



2022-2023  
Public Safety Department  
Annual Report



## About the art piece

### “ntytyix in Action”

Chief ntytyix has taken action, entering a new phase of their journey. As he enters his path, the medicine of Chief spitlem (Bitterroot), kinship, healing, and connection, are nurtured and fed as they deepen their roots to take hold of the land, claiming the space it needs to grow. It was snk'lip who brought the dreams of the people to Chief ntytyix leaving only four footprints in honour of the Four Food Chiefs, hearing all voices so that the people would be heard in whatever phase they were in their life ceremonies.

Created by: Lauren Marchand





kwu climt p\_cyſap

We are glad you all have arrived

Our community has faced a dual crisis, dealing with both the opioid epidemic, floods, and fire rehabilitation.

Community safety is a collective responsibility, and we, as syilx people, have a deep understanding of our responsibilities to the land and to each other.

With that in mind, we are excited to present the ntytyix Action Plan Annual Report. This report is a result of gathering the voices of over 182 community members who shared their vision of a safe community in the 2020-21 Public Safety department's annual report, titled "How the people of n'kmaplqs came together to re-envision a safe community."

To expand on this conversation, we organized roundtable discussions with community Elders and the Youth Leadership Council. These engagements further shaped the action plan.

Starting in the fall of 2021, we invited each band department, including Communications, Education, Human Resources, Health & Wellness, Lands, Policy & Strategic Initiatives, Public Safety, Public Works & Housing, Territorial Stewardship, and the Okanagan Indian Band Group of Companies, to participate in facilitated action planning sessions. These sessions took place between September 2021 and May 2022.

Each department has developed their own action plan, which you can find in last years report titled, 'ntytyix: A Time for Action-Community Safety Strategy Phase II.'

We would like to take a moment to acknowledge the dedicated efforts of our Territorial Stewardship Department. Despite facing significant challenges brought on by ongoing flooding and the climate crisis within our community, they demonstrated unwavering commitment to their responsibilities.

Understandably, their focus and resources were directed towards addressing these urgent matters, preventing them from submitting a detailed report at this time. We extend our understanding and support to the department during this demanding period.

In addition, we would like to make note that the Public Works and Housing Department did not participate in reporting for the current year.

Communication has been identified as a consistent need within the community. The departments have listed various ways they strive to improve their communications, including professional profiles of staff, signage, virtual and in-person methods, staff emails, newsletters, social media, websites, networking, flyers, door-to-door visits, promotions, word of mouth, outreach, presentations, manuals, surveys, and more.

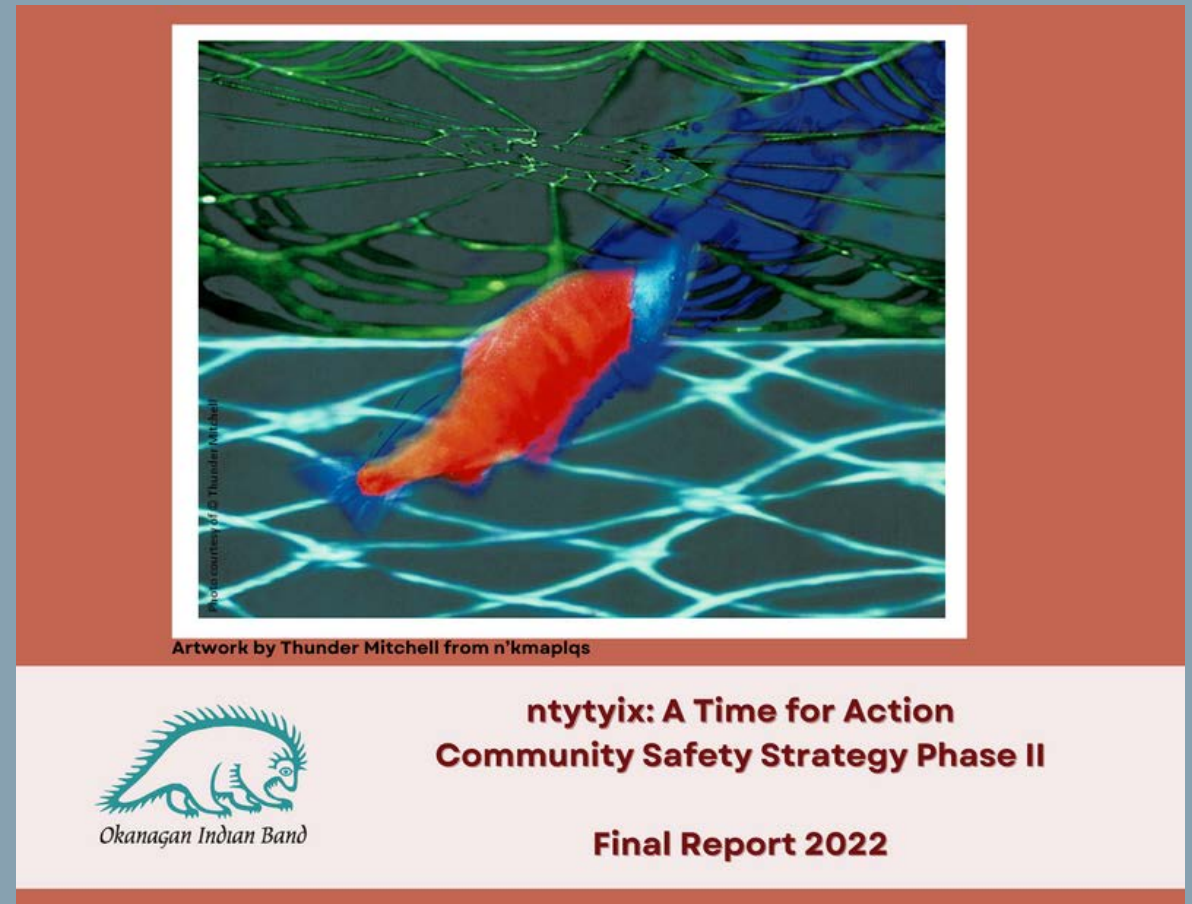
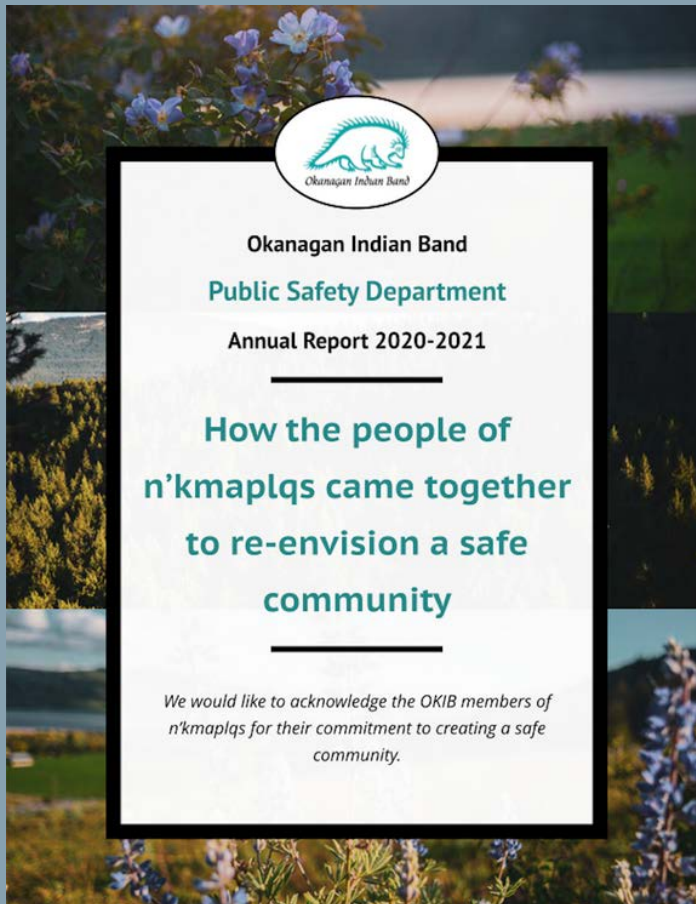
These communication efforts are directed at internal departments, interdepartmental collaboration, community updates, leadership reporting, and external partners such as local, regional, provincial, and national entities, government bodies, and consultants.

Accountability and reporting back to the community are crucial in our journey towards community safety. This report is a living document, and each department is committed to fulfilling the actions they have shared in their respective plans. We look forward to reporting back to the community next year and continuing to work together for the safety and well-being of all.

*At the core of our work is the recognition that ensuring public safety encompasses more than just the absence of crime—it requires a holistic approach that acknowledges historical and ongoing colonial violence and barriers faced by Indigenous communities. We have distinct cultural, social, and economic contexts that must be considered when developing strategies and policies to enhance safety.*



To learn more about how this work has been carried out since the beginning we invite you to read the first two annual reports...



Use your phone camera to scan the QR codes to read more.





# The Healing Space

*Lets start at home base, where the Public Safety Office has been busy nurturing the communities call to have a safe space to learn about our homeland teachings and take part in healing...*

At PSD we extend our heartfelt gratitude to each and every one of you for your continued support and participation in the Healing Space. It is with great joy and pride that we witness the transformative power of this sacred space, where our community can reconnect with the teachings of sqilx'w cawt, the Indigenous way of being.

The Healing Space has served as a sanctuary, a safe haven where we can come home to ourselves and nurture our spirits. It is a place where we have collectively embraced the journey of healing, growth, and self-discovery. Through various workshops, ceremonies, and gatherings, we have reconnected with our homeland wisdom, traditions, and ways of knowing. It is here that we have learned to honour and respect our individual journeys while recognizing our interconnectedness as a community.



We are immensely grateful for the opportunity to learn from one another, to share our stories, and to uplift each other through compassionate support. Together, we have celebrated our strengths, faced our challenges, and witnessed the strength that resides within us all. The Healing Space is a witness to the power of community, reminding us that healing is a collective journey. It is within these sacred moments that we find strength to face the challenges that lie before us.

We express our deep appreciation to the Elders, Knowledge Keepers, and community members who have generously shared their wisdom and teachings within this space. Their guidance and presence have been instrumental in creating an environment where healing and growth flourish.

To those who have yet to step foot in the Healing Space, we extend our warmest invitation. May you find comfort, guidance, and a sense of belonging within these walls. May you discover the profound wisdom and beauty that resides within yourself and your connection to the land and Ancestors.

Together, let us continue this sacred journey of healing and rediscovery. The Healing Space remains open to all, a sanctuary for our community to learn, grow, and come back home to self.











## OKIB Youth Council

The OKIB Youth Council has been hard at work this past year developing a stronger council through kinship building and taking part in different trainings.

Let's check in with Chair of the OKIB Youth Council to hear what's on their hearts...

As Indigenous youth, we carry the prayers of our Ancestors. In this collective voice, as the OKIB Youth Council we hope to work towards creating safer spaces that uplift our sqilx'w cawt, our Indigenous way of being.

A safe learning environment is more than just physical security; it encompasses emotional and cultural safety as well. When we feel safe and accepted in our educational or community spaces, we can fully engage in our purpose and explore our cultural identities without fear of discrimination or prejudice.

Our cultural identity is intertwined with our overall well-being. It grounds us, connects us to our roots, and empowers us to navigate the challenges we face in a good and healthy way. When our sqilx'w identity is respected and integrated into our education, it becomes a source of strength. It enables us to draw upon the wisdom of our teachings, fostering pride in who we are and equipping us to face the world with confidence.

This year we hope to focus our leadership skill building by gaining access to learning our language, engaging in learning opportunities that will enhance community safety, take part in storytelling, and be engaged in our homeland ceremonies.

