interventions and supports for all children – in community

### 4) Elementary and High School

- Establish an Education Steering Committee to plan, research, consult community and pursue building and running our own Tla-o-qui-aht school with high priority on language and culture.
- Look at building our own school K to 12 school at airport – A Longhouse structure and traditional teachings has been suggested by the community.
- Language taught in all classrooms and full curriculum in high school!!!
- Teach traditional knowledge stories, skills, practices, protocols... Harvesting, hunting, singing, dancing, family ties and roots
- Ensure that youth are heard and valued. Advocate for their individual needs - Treat each child as unique
- Strong Education Workers within our schools and more home/ school support for families
- Implement and Improve Local Education Agreements with School Districts where our students attend
- Improve student outcomes and increase high school graduation with no need for upgrading
- Improve supports and preparation for important school transitions
  - Pre-school to Kindergarten
  - Elementary to High School



- High School to Post Secondary/ Trades/ Employment
- Increase parent empowerment and participation in their children's education and related decision making
- Tutoring and studying supports in numeracy, literacy, science
- Focus on important life skills
- Stress the importance of getting an education from a young age - Highlight role models - Job shadowing and experience
- Provide Adult learning opportunities – never too late to go to school
- Look at multi-age learning models – more culturally supportive
- Promote all types of jobs, programs, opportunities – trades, small business,
- LITERACY – Support literacy at all ages
- Include elders and knowledgeable cultural people in the classrooms
- Have cultural support people in school – spiritual and mental health
- Develop our own curriculum not same SD curriculum
- Hold up students who stay in school – student allowance and celebrations
- Support youth to understand mental health and the resources/ services available to them
- Teach life skills – finance, nutrition, mental health literacy
- Provide students with high quality mental health services
- Increase understanding of youth mental health needs and the complex issues they can face – need trained people

## 5) Post-secondary

- Language – Support all students who show interest in learning and teaching the language – make this a priority
- Continue to bring more University, College and Trades programs into the community
- Work with community and local employers to identify and develop training programs with partners to increase employment opportunities for members locally
- Build our own trades school
- Ongoing Marine Training
- Ongoing Emergency Safety Training
- Support our students who have to move away for school - help them feel supported, included and valued.
- Offer transitional and ongoing support to post-secondary students
- Support students to apply for grants, bursaries, scholarships...
- Support students to manage student debt
- Create connections away from home – family and community connections – families away from home

- Increase living out allowance
- Support students with budgeting
- Look at TFN student housing away from home – Nanaimo & Victoria
- Online classes can be hard – how can we support students with this?
- Advocate for cultural inclusion in post secondary
- Have Education staff to do outreach with our post secondary students – visit, provide cultural support and community connections
- Continue to ensure students know what is available to them
- Provide students with high quality mental health services

# Community Safety and Justice



## **Community Safety and Justice goals and Actions:**

- 1) Hire a Community Safety and Justice Manager and establish an ongoing budget for Justice Work
- 2) Develop a Community Safety and Justice Working Group/ Committee
  - Create a Mission, Vision and Terms of Reference for group
  - Guiding Principles Justice Working Group – Take ownership
  - Focus on creating Confidentiality and Privacy Policies
  - Ensure there is diverse representation on Committee
- 3) Address Violence and abuses in community
  - Address violence and abuse of women, children, men, elders
  - Work with Administration to ensure we have properly funded and staffed support services and access/contact numbers for partner support services
  - work on preventative measures
  - We need consistency and follow-through
  - Protect our children and the most vulnerable
  - Focus on protecting, supporting and caring for “those who have been harmed”
- 4) Focus on prevention wherever possible
  - Address addictions – drugs, alcohol, gambling
  - Support detox, treatment, in-community supports, services, celebrations when returning home – ongoing sobriety supporting programming in evenings
- 5) Focus on holding up and supporting “people who have been harmed”
  - Develop policies and procedures around banishment – If we need to ban someone for a serious offence – what does that look like?
  - Develop our own services and programs for “people who have been harmed”
  - Ensure offenders do not return to the community until there is a safety plan in place and permission is given by the Justice Manager with guidance from Ha’wiih, TA and those who have been harmed
- 6) Develop simple community safety and justice policies and by-laws
  - Residency By-law

- 7) Establish alternatives to the Canadian criminal justice system, such as, Dispute Resolution protocols based on our traditional ways, incorporating aspects of Restorative Justice and Circle Sentencing
  - Help people to help themselves – We cannot fix them and take ownership to change their behaviour. They must take ownership.
  - Offenders must publicly acknowledge, “yes I did this”. It was wrong.
  - Our Justice protocol to include – Victim, Abuser, Ha’wiih (How do they want to deal with their houses), Elders (Cultural Protocol) and if determined may include RCMP
  - Work with Indigenous Court being planned for Port Alberni
  
- 8) Create expectations, supports and policies for when an offender is incarcerated and when they return to community
  - Work with Judge and Courts
  - Connect with Tla-o-qui-aht inmates and those being charged.
  - For our own members - Don’t just let them do their time and come back into the community – have supports and conditions that may support them and their victims
  - Have conditions upon release to return to the community
  - Call on services and specialists who can work with violent and sexual offenders – NTC has specialists
  - Create aftercare or transitional support/ accountability after incarceration
  - Do not allow offenders from other communities to move to our communities
  - Develop protocol with Ahousaht around offenders and providing notice of conditions and release
  
- 9) Address intergenerational impacts of residential schools – division, sexual assaults, violence, abuse – work with Community Services Department
  - Educate youth about Residential Schools
  
- 10) Continue to build relationship and work with the RCMP and other community partners
  - Irv David report – invite RCMP to Chief and Council
  - Develop MOU and Community Protocol Agreement with RCMP
  - Encourage community members to call RCMP when required
  - Often discouraged from reporting to police, due to fear of response or lack of response - if no response – Justice Manager to follow up/ advocate
  - Calling 911/ RCMP will assist in determining numbers and types of situations being reported (we need to know what’s going on in order to address it)
  - The RCMP is always rotating – Develop orientation for new RCMP working with Tla-o-qui-aht to create understanding of our culture, values, needs and

goals – Create our own Cultural Training Manual and orientation program for RCMP/ Justice System/ Hospital Staff/ Service Providers...

- RCMP should be providing us with a monthly report on statistics and calls to our communities – what kinds of calls? Numbers? Why? Outcomes? Repeat Offenders?
- Hold RCMP accountable for actions
- Review IIO processes and investigations into policy shootings and related recommendations

11) Work with the community to identify ways to increase community safety

- Self defence classes and training for women
- Learn about what would make people feel safe? What makes people feel unsafe?
- Create signs to identify safe houses – for children and Elders to come to in emergency/or when scared
- Be proactive rather than reactive - Use our cultural ways
- Prevent Elder Abuse
- Identify areas that feel safe and don't feel safe – increase lighting and open up areas where needed
- Identify times that people feel unsafe in the community and figure out strategies to combat this
- Identify people who are threatening to others and address this head on
- Ensure all homes feel secure, especially women/ Elders living alone or single parents
- Create a community presence in evenings – Opitsaht needs evening and weekend workers
- Identify sexual predators living in the community

12) Right away, make it a priority to start documenting our cultural strengths and values to bring into this community safety and justice work

- If you make a choice to live at home then there will be an expectation of live by our cultural values and laws
- We have our own traditional ways to support the safety of the community
- Violence and Bullying will not be tolerated
- Contribute to health and wellness
- Ha'wiih can gather families, houses, whole community to talk about current realities and community health
- Listen to those with traditional roles and knowledge
- Have events, marches, gatherings against violence – hold up our women, children, men, Elders and families
- How to we empower our people to create a safe and healthy community

- What are our expectations of our members living at home?
- How do we support unity and wellness – grow what we want to see
- Offer self defence training – train the trainer.