When we are given the opportunity to embrace our sqilx'w cawt in a safe environment, we become agents of change and can live up to the prayers of our Ancestors. We get to be everything we were born to be - sqilx'w and proud.

I am excited for the year ahead and look forward to the impact of the work the OKIB Youth Council will be engaging in.

smuqaken (kolet) Marchand



# Community Comprehensive Group

*“Push boundaries to create a foundation of healing one person, one voice and one heart at a time.”*

-OKIB CCG Vision Statement

The Public Safety Department would like to highlight the invaluable contributions of the Community Consultative Group (CCG), comprised of dedicated OKIB community volunteers residing across various areas. With many members having served for years, the CCG plays a vital role in addressing concerns and implementing effective solutions.

Having an active and engaged CCG is essential for maintaining a safe community. It fosters a sense of ownership and empowerment among community members, as we actively participate in shaping the future of our community's safety. When community members come together, sharing their perspectives, experiences, and ideas, we create a network of support that strengthens our community bonds. Moreover, the CCG's efforts reflect our shared values and demonstrate our commitment to one another. By prioritizing public safety, youth engagement, effective communication, and building positive relationships, we uphold the principles of inclusivity, respect, and collaboration. These values are the foundation of a thriving and safe community.

The key priorities identified in collaboration between the First Nation Police and the Okanagan Indian Band encompass Public Safety Education, Youth and Elder Initiatives, Communication, Youth Engagement, Enforcement measures as needed, Traffic management, and Relationship Building efforts. Together, we strive for a safer, informed, and interconnected community.



# Indigenous Policing



I have been a police officer since 2019, with the Vernon North Okanagan RCMP.

Previous to policing, I have spent 20 years in social work prior to joining the RCMP, and I understand the importance of positive community engagement. I am a husband, father to 4 beautiful children and enjoy being active in their lives through coaching various sports they partake in.

Since Cst. Neil Horne joined our community here's what he's been up to...

- Attended multiple Elder luncheons, building rapport with community members and answering police/safety related questions
- Continue ongoing work and discussion with OKIB community members through the Community Consultative Group (CCG), regarding community Safety
- Assisted in facilitation and delivery of the week long RCMP Youth Academy, where 2 OKIB youth attended
- Attended OKIB Immersion school and day care on multiple occasion; spending time with the kids, building rapport and providing safety education
- Continue to take part in Community Safety Committee – working with OKIB departments and Chief and Council, to better communication and work toward a safer OKIB
- Run ongoing office hours (Tuesday and Thursday, 12:30 to 3:30) at OKIB Public Safety Office. For Community to stop in and ask questions and voice concerns
- Partner with Public Safety Office on many of their initiatives and community training opportunities (Cultural Safety, Mental Health First Aid etc.)
- Help to provide cross-cultural training for local RCMP members, through a 1 day Cultural safety training, where 9 police officers attended
- Facilitated a Coffee with a Cop event, to give OKIB community, an opportunity to sit down, have a coffee and a cookie and have a relaxed conversation with a local police officer who serve their area
- Started a monthly media release for OKIB community regarding RCMP Safety Tips (Fraud, safe driving)



# Action Plans





# Communications Department

## Traditional healing of each individual, which in turn is healing the collective:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Territorial Stewardship	To be a supportive role in the stewardship of the lands	<ul style="list-style-type: none"> <li>Support departments in their work of territorial stewardship with communications</li> <li>Emergency operations centre (EOC)</li> </ul>	Review, edit Member board Then post onto social media, website, and when relevant an all staff email	<ul style="list-style-type: none"> <li>Worked with TSD staff and external partners on Rail Trail signage</li> <li>Built Senk'lip and pandemic archives.</li> <li>Worked in the EOC during an activation</li> </ul>
Environment	Communications that is ethical towards the environment	<ul style="list-style-type: none"> <li>Promote environmental protection as required in collaboration with departments</li> </ul>	Mode of communication – choosing virtual vs. paper, online vs. in-person	<ul style="list-style-type: none"> <li>Continue our use and expansion of digital pathways, including a new member app</li> <li>Zoom meetings reduce consumption of resources and promote participation</li> </ul>
Conservation	To promote conservation initiatives	<ul style="list-style-type: none"> <li>Promote conservational bodies engagement of cultural awareness training</li> <li>Support leadership in accomplishment of a Memorandum of Understanding</li> </ul>	Photos, story, social media	<ul style="list-style-type: none"> <li>Hunting camp</li> <li>Kickinee canning</li> <li>Conservation figures prominently in our decision-making</li> </ul>
Heads of Family	Ensure communications reaches all community	<ul style="list-style-type: none"> <li>Undertaking a distribution project to enhance communications to all community members (mail, texts, email...)</li> </ul>		<ul style="list-style-type: none"> <li>Completed. A direct to member texting and email system is in use</li> </ul>
Ceremony Training	To support interdepartmental initiatives, as requested	<ul style="list-style-type: none"> <li>Support departments in their work of ceremonial training</li> <li>Offer communications options: video, booklets, informational posters</li> </ul>		<ul style="list-style-type: none"> <li>Attend and report fry release, election</li> </ul>

Elders, Knowledge Keepers		<ul style="list-style-type: none"> <li>• Departmental events: support departments in their work with Elders and Knowledge Keepers; record, when required; photography, when required</li> </ul>		<ul style="list-style-type: none"> <li>• Support Elders Day program</li> <li>• Participate and present to accreditation panel</li> <li>• Cultural Awareness training</li> <li>• Trauma-informed Communications course</li> </ul>
Community Supports		<ul style="list-style-type: none"> <li>• Participate and support in community events led by departments</li> </ul>		

### Sense of Belonging:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Inclusivity of all cultures	Promoting a safe environment for all members	<ul style="list-style-type: none"> <li>• Values on Okanagan Band's Facebook page to support safety</li> <li>• The words, the photos – thought goes into what is used in communications, reflecting upon inclusivity and representation</li> </ul>	Website Social media	<ul style="list-style-type: none"> <li>• Continue to elevate the conversation on social media</li> <li>• Provide timely, accurate information to people</li> <li>• Change negativity by providing accurate information</li> </ul>
Cultural practices	Promote historical, present, and future of Syilx peoples	<ul style="list-style-type: none"> <li>• Cultural events, gatherings and media for the events</li> <li>• Narrative of Syilx culture not just static it is being lived/living</li> </ul>	Senk'lip Social media Website	<ul style="list-style-type: none"> <li>• Produced film on UXO work</li> <li>• Participated in opening event at arbor</li> </ul>
Sense of pride	Promote and celebrate the work and accomplishments	<ul style="list-style-type: none"> <li>• Staff Christmas party</li> <li>• Personal sense of pride in the work that we contribute to the community</li> </ul>		<ul style="list-style-type: none"> <li>• Overall quality of materials and ad campaigns has</li> </ul>



				improved with posters (Canva)
Power in Unity	Empowering community initiatives	<ul style="list-style-type: none"> <li>In sharing stories and news there can be an empowerment in feelings of unity and coming together <ul style="list-style-type: none"> <li>Water project: protection, access to clean water</li> </ul> </li> </ul>		<ul style="list-style-type: none"> <li>Water project required members and construction crews to work together</li> <li>Outcome was a major improvement for community</li> </ul>
Indigenous & Western	Continued awareness of days or months of observance	<ul style="list-style-type: none"> <li>Senk'lip colours match the month of observance</li> <li>Webpage that lists the months/days of observance</li> </ul>		<ul style="list-style-type: none"> <li>The Senk'lip theme continues.</li> <li>Additional changes are being introduced</li> <li>"Senk'lip has been bringing news to members since 1976"</li> </ul>
OKIB/Syilx identifiable markings	Continued to support of Syilx peoples, culture and history	<ul style="list-style-type: none"> <li>OKIB sign – bring forth proposal outlining possible options to leadership for the update of sign</li> <li>Highlight the naming of communities, sites, buildings</li> <li>Interpretative signs throughout IR1 and within township of Vernon (e.g.: kin beach, rail trail)</li> </ul>	Physical sites, signs Senk'lip Social media website	<ul style="list-style-type: none"> <li>OKIB-branded app</li> <li>Sign proposals brought forward</li> </ul>
Valuing and acceptance of individuals, gifts & skills	Ensuring a Syilx perspective	<ul style="list-style-type: none"> <li>Ensuring inclusive language in communications</li> <li>Network and build relationships with Indiginews</li> <li>CBC documentary on water: access, barriers</li> </ul>	Networking Senk'lip Website Social media	<ul style="list-style-type: none"> <li>Relationship with Indiginews reporters continues</li> <li>CBC documentary was produced and aired on CBC</li> </ul>

### Social Supports:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Transportation	Ensuring communications in a timely manner in support of departments doing this work	<ul style="list-style-type: none"> <li>Emergency on-call aspect</li> <li>School bus delays</li> <li>Roads – icy roads, bridge down, construction</li> </ul>	Social media	<ul style="list-style-type: none"> <li>Support as needed</li> <li>Posts re bussing delays, road reports, wildlife</li> </ul>
Housing		<ul style="list-style-type: none"> <li>Post applications for social housing</li> </ul>	Website Senk'lip Social media	<ul style="list-style-type: none"> <li>Ongoing, as recently as May 2023</li> <li>Created video to celebrate 4-plexes</li> </ul>
Safe Homes		<ul style="list-style-type: none"> <li>Support interdepartmental indicatives as arises</li> </ul>		<ul style="list-style-type: none"> <li>Promoted theme of security of housing and what that means to members</li> </ul>
Cultural Safety		<ul style="list-style-type: none"> <li>Promoting medical clinic</li> <li>Promoting public safety department programs, and community safety strategy</li> <li>Overview of “who are we” is on the website</li> </ul>		<ul style="list-style-type: none"> <li>Attended Cultural Safety Education workshop</li> <li>Participated in Health Department accreditation (presentation, discussion)</li> </ul>
Staff/Employee supports		Actively participate: <ul style="list-style-type: none"> <li>Emergency preparedness training in communications role</li> <li>EOC courses</li> <li>Management leadership course</li> <li>De-escalation training</li> <li>Seek: CMP/SCMP – (strategic) communications management professional - designation</li> </ul>	Interdepartmental Human Resources	<ul style="list-style-type: none"> <li>Emergency prep training done</li> <li>No further training courses</li> <li>No de-escalation training</li> <li>Attended Trauma informed</li> </ul>



				Communications workshop
Community access to programs, services		<ul style="list-style-type: none"> <li>• Notifications to members about different activities, programs at each site</li> <li>• Telus Purefibre: hosted event to kick off</li> <li>• PSD live stream event occurring end of May (six mile, lake country and PSD)</li> <li>• IT services (previously under finance) seeking to re-establish the IT position</li> </ul>	Interdepartmental	<ul style="list-style-type: none"> <li>• Telus Event was a success</li> <li>• Live stream happened as planned</li> <li>• IT established a position to support A/V in addition to other work</li> </ul>
Youth Centre		Support role		<ul style="list-style-type: none"> <li>• Some posts</li> </ul>
Playgrounds		Support role		<ul style="list-style-type: none"> <li>• Story about new playground at snc'c'amala?tn</li> </ul>
Social Media Sites	Monitor communications (online, etc)	<ul style="list-style-type: none"> <li>• Inclusive language</li> <li>• Ensuring band run accounts are moderated</li> <li>• Follow social media policy</li> </ul>	Social media Senk'lip Website All interdepartmental co-developed communications, as requested	<ul style="list-style-type: none"> <li>• Continuing. One of the main focuses of our work</li> <li>• Accounts are moderated</li> </ul>
Health resources	Support role	Support role <ul style="list-style-type: none"> <li>• Campaigns – vaccines, men's health awareness, etc.</li> <li>• Covid page designated online, member bulletins</li> </ul>	Senk'lip Social media Website	<ul style="list-style-type: none"> <li>• Ongoing, and a major focus of our work</li> <li>• Much of our work supports member health and wellness in some form</li> </ul>
Access for OKIB membership	Support role	<ul style="list-style-type: none"> <li>• Senk'lip communications available to on/off reserve membership</li> <li>• Post events available to on/off reserve memberships</li> </ul>		
Equitable services				
Employees, Directors, Managers,	Ensure accountability to members and staff	<ul style="list-style-type: none"> <li>• Ensure contact person and information is provided within all interdepartmental communications</li> </ul>	Reports, outward facing communications	<ul style="list-style-type: none"> <li>• Contact person and information is clearly indicated</li> </ul>

Leadership accountability		<ul style="list-style-type: none"> <li>• Ensure all communications sent to us are posted in a timely manner</li> <li>• Reporting, as requested</li> <li>• Departmental update to C&amp;C/Directors re: communications activity</li> <li>• Annual report – communications have a section within Administration</li> </ul>		<ul style="list-style-type: none"> <li>• Service standard is high - postings are on time and usually done within 30 min</li> <li>• Quarterly reports provided 4x annually</li> <li>• Orientation presentation to new Council completed</li> </ul>
First Responders, Dispatch, RCMP	To elevate community knowledge of the relationship Communications has with the RCMP	<ul style="list-style-type: none"> <li>• Print emergency numbers to direct community to appropriate number</li> <li>• Post information for Const. Gamalush Neil Horne</li> <li>• Interviews with Const. Gamalush Neil Horne</li> <li>• Interviews to introduce PSD – 8 articles throughout past couple of years</li> </ul>	Senk'lip Website Social media	<ul style="list-style-type: none"> <li>• Monthly tips from RCMP</li> <li>• Annual RCMP events for youth</li> <li>• Post Quarterly Policing Reports</li> </ul>
Community Safety Planning	To advocate for the sense of urgency and importance, that the work we are doing now will inform the future	<ul style="list-style-type: none"> <li>• Articles in newsletter, an opening summary to address emergency immediately (first 20 words)</li> </ul>		<ul style="list-style-type: none"> <li>• Working with Syilx Sisters to publish relevant and timely stories</li> <li>• Many articles about public safety</li> <li>• Expansive website</li> </ul>
Traditional modeling	To capacity build communications interdepartmentally	<ul style="list-style-type: none"> <li>• Advocate departments to develop their own communications and support their drafting</li> <li>• Lead certain projects: UXO interviews, etc.</li> </ul>		Ongoing



## Health Care, Healthy Living and Mental Health:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Naloxone kits, training, supports etc.	Continued education and awareness in the community of harm reduction and lifesaving practices	<ul style="list-style-type: none"> <li>• Support departments sharing of information</li> <li>• Opioid agonist workshop ads in support of H&amp;W department</li> <li>• Posts about opioid agonist on social media (Facebook put them in Facebook jail)</li> <li>• Formal health warnings from health authority regarding substances/drugs are posted, consider priority posting</li> <li>• Post mental health and wellness team contact information and photos</li> <li>• To participate in naloxone training as an employee within the Band</li> <li>• Statistics of highest number of deaths from drug use are men, so communications aims to target loved ones and the vulnerable ones that are at times overlooked</li> <li>• Promote the Life Guard App – it is an app that you create an account, and hit “start” when you begin using, and a timer activates and if you don’t stop the alarm within a timeframe, then 911 is activated</li> </ul>	Senk’lip Website Social media	<ul style="list-style-type: none"> <li>• Opioid agonist workshop ads in support of H&amp;W department</li> <li>• Posts about opioid agonist on social media</li> <li>• Formal health warnings from health authority regarding “drug warnings” are posted approx. 15x per year (as required)</li> <li>• MHW team info was printed frequently and as recently as May 2023</li> <li>• Did not participate in naloxone training</li> <li>• Communications continues to focus on loved ones and the vulnerable that are at times overlooked</li> <li>• Promote the Life Guard App which can help reduce fatal ODs</li> </ul>

Reporting to across the departments	For transparency communications provides ongoing reporting, as required	<ul style="list-style-type: none"> <li>Quarterly reports to council</li> <li>Annual report – on website               <ul style="list-style-type: none"> <li>Contain snapshot of projects</li> <li>Highlight successes and challenges</li> </ul> </li> <li>Outline what is in Communications               <ul style="list-style-type: none"> <li>Framework/Pathways to increase familiarity so community has ease of access when seeking information (e.g.: during the fires an increase of 5000 members on OKIB Facebook page)</li> </ul> </li> </ul>	Website In-person Briefing notes	<ul style="list-style-type: none"> <li>Reporting proceeding as per the outline with at least 4 scheduled updates annually for council</li> <li>The public's hunger for information from OKIB during disasters continues</li> <li>The goodwill and wishes of support from the public are nice</li> </ul>
Indigenous Healing	In support of communicating out Indigenous healing in health care	<ul style="list-style-type: none"> <li>onboard with promoting what practices there might be available, what they can ask for at an appointment, as need arises</li> </ul>	Senk'lip Website Social media	<ul style="list-style-type: none"> <li>Cultural and cultural safety touchpoints are promoted</li> <li>Using the language to introduce</li> <li>Staff taking nsyilxcn classes</li> </ul>
Food Security	To help achieve food security within the nation	<ul style="list-style-type: none"> <li>advertise all traditional meals that arise in community</li> <li>advertise the kickinee community pick up</li> <li>involved in any community dinners – the logistics of events</li> <li>gardens – developed a number of videos to promote and communicate</li> <li>advertise for hunting camps – who and how</li> </ul>		<ul style="list-style-type: none"> <li>All these items were completed and are continuing</li> </ul>
Safe housing	n/a	<ul style="list-style-type: none"> <li>support interdepartmental initiatives in this area</li> </ul>		<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Free zones from A/D	n/a	<ul style="list-style-type: none"> <li>support interdepartmental initiatives in this area</li> </ul>		<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Home care supports	Support home care support programs in distributing out communications	<ul style="list-style-type: none"> <li>provided information on home care</li> <li>dates of footcare</li> <li>living with diabetes programs advertisement</li> </ul>	Senk'lip Social media Website	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>



		<ul style="list-style-type: none"> <li>• notices of health care regarding covid and safety protocols</li> </ul>		
Health care	Support health care initiatives and reinstated initiatives as well	<ul style="list-style-type: none"> <li>• communicate out new and returning services <ul style="list-style-type: none"> <li>○ e.g.: firewood program for Elders</li> </ul> </li> </ul>		<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• Firewood program was heavily promoted</li> </ul>
Mental Health Workers	To promote the work of the mental health programs and services, and its team members to community	<ul style="list-style-type: none"> <li>• ongoing communications that outline contact information, title, name, professional bios and photos</li> </ul>	Senk'lip Social media Website	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• MHW posts increase at times of community stress</li> <li>• Contact info is in every Senk'lip</li> <li>• On the website available from the home page</li> </ul>
On-call emergency supports	Support EOC during critical times and during low crises times in preparation of high crises	<ul style="list-style-type: none"> <li>• Communications has a staff member who sits on EOC</li> <li>• Heat wave/cold snaps – communicate out about conditions and safety protocols, require instant messaging</li> </ul>	Senk'lip Social media Website	<ul style="list-style-type: none"> <li>• EOC is currently activated for the 2023 freshet</li> <li>• Comms staff in the EOC for 2 weeks</li> </ul>
Implement our culture, language, healers etc.	To raise the profile of language and culture within the band and nation	<ul style="list-style-type: none"> <li>• 10-15% of work is language and culture <ul style="list-style-type: none"> <li>○ Advertise all events</li> <li>○ Promote words and audio files of language</li> <li>○ In development: section called timeline on website – from 1640 to present day (language and culture timeline)</li> <li>○ Incorporating Eventbrite that is hooked into online event calendar, then anyone in community can access and register to an event</li> </ul> </li> </ul>	Senk'lip Social media Website	<ul style="list-style-type: none"> <li>• Language and culture posts continue</li> </ul>
Partnerships	Collaborate with partners, where appropriate	<ul style="list-style-type: none"> <li>• Announce their annual general meetings</li> <li>• Advertise posts when requested</li> </ul>	Senk'lip Social media Website	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• Collaborations include Telus, Lake Country, Kelowna,</li> </ul>

				Finning, Bird Construction
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### Safe Community:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
RCMP and IPS – drug dealers, gangs,	To support awareness of ongoing RCMP/IPS/Public Safety initiatives	<ul style="list-style-type: none"> <li>Supporting the crimes &amp; gangs – open forum meeting/workshop May 31 – livestream</li> <li>Post youth camps (RCMP), public safety alerts, IH dangerous drug alerts</li> </ul>	Internal Interdepartmental	<ul style="list-style-type: none"> <li>Supported workshop and attended</li> <li>Promoted Jean Guy RCMP camp for youth</li> <li>Sylx flag raising</li> </ul>
Community Safety Alert	To brief members through different modes of communications	<ul style="list-style-type: none"> <li>Text system, members would sign up to be a part of this – communications tool <ul style="list-style-type: none"> <li>there may be opportunity for a community safety alert, however unclear at this time due to the complexity and partners who would need to be involved as the process is much different</li> <li>at discussion only at this time</li> </ul> </li> </ul>	License needed for community safety alert system Provincial partners	<ul style="list-style-type: none"> <li>Done for bear alerts</li> <li>Strangers on reserve (mushroom pickers caused some angst)</li> </ul>
Traffic control	Notify members of changing road conditions through timely traffic alerts	<ul style="list-style-type: none"> <li>if any construction or heavy equipment, recovery efforts, inform community about it, when need arises (traffic alerts)</li> </ul>	TSD Emergency Program Coordinator Ministry of Transportation and Infrastructure Internal Interdepartmental Social media, website, newsletter	<ul style="list-style-type: none"> <li>As demonstrated with Water Project construction, good advertising and good communications benefitted members and crews</li> </ul>

Education, awareness of First Responders	Supporting the education of membership for emergency safety	<ul style="list-style-type: none"> <li>• receive posts from OKIB Fire Dept Operations Mgr about awareness training (house fires, carbon monoxide, fuels, fire safety)</li> <li>• sharing information for prevention</li> </ul>	Fire department	<ul style="list-style-type: none"> <li>• Emergency preparation work continues year-round to keep it at top of mind</li> <li>• Posts re Fire-Smart and fire prevention</li> </ul>
Bylaws, patrols, enforcement etc.	Collaborate with administration and by-law officer/policy and strategic management to ensure community is informed about by-laws on reserve	<ul style="list-style-type: none"> <li>• post re: wildlife management with by-law officer</li> <li>• draft by-laws are posted for comment by community</li> <li>• by-law notices – range use</li> </ul>	Internal Interdepartmental Social media, newsletter, website	<ul style="list-style-type: none"> <li>• Bear warnings have been posted</li> <li>• Communications contacts Fire re on-reserve</li> </ul>
Elder Abuse, safe communities	Support awareness of ongoing workshops and trainings	<ul style="list-style-type: none"> <li>• supporting public safety and health &amp; wellness department in their workshops and trainings on these topics</li> </ul>	Interdepartmental	<ul style="list-style-type: none"> <li>• Any workshops about elder abuse will have been communicated to members</li> </ul>
Safe community preparedness	Ensure community is aware of what is happening during emergency events and provide information to ensure that they are prepared	<ul style="list-style-type: none"> <li>• support EOC when it is active</li> <li>• support awareness on emergency preparedness</li> <li>• support communication if an active event is occurring</li> </ul>	Interdepartmental	<p>These very outcomes came to pass:</p> <ul style="list-style-type: none"> <li>• worked in the EOC during an activation</li> <li>• support awareness on emergency preparedness</li> <li>• Introduced a new emergency app</li> </ul>