13) Silence is a big problem in our communities – How do we create the conditions of a safe loving place for all our people to sit and listen and show respect.

- How can we support victims and to speak their truths and offenders to heal and get them help they need?
- Encourage different voices - if people contribute to solutions they feel buy-in
- Everyone should be encouraged to give input and should not feel afraid to speak
- We used to have a voice in everything – we need to get away from the broken colonial system and bring the whole community together to find solutions that work for us.

14) Start working towards our own community policing with focus on prevention and bringing back our ways – this process will take time and patience

- Establish recruiting and training programs for our own community police
- First Nations Police Training – free training
- Bring in First Nations Police Officers to share there experiences

# Economic Development





## **Economic Development goals and actions:**

- 1) Establish a strong Economic Development Board
  - Transition planning and mentorship
  - Board development, training and planning
  - Ensure there are enough Board members to sustainably spread the work around
  
- 2) Ensure regular reporting to Council and community
  - Monthly Updates in Community Newsletter
  - Quarterly Reports to Council
  - Bi-annual Community Meetings
  - Host regular job fairs where members can learn about and apply for jobs and training
  
- 3) Develop a strong 10-year Economic Development plan with member input
  - First focus on managing what we have well, before expanding
  - Reduce Debt and increase income
  - Research and develop sustainable business opportunities – trades, campground
  - Understand what opportunities are available through Reconciliation
  - Focus on wealth not just jobs
  
- 4) Build up Tin Wis to be a Tla-o-qui-aht Resort
  - Rebrand to reflect our culture
  - Train our own people to work in the resort up front and in Management positions – not hiring outside company to manage our businesses
  - Establish Culturally Supportive HR Policies
  
- 5) Prioritize funds to invest in economic development – Gaming, Proposals, Partnerships, Reconciliation
  
- 6) Be good employers so that we retain employees
  - good wages, autonomy, training, good benefits
  - respect of cultural lifeways and values
  - Look at success of Co-op at retaining staff
  
- 7) Partner with Education Department NEDC and NETP around capacity building and training to prepare Tla-o-qui-aht members for employment and business opportunities
  - Engage youth through internships, job shadowing, student jobs, summer

student placement, work experience credits – cool exciting jobs that are engaging

- Involve Youth in Economic Development Planning
- Support youth to develop a good work ethic at a young age
- Include cultural teachings
- Develop training to employment opportunities
- Customer Service Training
- Management roles and career jobs in our resort and businesses

8) Support Tla-o-qui-aht members to develop businesses

- Education on business development and management
- Bring in NEDC to offer workshops
- Have a market area at Long Beach and Tin Wis for members
- Support Artists with Business skills
- Support existing small businesses

9) Establish Indigenous Procurement Policy/ Procedures for Tla-o-qui-aht

10) Priorities for Economic Development Identified by Members:

- Ice-cream/ Coffee shops at Long beach and Tin Wis
- Tla-o-qui-aht Construction Business
- Retail – cheap clothing and children’s clothing
- Businesses that support cultural lifeways and values – cultural village, social enterprise, Tribal Park Campgrounds – low impact
- Diversify our clean energy opportunities – Wave and Wind energy
- Detox and Treatment Centre
- Cultural Tourism
- Surf Shop
- Paddle Board Rentals, surfing, bike rentals
- Landscaping Business
- Greenhouse – food security
- Little café at Long Beach with great Cheap Food
- Traditional Food Restaurant at Tin Wis – Salmon BBQ every night during summer
- Good Food Box Program
- Thrift Shop
- Local Affordable Gift Shop
- Campground at Long Beach
- Trades
- Developing staff housing at lot 124 & 125
- Recreation opportunities for families

- Develop Value Added Forestry and Fisheries opportunities