# Education Department

## Traditional healing of each individual, which in turn is healing the collective:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION	COMMUNICATION	PROGRESS UPDATE
School District 22	Local Education Agreement  Sqilx <sup>w</sup> language and cultural curriculum to advance learning	<ul style="list-style-type: none"> <li>Developing a good relationship between the Band and SD22</li> <li>Nominal Roll – Funding allocation and use                             <ul style="list-style-type: none"> <li>Research background and process</li> <li>Identify and prioritize need of students</li> </ul> </li> <li>Advocate for appropriate staff and/or community to support curriculum surrounding culture and language</li> <li>Assess and identify a designated position to liaise and work with SD22 specifically on Sqilx<sup>w</sup> language and cultural curriculum</li> <li>Cultural safety and humility education, cultural awareness training for drivers to increase safety for students</li> <li>Collaborate with TSD so that they could provide archaeological and cultural education and activities</li> <li>Increase safety for students</li> <li>Cultural Day Field Trip hosted by SD22</li> </ul>	<ul style="list-style-type: none"> <li>Briefing note for leadership</li> <li>Ongoing discussion with SD22</li> <li>Ongoing discussion with Cultural &amp; Language to enhance program</li> </ul>	<ul style="list-style-type: none"> <li>Meeting set for June 2, 2023 to review the suggested LEA amendments from OKIB</li> <li>SD22 is inclusive of including staff from the L&amp;C team and CIS in curriculum discussions surrounding L&amp;C</li> <li>Lead Teacher for SD22 is an OKIB member with language and culture background</li> <li>OKIB L&amp;C lead and Vice Principal have suggested utilizing Your Syix Sisters for cultural safety and trauma training</li> <li>OKIB Youth Counsellor position and a safe space for counselling</li> </ul>
Territorial Stewardship	Collaborate with Departments for	<ul style="list-style-type: none"> <li>Seeking to build relations to partner with TSD to access Community Knowledge Keeper database</li> </ul>	<ul style="list-style-type: none"> <li>Re-establish 1-1 Director meetings</li> </ul>	<ul style="list-style-type: none"> <li>All Directors meetings continue</li> <li>Continued positions with L&amp;C team for digitization, etc.</li> </ul>

	information and sharing	<p>to enhance cross departmental and community sharing and access process</p> <ul style="list-style-type: none"> <li>• Develop Research(ers) position to oversee database and cultural/language curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Engage with HR re: job description, BN for leadership approval, upon approval posting and recruitment</li> </ul>	
Environment	Band school curriculum and learning	<ul style="list-style-type: none"> <li>• Ensure to support staff to build and implement traditional teachings about environmental protection and understanding importance of our lands</li> <li>• Teachings of being stewards of the lands and waterways</li> </ul>	<ul style="list-style-type: none"> <li>• Flyer distribution to parents and guardians of students</li> <li>• Sen'klip newsletter</li> <li>• Website</li> </ul>	<ul style="list-style-type: none"> <li>• Through the L&amp;C instruction, staff and students are taught how syilx are connected to the land and through harvesting practices, taught about stewardship</li> </ul>
Conservation	n/a	<ul style="list-style-type: none"> <li>• Support developing a cultural awareness, cultural safety tool/orientation (i.e.: a working group)</li> </ul>		
Heads of Family	Seek clarity on what this means for departments, programs, and services	<ul style="list-style-type: none"> <li>• For students in schools: Parent (Guardian)/student contact lists</li> </ul>	Enhance efficiency of communications	
Ceremony Training	<p>Youth Workers</p> <p>Children from daycare and language nest</p>	<ul style="list-style-type: none"> <li>• Hired to support Cultural &amp; Language program</li> <li>• Trainings to collect and preserve foods and medicines, ceremonial protocols</li> <li>• Participating in culture and language</li> <li>• Offerings to families of children to take language to support children's learnings</li> </ul>	<ul style="list-style-type: none"> <li>• Through the daycare, school, language nest to parents/families/guardians</li> <li>• Community programs</li> <li>• Word of mouth</li> </ul>	<ul style="list-style-type: none"> <li>• L&amp;C has hired youth workers for various events including First Foods Feast, kn sqilxw day, &amp; cultural camps</li> <li>• 0-6 years coordinator hired and delivers L&amp;C opportunities to students at daycare (Baby room – K5)</li> </ul>
Elders, Knowledge Keepers	To ensure space for history, traditions, and language acquisition	<ul style="list-style-type: none"> <li>• Connect with Elders and Knowledge Keepers in community for programs in community and in the schools</li> <li>• Developed standardized honoraria – with intention to be utilized cross organization: approved and</li> </ul>	<ul style="list-style-type: none"> <li>• Presentations at schools</li> <li>• Representation on various committees</li> </ul>	<ul style="list-style-type: none"> <li>• Elders have resumed L&amp;C work at daycare on Tue and Wed afternoons with K4, and Monday and Friday Mornings for an hour with infant toddler and 3-5</li> </ul>

		accepted, agreed upon in principle, still seek to standardize across the organization <ul style="list-style-type: none"> <li>○ Possible challenge is funding within each departments to achieve standardize honoraria, so need to be creative</li> </ul>	<ul style="list-style-type: none"> <li>• Communication with Elders/Knowledge Keepers</li> </ul>	<ul style="list-style-type: none"> <li>• L&amp;C team have capacity to handle any Elder/Knowledge Keeper requests and ensure fair honoraria</li> </ul>
Community Supports	Awareness for parents and students	<ul style="list-style-type: none"> <li>• Course selections for parents/students for graduation and preparation for post-secondary</li> <li>• Providing online program for language and culture (e.g.: cooking classes, crafts, etc.)</li> </ul>	Social media Website Sen'klip (use it for a historical record) Texting app – purchase and pilot, review and evaluate access and utilization	<ul style="list-style-type: none"> <li>• Education team has been hosting Parent Forum Nights once a month which has offered a variety of topics for presentation and discussion</li> </ul>

### Sense of Belonging:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION	COMMUNICATION	PROGRESS UPDATE
Inclusivity of all cultures	To provide opportunity for students in culture and language and to increase awareness of Indigenous peoples	<ul style="list-style-type: none"> <li>• Daycare, school, language nest – language and culture is practiced on a daily basis</li> <li>• Within school district it has become mandatory to take indigenous history and culture</li> </ul>	Internal communications	<ul style="list-style-type: none"> <li>• L&amp;C opportunities continue to be offered regularly throughout programs, daily for the school &amp; nest</li> <li>• Some daycare staff are taking language class to include more everyday words</li> <li>• Beginning September 2023, all BC secondary students will be required to take an Indigenous-focused course to graduate.</li> </ul>
Cultural practices	To acknowledge cultural practices and advocate for the opportunity and space to do so	<ul style="list-style-type: none"> <li>• Inviting more cultural representatives</li> <li>• OKIB member on school of trustees</li> <li>• Counsellor on committees</li> <li>• Indigenous Principal at SD22 is OKIB</li> </ul>	School district relationships captikwł within Sen'klip (translation of	<ul style="list-style-type: none"> <li>• Local SD has been opening with land acknowledgements at meetings/events</li> <li>• SD22 continues to invite OKIB C&amp;C and Elders for event openings</li> </ul>



		<ul style="list-style-type: none"> <li>Smudging – there can be a challenge with this within school district; advocate for all capital projects to have ventilation to allow for smudging ability</li> </ul>	story and interpretation)	<ul style="list-style-type: none"> <li>Knowledgeable SD22 staff offer smudging</li> </ul>
Sense of pride	Work to support those moving from community-based school grade seven to the school district and larger school	<ul style="list-style-type: none"> <li>Workshops on building resilience and confidence – “<i>This is Who I Am!</i>”</li> <li>Learning on the Land – designed to support students who were experiencing learning loss during covid; moved into practice of culture and traditions for empowerment</li> </ul>	Handouts through schools Target those most in need	<ul style="list-style-type: none"> <li>WL Seaton invites CIS grade 7 students 1-2x per year to visit</li> <li>Addition of Grades application made to ISC expand the CIS to include Grade 8-12. This will be an opportunity for high school students to return or continue in a program that acknowledges and celebrates syilx ways</li> </ul>
Power in Unity	To create a digital platform to store integral cultural knowledge	<ul style="list-style-type: none"> <li>Need to improve understanding of the enowkinwixw process and community engagement – seek a template for community meetings – to follow enowkinwixw process</li> <li>In process of collaboration with TSD, development of database using Community Knowledge Keeper (CKK) software, to provide different levels of access <ul style="list-style-type: none"> <li>Examples of what can be housed in database: Okanagan cultural knowledge contact list, all band reports, audio language recordings, place names – cultural and historic significance, etc.</li> <li>identified in levels of access: (1) public access (2) community – politics and leadership (3) family</li> <li>Committee to be developed to oversee that protocol</li> <li>Bring in policy &amp; strategic initiatives to support</li> <li>Research coordinator to support</li> </ul> </li> </ul>	Interdepartmental Website Social media Senklip Youtube channel – to inform and increase awareness SD22 – inform level of access and facilitate how to use	
Indigenous & Western	To mark the significance of dates of celebration	<ul style="list-style-type: none"> <li>Language and culture offer solstice programs (meal and captikwł)</li> </ul>	Interdepartmental Posters Website	<ul style="list-style-type: none"> <li>Winter and summer solstice recognized at the CIS</li> </ul>

		<ul style="list-style-type: none"> <li>National Indigenous Peoples Day – event hosted by culture and language- kn'sqilxw day</li> </ul>	Senklip Social media	<ul style="list-style-type: none"> <li>TRC day observed by all OKIB departments on September 30<sup>th</sup></li> <li>kn sqilx<sup>w</sup> day events are annual</li> </ul>
OKIB/Syilx identifiable markings	Showcase the community and the language	<ul style="list-style-type: none"> <li>Opening of arbor celebration at Komasket</li> <li>Signage – challenges of identify the correct word, spelling, language; developed a process to submit asks through language and culture; council of Elders/language speakers engage, discuss, and decide; then it gets put into written text, final step is implementation</li> </ul>	Interdepartmental Senklip Social media Website	<ul style="list-style-type: none"> <li>Opening celebration event complete</li> <li>1<sup>st</sup> Annual Pow Wow in new harbour scheduled for June 10/11, coordinated by CSD team</li> <li>Signage has been ongoing</li> </ul>

### Social Supports:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION	COMMUNICATION	PROGRESS UPDATE
Transportation	<p>Transportation Agreement – SD22</p> <p>Afterschool extracurricular activities (sports, etc)</p> <p>On reserve school transportation: COVID safety and cameras for other drivers impacting safety</p>	<p>Ministry of Education funding available that Band can apply to for full transportation and for those with specific needs for alternate transportation</p> <ul style="list-style-type: none"> <li>Bussing</li> <li>Mileage claims</li> </ul> <p>On reserve bus (currently no bus driver) Gas cards to those who need the daycare while bussing is out</p>	<p>Briefing note to leadership for approval</p> <p>Research of alternative transportation options for those attending in SD22</p> <p>Sen'klip newsletter</p> <p>School forms for parents</p>	<ul style="list-style-type: none"> <li>Being renewed for upcoming school year</li> <li>CIS continues to have a bus driver</li> <li>Headstart and Language Nest program have a dedicated bus driver 4 hours each day</li> </ul>

Safe Homes	n/a	<ul style="list-style-type: none"> <li>Support the creation of data that identifies issues and gaps</li> </ul>	Interdepartmental collaboration	
Cultural Safety	Strive to work on issues/challenges efficiently and timely, and in a culturally safe way	<ul style="list-style-type: none"> <li>Providing workshop and education offerings on lateral violence and cultural safety for staff</li> <li>Encourage the picking up of a telephone, in addition to emails (record of communication); encourage traditional modes of communication – circle and where not a circle, person-to-person conversations be it via telephone or a meeting</li> </ul>	HR promoted Education financed Interdepartmental	<ul style="list-style-type: none"> <li>Trauma Informed Cultural Sensitivity Training for non OKIB members</li> <li>Violence and Harassment Prevention Training for all OKIB staff</li> </ul>
Staff/Employee supports	Continue to increase awareness of supports for staff/employees in collaboration with HR	<ul style="list-style-type: none"> <li>Lots of supports, not many staff access those supports (e.g.: staff medical plan, mental health counselling, occupational health and safety, etc.)</li> <li>Weekly HR distributes information to departments and staff/employee regarding the variety of supports</li> </ul>	HR internal communications Post HR information of supports	<ul style="list-style-type: none"> <li>Regular brochures sent along from HR for Homewood Health</li> </ul>
Community access to programs, services	Committed to increasing access, by including in planning	<ul style="list-style-type: none"> <li>Committed to go to Lake Country office 1 day/week, additionally other Education staff go to Lake Country office</li> <li>Post-secondary funding is available to all members (on and off reserve)</li> <li>Support elementary and secondary students within all 3 school districts (nominal roll – students who receive federal funding because they live on reserve and attend off reserve schools)</li> <li>Short term – funding provided to provide programs and services to off reserve elementary and secondary students; this supports identifying need and the gaps</li> <li>If a band member (on or off) comes seeking support will work to find a solution, where possible</li> </ul>	Students/parent/family communications Website Senklip Social media Office board at LC site	<ul style="list-style-type: none"> <li>All action items are currently in action</li> </ul>
Playgrounds	Responsible for playgrounds on schools/grounds	<ul style="list-style-type: none"> <li>Playgrounds on school grounds included in new school planning, for utilization by students and community after-hours</li> </ul>	Senklip Website Social media	



		<ul style="list-style-type: none"> <li>Remaining playground at 6-mile will remain for the community after the new school is open and for what the old school is repurposed for moving forward</li> </ul>	Signage on westside announcing new cultural immersion school project	
Social Media Sites	n/a	<ul style="list-style-type: none"> <li>Rely upon communication and work with communications on the Education page on the band's website</li> </ul>	Communications team	
Health resources	Collaborate with H&W to increase access to health resources	<ul style="list-style-type: none"> <li>Dental program at the daycare and a community health nurse in daycare and school, in partnership with H&amp;W</li> <li>Interior Health conducts assessment</li> </ul>	H&W Accreditation (daycare) – IH assessment	<ul style="list-style-type: none"> <li>Dental Assistant hired for 1 day per week</li> </ul>
Access for OKIB membership	Prioritize services to membership	<ul style="list-style-type: none"> <li>The daycare and cultural immersion school programs are prioritized to members and staff</li> </ul>	Program policy Letters to parents Website	
Equitable services	Aim to provide equitable services within funding parameters determined by OKIB policy	<ul style="list-style-type: none"> <li>Education funding process for post-secondary, as per policy: prioritize new graduates, those already in post-secondary and then new applicants</li> <li>Issue of inequity: the nominal roll funding – there is a difference to what students attending schools off reserve receive vs. what students attending schools on reserve receive</li> </ul>	Website Social media Senklip	<ul style="list-style-type: none"> <li>Funding parameters continue to be followed</li> </ul>
Employees, Directors, Managers, Leadership accountability	Members come first	Accountable to membership: provide supports in enrollments, supports in school system, supports for post-secondary	Day-to-day communications Reports Articles in senklip	<ul style="list-style-type: none"> <li>Supports continue to be provided</li> </ul>
First Responders, Dispatch, RCMP	n/a	<ul style="list-style-type: none"> <li>RCMP come to school and do presentations (e.g.: gangs, drugs, relationship building of what an RCMP does, etc.)</li> <li>Fire Dept. – build relationship to do fire drills, muster stations, fire suppression, etc: recommendation that there be an interaction with Fire Dept to check on all OKIB buildings to ensure fire safety checks and</li> </ul>	RCMP School	<ul style="list-style-type: none"> <li>New RCMP liaison officer</li> </ul>

		standards (smoke alarms, fire suppression, drills, etc)		
Community Safety Planning	Each school site and daycare/language nest	<ul style="list-style-type: none"> <li>Safety plans in place, published, updated during pandemic</li> </ul>	Website	
Traditional modeling	Increase land-based learning in the school	<p>Targeted to specific students based on data from SD, who needs school credits to complete a grade and/or for graduation and/or for post-secondary/vocation entry</p> <ul style="list-style-type: none"> <li>Land-based learning: summer program for secondary students to achieve school credits</li> <li>School bus stops – 3 bus shelters (build, paint, place)</li> <li>Budgeting, life skills</li> </ul>	Internal Interdepartmental	<ul style="list-style-type: none"> <li>Land-based learning program completed Summer 2022</li> </ul>

### Health Care, Healthy Living and Mental Health:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION (thread throughout all departments so include in action planning)	PROGRESS UPDATE
Naloxone kits, training, supports etc.	To ensure client safety	<ul style="list-style-type: none"> <li>Education and training coordinator, reception and administrative staff have taken naloxone training</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Available to access at various OKIB buildings</li> <li>Opportunities for training</li> </ul>
Water	To ensure access to safe drinking water to employees and clients	<ul style="list-style-type: none"> <li>Water delivery for employees on sites</li> </ul>	Internal	<ul style="list-style-type: none"> <li>None at Duck Lake office</li> </ul>
Reporting to across the departments	To uphold standards of accountability and transparency to the community	<ul style="list-style-type: none"> <li>Every 2 months reports to council during their committee meetings (review of all education programs)</li> <li>Weekly the departmental directors meet (tasks that effect all directors and interdepartmental work)</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Education Committee formed and 1<sup>st</sup> meeting to take place 4<sup>th</sup> week of June</li> <li>Weekly director meetings are ongoing</li> </ul>

		<ul style="list-style-type: none"> <li>○ Want to note the silo'd work that occurs and the need to continue to strive to de-silo (e.g.: water project at VSS/OKIB, did not include Education department – was an opportunity for collaborative work)</li> <li>• First Nations education steering committee/First Nations school association/ BC childcare <ul style="list-style-type: none"> <li>○ Main purpose of provincial reports – maintain professional educational standards</li> </ul> </li> </ul>		
Interior Health	To stay up to date with health and medical information for OKIB students and families	<ul style="list-style-type: none"> <li>• Healthy schools' program – monthly meetings, provide information/resources/tools for health programming for schools</li> <li>• Registered within IH – they played large role during pandemic: advising student outbreaks, contact tracing, when to shut the doors</li> </ul>	Meetings IH newsletter	<ul style="list-style-type: none"> <li>• At least one Education department staff attends each month</li> </ul>
Indigenous Healing	An integral part of the educational programming and cultural immersion	<ul style="list-style-type: none"> <li>• Included in cultural and language program within the school curriculum <ul style="list-style-type: none"> <li>○ Medicinal plants – field trips and bring in for discussion and learning</li> </ul> </li> </ul>	Internal	
Food Security	To offer food security through the school and daycare kitchens	<ul style="list-style-type: none"> <li>• Receive wild game from TSD which is used in meals at daycare and school</li> <li>• Growing boxes to grow food for schools/daycare kitchens</li> </ul>	Interdepartmental	
Free zones from A/D	To provide educational awareness to students and families	<ul style="list-style-type: none"> <li>• Distance of cannabis shops from schools/daycares</li> <li>• As part of the health education curriculum</li> </ul>	Internal	
Home care supports	Continue to respond to the needs of students and their families	<ul style="list-style-type: none"> <li>• Do support a taxi support for a student as they cannot take the bus</li> <li>• Do work with homecare for families who need additional support due to accessibility/mobility challenges</li> </ul>	Internal Interdepartmental	<ul style="list-style-type: none"> <li>• Student now takes the school bus</li> </ul>



Elder Abuse, safe communities	To increase awareness of safety and potential risks in a student's everyday environment	<ul style="list-style-type: none"> <li>Provide education to the students as to what is a safe community</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Community safety is often a curricular component for PE/Health</li> </ul>
Road safety, street lights, community block-watch	To increase safe access and community safety	<ul style="list-style-type: none"> <li>Public works and housing support education in road maintenance, brush removal</li> <li>Would like to revisit the community block watch within the area to elevate safety in the community (block parent program)</li> </ul>	Internal Interdepartmental	<ul style="list-style-type: none"> <li>RCMP has provided bike safety to students in past years, nothing scheduled in the last year</li> </ul>
Cannabis Dispensaries	to increase awareness of the impacts of addiction	<ul style="list-style-type: none"> <li>Education department to take a more informal role of influencing addictive behaviours in children and youth <ul style="list-style-type: none"> <li>Increase awareness and age-appropriate education about addiction</li> </ul> </li> </ul>	Internal Interdepartmental Partners (SD22, RCMP, etc)	<ul style="list-style-type: none"> <li>Drug and Alcohol safety is often a curricular component for PE/Health</li> </ul>
Clean up playgrounds, parks, schools, beaches	Safety & Maintenance of on reserve schools (K4/K5)/daycare, cultural immersion school, and language nest	<ul style="list-style-type: none"> <li>Developed Groundskeeper Position (1.0FTE)</li> <li>6 months pilot project</li> </ul>	<ul style="list-style-type: none"> <li>Briefing note to leadership for approval</li> <li>Posting of position</li> </ul>	<ul style="list-style-type: none"> <li>This position was made, and kept as a position full time and is currently in review process on job description and work load</li> </ul>
Safe community preparedness	As identified above	<ul style="list-style-type: none"> <li>Staff member on emergency preparedness team</li> <li>Daycare has designated muster points</li> <li>School to increase fire alarms testing, etc on a more regular basis with fire department</li> </ul>	Interdepartmental Fire department	<ul style="list-style-type: none"> <li>Muster point signs are installed</li> </ul>

Key concern: Feel there is an interdepartmental and collaborative responsibility to respond to always seek to better support Okanagan Indian Band youth/students

- The current reality in the school system:
  - Drug use and soliciting of drugs by community youth/students – began with cannabis and now has progressed with harder drugs, correlation with cannabis on reserve
  - H&W and PSD have awareness and are involved in some capacity
  - Council has been informed
  - From an education perspective, the value of having a School Liaison Coordinator is knowing issues as soon as they arise:
  - this is a priority as it is a main issue currently within school district
  - affects upon SD22/Band relations, including student/SD22 relations

#### Ideas for Course of Action

- Clarity of roles in this context: bylaw officer, Constable, Public Safety Department, Health & Wellness, Education
- Acknowledge that while cannabis on reserve is an economic development opportunity, there is still an opioid crisis that impacts children/youth, so there needs to be a proactive approach to drug and alcohol use, such as: safety, education, harm reduction, addiction, trauma, and a coming together for children/youth
- Need interdepartmental collaboration in situations and as a part of a continuum
  - Ensure there is a point of contact in interdepartmental collaboration to SD22, in order to prevent miscommunications, multiple communications and to be proactive in streamlining communications
- Need a stronger relationship between Education and IPS, Const. Camalush
- Challenges: it is not easy to bring departments together to collaborate, in general and in times of crisis

# OKIB Group of Companies

## Traditional healing of each individual, which in turn is healing the collective:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Territorial Stewardship	Ensure safety of employees, partner companies, community and Nation members	<ul style="list-style-type: none"> <li>Access to ancestral grazing with local band ranchers; seeking signatures to formalize the granting access</li> <li>H&amp;S By-laws: Safety plan or policy that governs companies conduct upon the land are safe for communities as part of any agreements moving forward (e.g.: UXO); cultural awareness/cultural safety training for partners and companies</li> </ul>	Amendment to H&S manual; redistribute to staff and current/new partners	<ul style="list-style-type: none"> <li>Have worked with the local band ranchers to allow access as needed.</li> <li>By-laws have been updated, and will be redistributed to staff and partners.</li> </ul>
Environment	Ensure gravel pit operates in an environmentally responsible manner; Ensure restoration for future housing; elevate traditional usage	<ul style="list-style-type: none"> <li>Environmental plan around gravel pit project</li> <li>Restoration plan around gravel pit project</li> <li>Forestry division – in response to wildfires creation of burn guards have been established; reviewing with TSD and licensees ensuring any forest, plans, tenures adhere to traditional uses - quarterly reviews specific to license held by OKIB</li> </ul>	Meeting with forestry, TSD, Tolko quarterly for future development work within traditional area	<ul style="list-style-type: none"> <li>Restoration plan implemented to have gravel pit land restored to housing for members once all of the sand and gravel has been depleted.</li> <li>Regular meetings with OKIB Forestry LP Manager and TSD.</li> </ul>
Conservation	Recognize and preserve traditional plants and medicines isolated in small ecosystems	<ul style="list-style-type: none"> <li>Quarterly reviews specific to license held by OKIB</li> <li>Development and implementation of reserve zones surrounding streams to protect water</li> <li>Pursuing federal funding to re-establish native plants and communities (eg: deciduous cotton wood, natural occurring plants) to accelerate healing of land from the burn</li> </ul>	Meeting with forestry, TSD, Tolko quarterly for future development work within traditional area	<ul style="list-style-type: none"> <li>Working with TSD to ensure traditional plants and medicines are always protected.</li> </ul>
Heads of Family	Increase cultural awareness and cultural safety	<ul style="list-style-type: none"> <li>Understanding heads of families/spokesperson</li> </ul>	Communication strategy	<ul style="list-style-type: none"> <li>Working with Your syilx sisters to complete the communication strategy by Summer 2023.</li> </ul>

Ceremony Training	Increase cultural awareness and cultural safety	<ul style="list-style-type: none"> <li>• Aware of protocols and processes to create safe spaces</li> <li>• Bereavement policy and understanding Sxilxw concept of family</li> <li>• Providing space for ceremony during restorations for healing; repatriation in collaboration with TSD</li> </ul>	HR policy; new and current employees, new and current partners/companies	<ul style="list-style-type: none"> <li>• All staff have taken Cultural training either with Your syilx Sisters or Eric Mitchell and Chris Marchand.</li> <li>• Our partnership matrix implemented in June 2023 requires all partners to take Cultural Awareness and Cultural Safety Training in a program</li> </ul>
Inclusivity of all cultures	To be intentional about developing equity, diversity and inclusive practices that elevate cultural awareness and safety for GoC, and Okanagan community and its members	<ul style="list-style-type: none"> <li>• Intentional in creating a mechanism and space for inclusivity</li> <li>• Be proactive on a regular basis</li> <li>• Indigenous art initiatives in work environment</li> <li>• Local artisans for gifting</li> <li>• Seek to develop team building amongst GoC staff</li> <li>• Donated to community for annual community clean up</li> <li>• Donating to OKIB education department for students/school supplies</li> <li>• Pay for advertisements to promote graduates of OKIB</li> <li>• Donate/contribute to OKIB for those families impacted by the fires</li> <li>• Cultural awareness training</li> <li>• Measure results – quality improvement as accountability for GoC</li> </ul>	<ul style="list-style-type: none"> <li>• Network with local artisans</li> <li>• Establish communications strategy/action plan component for internal, partners, governance bodies and community on these points</li> </ul>	<ul style="list-style-type: none"> <li>• Most of these actions are completed (donating wise), but we're always open to community requests to help out when we can.</li> <li>• We reach out to band member artists for office art and presents.</li> <li>• Have started team building and hope to keep this up monthly or at least quarterly.</li> </ul>
Cultural practices				
Sense of pride				
Power in Unity				
Indigenous & Western	To support dates of significance	<ul style="list-style-type: none"> <li>• Reflect within policy, employee manual regarding implementation of solstice and significant dates of recognition</li> <li>• Reconciliation awareness</li> </ul>	Internal	<ul style="list-style-type: none"> <li>• OKIBGC Personnel Policy is in draft form, and in its final reading. Many dates significant to Indigenous</li> </ul>



				approved by OKIBGC. <ul style="list-style-type: none"> <li>• Ensure that bereavement leave portrays our values of family including leave for extended family.</li> </ul>
Elders, Knowledge Keepers	Increase cultural awareness and cultural safety	<ul style="list-style-type: none"> <li>• Honoraria amount based upon Culture &amp; Language Department</li> </ul>	Collaborate with C&L Team, standardize honoraria; policy	<ul style="list-style-type: none"> <li>• Have worked with Culture and Language team, and always pay Elders/Knowledge keepers honoraria based on the market rate/OKIB rate.</li> </ul>
Community Supports	To increase access to programs and services (medical, employment, etc.)	<ul style="list-style-type: none"> <li>• Revisit collaboration with H&amp;W department to apply for funding for a bus system for OKIB</li> </ul>	Meeting with H&W to re-ignite conversations	<ul style="list-style-type: none"> <li>• Will bring forward to the OKIB Economic Development Committee to move this forward.</li> </ul>

### Sense of Belonging:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
				people have been included. <ul style="list-style-type: none"> <li>• Have started to build respectful relationships with other band departments and will be implementing community engagements starting in the Summer of 2023 before proceeding with further economic development projects.</li> </ul>

## Social Supports:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Transportation	n/a	<ul style="list-style-type: none"> <li>Supporting the building of a bus barn – OKIB GoC was to provide financial support <ul style="list-style-type: none"> <li>Health and wellness</li> </ul> </li> </ul>	Interdepartmental	<ul style="list-style-type: none"> <li>This goes along with the above bus action, will ensure this is brought to Economic Development Committee.</li> </ul>
Cultural Safety	Team building and coming together as a team	<ul style="list-style-type: none"> <li>Participate in employee/staff/Band offerings of cultural safety and lateral violence training</li> <li>Be aware of co-workers and where everyone is at</li> </ul>	Internal/interdepartmental	<ul style="list-style-type: none"> <li>Implemented for all staff, will be on-going.</li> </ul>
Staff/Employee supports	To support staff/employees to maintain and elevate their professional development	<ul style="list-style-type: none"> <li>Training/competency matrixes is within the infancy stage</li> <li>Safety manual still in progress</li> <li>First aide training being taken by staff now</li> <li>CAFM (Certified Aboriginal Finance Manager) training</li> </ul>	Matrix Safety manual	<ul style="list-style-type: none"> <li>Safety manual complete</li> <li>All training has been completed</li> <li>Continue to support staff to elevate their</li> </ul>
				<p>people have been included.</p> <ul style="list-style-type: none"> <li>Have started to build respectful relationships with other band departments and will be implementing community engagements starting in the Summer of 2023 before proceeding with further economic development projects.</li> </ul>
OKIB/Syilx identifiable markings	To elevate that this is a syilx entity	<ul style="list-style-type: none"> <li>Do use the OKIB logo on letterhead</li> <li>Do include 'lim limpt' at the end of emails</li> <li>Need to include territory acknowledge within emails and letterhead (footer); future external website</li> <li>In reception area, creation of new signages (potential to have Syilx markings)</li> </ul>	Internal	<ul style="list-style-type: none"> <li>New branding is being implemented in July 2023 with our new logo based on the 4 Food Chiefs and Senklip.</li> <li>We use as much nsyilxcn as possible in our emails (wa'y, limlæmt,</li> </ul>

		<ul style="list-style-type: none"> <li>• HR training</li> <li>• Sylx Language training</li> <li>• Recruitment for hiring prioritized from Band membership, where possible</li> </ul>		professional development.
Social Media Sites	To increase GoC social media presence	<ul style="list-style-type: none"> <li>• GoC Facebook, LinkedIn</li> </ul>	Social media Senklip website	<ul style="list-style-type: none"> <li>• Part of communications strategy to increase social media presence.</li> </ul>
Health resources	Ensuring employees have access to good health benefits and extended health	<ul style="list-style-type: none"> <li>• Health benefits</li> <li>• Extended health</li> </ul>	Internal	<ul style="list-style-type: none"> <li>• All staff currently receive both.</li> </ul>
Access for OKIB membership	Ensure hiring practices are inclusive of membership	<ul style="list-style-type: none"> <li>• Recruitment for hiring – priority is membership</li> </ul>	Internal	<ul style="list-style-type: none"> <li>• OKIB Membership always get priority.</li> <li>• Monthly meetings with Employment and Training, and the Education Department ensures that we know what types of degrees members will be completing soon, and to let the Training and Employment department know of any jobs with our partners.</li> </ul>
Equitable services	Increase access to all memberships through projects and formation of companies	Utility company formed to support IR1, 4, 7	Partners Internal interdepartmental	<ul style="list-style-type: none"> <li>• Going to next Economic Development</li> </ul>



				Committee meeting for next steps.
Employees, Directors, Managers, Leadership accountability	Working on relationship between OKIB GoC and the Band Administration to improve communications for the benefit of community	<ul style="list-style-type: none"> <li>Economic forum - May 19 – economic development committee, at the moment the GoC is holding it until the band hires an EcDev officer <ul style="list-style-type: none"> <li>Committee meets monthly, includes Band Directors and Managers</li> <li>Each department to attend the forum</li> <li>Working on relationship with all entities in regards to communications between OKIB GoC and each department within the band, to bring in a communications specialist</li> </ul> </li> </ul>	Internal interdepartmental	<ul style="list-style-type: none"> <li>First meeting since new Board and Council is being held at the end of June 2023.</li> <li>OKIBGC started have department 101 meetings with OKIB Admin departments to build a relationship, find out what they do, and how we can support each department.</li> </ul>
First Responders, Dispatch, RCMP	Ensure safety protocols	<ul style="list-style-type: none"> <li>First aide training</li> <li>Safety manual – for operations division, and now updating it to be high level for all that are within GoC</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Completed</li> </ul>

### Health Care, Healthy Living and Mental Health:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Water	To ensure access to clean drinking water for staff/employees and membership	<ul style="list-style-type: none"> <li>Utility company</li> <li>Bottled water available to staff on site</li> <li>Gravel pit – trucks washing water/bottled and potable water in for employees/staff</li> </ul>	Internal Partners Projects	<ul style="list-style-type: none"> <li>Utility Company working towards implementation</li> <li>Clean water provided for all employees</li> </ul>
Reporting to across the departments	To ensure transparency of the work of the GoC	<ul style="list-style-type: none"> <li>Report regularly at C&amp;C meetings (in-camera and/or regular session)</li> <li>Economic development committee – provide reporting and updates</li> </ul>	Reports Briefings Social media Senklip	<ul style="list-style-type: none"> <li>Quarterly Reports sent out to Council regularly.</li> </ul>

		<ul style="list-style-type: none"> <li>Operating board – provide reporting and updates</li> </ul>	Website	
On-call emergency supports	n/a	<ul style="list-style-type: none"> <li>GoC supported during emergency situations               <ul style="list-style-type: none"> <li>Gravel pit became landing pad for helicopters</li> <li>Support with intake forms for membership that needed assistance during emergency (fires, etc)</li> <li>Provided back packs for students in cultural immersion school</li> </ul> </li> </ul>	EOC Internal Interdepartmental Website Social media Senklip	<ul style="list-style-type: none"> <li>Completed</li> </ul>

### Safe Community:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
RCMP and IPS – drug dealers, gangs,	Establish a relationship between IPS and GoC	<ul style="list-style-type: none"> <li>Initiate an introduction between Const. Calamush and GoC</li> </ul>	Internal interdepartmental	<ul style="list-style-type: none"> <li>Will request a meeting with new RCMP liaison, or will be part of our department 101 session</li> </ul>
Education, awareness of First Responders	n/a	<ul style="list-style-type: none"> <li>Open to participating in band safety training and education, when arises</li> </ul>	Internal Interdepartmental	<ul style="list-style-type: none"> <li>All staff are available for any training that comes up.</li> </ul>
OKIB Security, safety plans, lock-down etc.	To ensure safety of employees	<ul style="list-style-type: none"> <li>Office security system</li> <li>Safety manual – working alone protocols, muster points</li> <li>Gravel pit – security – protocol to check in</li> <li>UXO – potential to look into safety protocols and check ins/aligning protocols</li> </ul>	Internal Partners	<ul style="list-style-type: none"> <li>Completed</li> </ul>

		<ul style="list-style-type: none"> <li>• Forestry – seek to understand safety protocols and how to align</li> </ul>		
Bylaws, patrols, enforcement etc.	To ensure the safety protocols are identified and implemented for employee, site safety	<ul style="list-style-type: none"> <li>• Bylaw at gravel pits re: livestock; fencing to ensure safety of cattle and gravel pit</li> <li>• Safety patrol – security cameras and/or hire a security company</li> <li>• Gravel pit – security cameras: designate a staff/employee to review footage should an issue arise</li> <li>• Establish section in safety manual of roles and responsibility</li> </ul>	Internal Interdepartmental Safety manual	<ul style="list-style-type: none"> <li>• Completed</li> </ul>
Road safety, street lights, community block-watch	To advocate for safety on sites and for employee safety	<ul style="list-style-type: none"> <li>• Advocate for road maintenance, signage, as need arises</li> <li>• Advocate for safe work sites</li> </ul>	Municipality Internal/interdepartmental Partners	<ul style="list-style-type: none"> <li>• Will address as arises</li> </ul>
Safe community preparedness	To ensure preparedness is included within the safety manual	<ul style="list-style-type: none"> <li>• Safety manual update and maintained</li> </ul>	Safety manual	<ul style="list-style-type: none"> <li>• Completed</li> </ul>



# Health and Social Development

## Traditional healing of each individual, which in turn is healing the collective:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Territorial Stewardship	<p>Opportunities to participate in local cultural camps</p> <p>Cultural community cookbook</p>	<ul style="list-style-type: none"> <li>Elders to be supported to participate in the local cultural camps (i.e.: Elders)</li> <li>Youth to be supported to participate in the local cultural camps (i.e.: Youth/students)</li> <li>Seek transportation opportunities</li> <li>Collaborate with other departments (C&amp;L, TSD, etc)</li> <li>Learnings from the community garden for cookbook</li> <li>Cross departmental collaboration, include language and territorial stewardship; cultural camps, word of mouth; community kitchen; sell cook books for a cause – for example, use funds to go back into programs and resources</li> </ul>	<p>Flyers/brochures at schools, home care visits, in school communications with Aboriginal Support Workers and Aboriginal Principal</p> <p>Word of mouth Social media – instagram, snapchat, TikTok challenges, etc Flyers in key locations Maintain contacts/lists</p> <p>Provide food and cultural</p>	<p>Elder workers took Elders to the hunting camp last year</p> <p>Last year youth workers tried to take youth out however no youth signed up and TSD's main vision was family orientated</p> <p>Fulsome transportation team (2.5 FTE) and 3 fleet vehicles to support transportation needs</p> <p>Cultural community cookbook postponed to this year. Goal to seek input from a nutritionist for this project as well.</p>

Community Supports	(Nicki – food security lead) Mental Wellness) - Direct service level – wellness check (Faith and Shannon) – wellness checks	<ol style="list-style-type: none"> <li>1. Food distribution – COVID, evacuation</li> <li>2. Looking at food security and traditional gardens via business plan for sustainability – including plan for Komasket</li> <li>3. Engagement plan is underway for food security</li> </ol>		<p>Food distribution continues through Good Food Box and salmon distribution via ONA. Visions for innovative food distribution coming.</p> <p>Plans for Komasket has changed, looking at relocation of the whole garden – traditional and vegetable - to Sun Valley Ranch, pending access</p>
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### Social Supports:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Transportation	Recruited and hired two people to work in transportation – lead and driver Purchase of a vehicle	Community engagement in progress Lead and driver to develop plan for purchase and needs assessment Develop scheduling and needs	Brochures Engagement Newsletter/online	Fulsome transportation team with 2.5FTEs: Transportation Coordinator, Transportation Driver  Purchase of 3 fleet vehicles
Safe Homes	Seek out and advocate for safety	Mental wellness/child and family	Internal Interdepartmental External partners	Shift to long term planning and is an interdepartmental project for safe house (supportive housing visions in discussion phase: Auntie house, transition house, second stage house)
Cultural Safety	Cultural and language program  San'yas course – provincial online facilitated training	<ul style="list-style-type: none"> <li>• Providing staff once or twice a month to do chaptikwl hosted through culture and language department and not HSD</li> </ul>	Online course External partners Interdepartmental	<p>Hosting cultural safety through Public Safety</p> <p>Introductory language sessions were available to all OKIB staff.</p>

	Cultural Safety & Humility training to be mandatory	<ul style="list-style-type: none"> <li>• Psych redevelopment process – work with redesign team of VJH</li> <li>• Joint initiatives</li> <li>• <del>TRC event organized in Vernon (in person and livestream)</del> status unknown</li> </ul> <p>Identified Gap: need Cultural Safety &amp; Humility from a Sqilxw lens</p>		<p>Aim to expand HSDs work in the area of cultural safety.</p> <p>Funding applied and confirmed through Primary Care Network (IH) for 4FTE in the realm of cultural safety, job description/title yet to be defined: 2 positions this year and 2 positions next year</p> <p>Psych redevelopment process has been completed with VJH (IH) to inform the expansion of the psychiatric floor at VJH.</p> <p>Assessed San'yas course and opted to not participate as it's not Sqilxw-centred.</p>
Community access to programs, services	To create a sustainable transportation program and de-siloing to enhance efficiencies	<ul style="list-style-type: none"> <li>• Do have a transportation program now, two community members being trained in advanced licensing, first aide, and safety</li> <li>• Expansion to be based on business planning</li> <li>• Amalgamation of education, daycare, health and wellness, and transportation to be under one umbrella</li> </ul>	Interdepartmental	<p>Completed transportation program and positions – shared position to increase economy of scale, retention and recruitment. Car-seat trainings to be held twice a year at minimum to ensure employee can maintain their certification.</p> <p>Amalgamation shifting to long term: Gated site for fleet vehicles at Public Works department (security, wash bay)</p>

## Safe Community:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Education, awareness of First Responders	Seek to have a clarity around processes of emergency services	<p>Identified need:</p> <ul style="list-style-type: none"> <li>Aim to collaborate with IPS to host a discussion with H&amp;W staff about process for providing educating community on when to call and who to call</li> <li>Collaboration to outline a Wellness check – who does this, what is process, what are safety requirements</li> </ul>	Internal Interdepartmental	<p>HSD is a part of the EOC and ESS – transportation and nursing program and social development team. Recently, nursing program updated evacuation list for existing clients who need support with mobility and transportation.</p> <p>Wellness Checks – an ongoing issue as mental wellness positions are not on-call 24/7 and are not trained in crisis response</p>
OKIB Security, safety plans, lock-down etc.	To increase staff, community, and visitors' safety when accessing programs and services	<ul style="list-style-type: none"> <li>Need a smoke alarm within all band buildings</li> <li>Ensure muster point signage as it is a legal requirement</li> <li>JOHSC monitor and inspect, review of incident reports</li> <li>Review of cameras and security systems for all H&amp;W buildings (and all band buildings) for accreditation process</li> <li>Work Alone Policy – to be amended to address current needs and new program needs</li> <li>Training on the Lone Worker, Heat, Bear</li> </ul>	Internal Interdepartmental	<p>HSD has a designated person on JOHSC.</p> <p>HSD pays for 0.5FTE in HR focused on staff and client safety.</p> <p>Muster point signage are up at all departments as per JOHSC committee.</p> <p>Accreditation Coordinator that oversees safety, quality, risk management, and ethics.</p> <p>Safety at the Ranch ongoing: PAL training, job descriptions, risk and threat assessments, safety plans (fuel spills, evacuations), staging area if unable to be evacuated.</p> <p>Recognition that safety protocols need to be improved upon. HSD is actively looking at safety becoming a more focused agenda item</p>



Access for OKIB membership	Identify need for ongoing collaboration with governance and departments to address	<p>Open to all members, work to fit need, where possible</p> <ul style="list-style-type: none"> <li>• Transportation</li> <li>• New health and administration building</li> <li>• Covid resources – checks issued to all members</li> <li>• Currently - Request from off-reserve to support recreational expenses for children/youth: working to seek solutions</li> <li>• Seek equitable model for support for members and in core program areas</li> </ul>	Interdepartmental C&C	<p>New health and administration is on pause due to competing priorities, the Band School and the Family Place.</p> <p>Have not received a lot of request from off-reserve members. Swimming lessons and Silver Star passes are provided to all members – on and off.</p>
Equitable services				
Employees, Directors, Managers, Leadership accountability	Provide quarterly reports that are meaningful to community	<ul style="list-style-type: none"> <li>• Idea - Bring in a different department regularly to increase awareness and understanding of the roles and how to access programs and services</li> <li>• Quarterly report and dashboard on health and wellness to highlight outcomes and resources, gaps and milestones</li> <li>• Introduction to Elders</li> </ul>	<p>Reports</p> <p>Briefing notes</p> <p>Minutes</p> <p>Annual reports</p> <p>Website</p>	New council has initiated department committees. Reporting and accountability pathways will be determined under this new model.

		Awareness, Hazard Assessment Course, WHIMiS		<p>of review at the regularly scheduled leadership team meetings. The HSD team aims to support the OHS HSD representative more fulsomely. This way safety becomes an integral part of the work culture.</p> <p>Regular safety audits are conducted by OHS committee.</p>
Elder Abuse, safe communities	Increase awareness and understanding for staff and community to address Elder abuse and 'duty to report'	<ul style="list-style-type: none"> <li>Elder Abuse trainings will be brought in for staff and for community <ul style="list-style-type: none"> <li>Need to establish processes of who is responsible and when, including C&amp;C as there is a by-law for "Dangerous Persons"</li> <li>Suggest a review of "Dangerous Persons"</li> <li>Collaborate with PSD, PSI and C&amp;C</li> </ul> </li> <li>If mental wellness workers are informed during a session with client it is reportable – Elder abuse, sexual abuse/offenses, self-harm</li> <li>Mandated reporter – every person is a mandated reporter by law "duty to report" – host trainings/refreshers for community and staff</li> </ul> <p>Identified need:</p> <ul style="list-style-type: none"> <li>More discussion amongst staff around appropriate protocol for those situations that land outside of the limits of confidentiality</li> </ul>	Internal Interdepartmental	<p>Family Violence funding is earmarked for the Elders program. Discussion to bring in education.</p> <p>IPS has presented at Elders luncheon about safety.</p> <p>To look at ways to increase awareness and understanding for all staff and community to have knowledge in the process of 'duty to report' in regards to Elder Abuse</p> <p>To recommend to ONA that Elder Abuse and 'duty to report' training should come from them as a third party.</p>

# Human Resources

**Traditional healing of each individual, which in turn is healing the collective:**

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
School District 22	N/A	HR Pre – Employment Supports and Income Assistance (PESP/IA) age demographic 18 - 64	Interdepartmental	This is not in HR portfolio anymore, rather lies with Peter, as Social Development Director
Territorial Stewardship	HR Recruitment aim to hire local band members with knowledge, skills to meet specific positions within OKIB	<ul style="list-style-type: none"> <li>Section 41 – Preference may be given to those having knowledge of the Okanagan culture and traditions</li> <li>Collaborative with Directors to ensure that the knowledge and skills are captured in the posting so that the specific needs are met</li> <li>Look at having elders or community members participate in interview panels in future.</li> </ul>	Communicate with Directors and Executive Director	Out of 28 staff in TSD, 23 are OKIB members and 3 are family of OKIB members
Environment	N/A	Support OKIB employees and where applicable support job postings and trainings, where applicable	Interdepartmental	Ongoing, all the job postings of OKIB are posted on platforms to have the maximum penetration through the community and relevant pool of candidates
Ceremony Training	Pre-employment Supports Program (PESP)	<ul style="list-style-type: none"> <li>Training opportunities explored and provided via PESP and OTDC</li> <li>Supporting and collaborate with appropriate departments in bringing this to fruition, as led by community and/or key departments</li> <li>Provide short term work placements to increase work placement opportunities <ul style="list-style-type: none"> <li>Men's breakfast (traditional foods) – information (education and employment) and coming together</li> <li>Community Garden</li> </ul> </li> </ul>	<p>Internal and with partners Interdepartmental</p> <p>Interdepartmental With partners</p>	<p>This is not in HR portfolio anymore, rather lies with Peter, as Social Development Director</p> <p>HR has been connecting the PESP team with HR of partner companies, like Tolko, hippohub etc. for short-term/ long term/summer jobs available in their organization for OKIB Community</p>

Cultural practices	Acknowledgement of the importance of cultural practices in the work place	<ul style="list-style-type: none"> <li>• Employees feel safe to share their cultural practices and/or their need to include cultural practices in their work</li> <li>• Cultural days provided</li> <li>• Building Healthy Indigenous Work Environments (2hr virtual training)</li> </ul>		In progress. As such Public Safety runs community program on Cultural Safety, which we are planning to make mandatory for all non- band members and new staff as well. The objective is to well be immersed in cultural and heritage of OKIB. The discussions are on t=with the trainers to provide a digital version.
Sense of pride	To nurture a positive work place environment	<ul style="list-style-type: none"> <li>• Human resources support departments, where applicable</li> <li>• 'Take a book, leave a book' program</li> <li>• Welcoming point of entry for community members coming to access programs and services</li> </ul>		Social development department is engaged in such initiatives, which encourages open door and walk-ins for community members to access various programs.
Power in Unity	Positive work place environment	<ul style="list-style-type: none"> <li>• Christmas party</li> <li>• Quarterly in person meetings</li> <li>• Teams Social Gathering</li> </ul>		Planning to encourage team get together/ luncheons / Department achievements/ team successes and post pictures for regular monthly magazine Senk'lip
Indigenous & Western	Acknowledgement of significant days of recognition throughout the year	<ul style="list-style-type: none"> <li>• Reflected within employee handbook and new employee orientation</li> <li>• Understanding and communicating the significance of these band recognized holidays</li> <li>• Band recognized holidays – June 21<sup>st</sup> September 30<sup>th</sup></li> </ul>		In progress, in collaboration with the Social development team and Public Safety – the objective is to have awareness program and go out in the community , interact and provide recognition for their resilience
OKIB/Syilx identifiable markings	Instill Syilx identity in work spaces	<ul style="list-style-type: none"> <li>• Establish a culturally welcoming work space environment in new HR site</li> </ul>	Interdepartmental Senk'lip Website Social media	In progress to enhance the publication, with articles, activities and pictures that promote Sylix Culture, also via social media



### Sense of Belonging:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Inclusivity of all cultures	To promote employee and community safety	<ul style="list-style-type: none"> <li>Upcoming lateral kindness training for directors, leadership, current employees and new employees – mandatory training to be provided on a regular basis and part of orientation</li> <li>Training provided about harassment and violence prevention policy to new and current employees on a regular basis (i.e.: annual)</li> </ul>	Interdepartmental Employee handbook	<p>The employee handbook has been developed and a binder is shared with the new staff during onboarding and orientation. They are walked through the employee handbook in detail, followed by an acknowledgment that they sign to be filled in their personnel records. Harassment &amp; Violence training has been rolled out.</p> <p>An interactive training was delivered for OKIB leadership and staff in Sep 2022</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Chief &amp; Council, Directors, HR &amp; Safety Personnel - Half-day session delivered in-person.</li> <li><input type="checkbox"/> Supervisors &amp; Staff - 10 sessions of 2.5-hours each were delivered via video conference.</li> </ul> <p>Exploring option to have a digital version of training to be rolled out for new staff and existing staff on regular basis , combined with a quiz for reinforcement. The objective is to link it to employee's individual KPI</p>

		<ul style="list-style-type: none"> <li>Human Resources staff increase visibility in community and in departments</li> <li>Distribution of Employee Handbook to employees to current and new employees</li> <li>Provide information about the EFAP Program</li> <li>Information for Leadership Re: Safety &amp; Supports for Employee from an HR Perspective</li> </ul>		All the employee relations. Compliance, disciplinary meetings are held along with HR. The objective is to be the torch bearer/ coach of the policies and fair work practices to promote trust and open communication channels for staff and management
Social Media Sites	Social Media Policy	to promote responsible behaviour in connection with use of OKIB computer resources, social media and internet communications	Policy & Strategic Initiatives Communications interdepartmental	Ongoing, provided as part of new Employee Handbook
Access for OKIB membership	All members can apply for positions	<ul style="list-style-type: none"> <li>Section 41</li> <li>Promote to membership</li> <li>Encourage potential applicants</li> <li>Share postings with PESP participants and YES program participants</li> </ul>	Post on social media and job markets as appropriate	Ongoing, share postings interdepartmentally (PESP/YES are housed in Social Development so SD would share/distribute to those participants.
Equitable services				
Employees, Directors, Managers, Leadership accountability	To be available for employees at all levels of the organization to provide information, support, and upholding accountability cross-organizationally	<ul style="list-style-type: none"> <li>Lateral kindness training offered to leadership and staff</li> <li>Interview process – communicate decision whether successful or unsuccessful in a timely manner</li> <li>Communicate and encourage HR processes for conflict resolution, and provide information where appropriate and support as suitable to situations</li> <li>Work to uphold accountability as Directors within the organization (eg: conflict resolution, respect for due processes)</li> </ul>	Interpersonal communications Updating and refreshing of policies and processes, Employee handbook 1-1's	Ongoing, HR is engaged in all the performance/ noncompliance/disciplinary meetings with the employee and relevant Directors/Manager. The interview process is strictly adhered to, by the HR policy, while the hiring decision and rejections are notified in timely manner. Employee handbook of policies are regularly updated and communicated to the staff.

Valuing and acceptance of individuals, gifts & skills	To embed into workplace Orientation and to include ongoing refreshers	<ul style="list-style-type: none"> <li>Inclusivity Training <ul style="list-style-type: none"> <li>Diversity</li> <li>LGBTQ2S+ workplace inclusion training</li> </ul> </li> <li>Lateral kindness training <ul style="list-style-type: none"> <li>Leadership</li> </ul> </li> <li>Cultural safety and humility training</li> <li>Harm reduction training</li> <li>And turning trainings into policies of the work place to showcase what Okanagan Indian Band as an organization and community stands up to and stands up for</li> <li>Collaborate with Policy &amp; Strategic Initiatives to put policy into place</li> <li>Visibility of acceptance and safety (i.e.: band/Nation flags, posters, campaign – recent Movember, etc)</li> </ul>	Interdepartmental Onboarding resources Policy development	<p>In progress ;</p> <ul style="list-style-type: none"> <li>Trainings/ workshops around harm reduction, cultural safety for staff and community</li> <li>In collaboration with PESP team - nab the cultural traditions – craft works of Sylix community – organize exhibitions and promote entrepreneurial skills within community for self dependency</li> <li>in collaboration with Communications team - release videos of community work on Social media, for greater visibility</li> </ul>
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### Social Supports:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Transportation	Transportation Workers	<ul style="list-style-type: none"> <li>Review and update job description</li> <li>Support H&amp;W in recruitment, hiring and onboarding</li> <li>2 band members hired to fill these positions</li> </ul>	Interdepartmental	Completed, led by Health & Wellness and supported by HR
Staff/Employee supports	Increase awareness and understanding of Human Resources role and the supports available	<ul style="list-style-type: none"> <li>Information available at all Band offices (PWH, HW, etc)</li> <li>HR Director attends and provides information about employee supports at departmental and staff meetings</li> </ul>	staff meetings Pamphlets booklets	The employee handbook is being updated with amended regulations/ polices and addendums. Regular updates on EFAP is being promoted within the staff.

First Responders, Dispatch, RCMP	Indirect support of emergency situations within facilities	<ul style="list-style-type: none"> <li>Visitors/client policy: socialize and develop for organization and the buildings of programs and services for overall safety/muster points, etc.</li> <li>Collaborate interdepartmentally to develop such a policy and procedures</li> <li>Conversation at Director's table to socialize concept; engage with leadership and PSI; then ongoing communications with employees and communities</li> </ul>	Directors table Leadership PSI	In process
Community Safety Planning	To ensure safety of employees and community accessing band-owned operational buildings; uphold community safety standards	<ul style="list-style-type: none"> <li>Critical incident reports: investigation incident to assess with appropriate staff along with HR, seek to resolve</li> <li>Monthly Joint Occupational Health &amp; Safety Committee meetings – review of critical incident reports, members from every department</li> <li>Look at data to seek trends and provide recommendations for organization (e.g.: incident investigation trainings, etc.)</li> <li>JOHSC members do regular inspections of buildings within the organizations and provide recommendations</li> </ul>	Monthly meetings, minutes Each building has OHS bulletin board for up-to-date minutes TOR Relevant safety information	Ongoing, Incident reports are documented and maintained, and HR is involved in conflict resolution. Minutes of monthly JOHSC meeting are documented and addressed with actions taken/planned in timely manner. Regular inspections of OKIB buildings are conducted and reports are discussed in the JOHSC meetings

### Health Care, Healthy Living and Mental Health:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Naloxone kits, training, supports etc.	Naloxone Training & Kits	<ul style="list-style-type: none"> <li>HR staff to participate in training and receive kits for their offices</li> <li>Incorporate training into the PESP program</li> </ul>	Internal Interdepartmental	This is being administered by PESP team, that reports to Health Director
Food Security	Collaborate with H&W department	<ul style="list-style-type: none"> <li>Incorporate into PESP program</li> </ul>	Internal Interdepartmental	PESP team is responsible for this one.



		<ul style="list-style-type: none"> <li>• Support PESP clients to fill temporary seasonal positions</li> </ul>		
Free zones from A/D	Legislative duty and to provide training to employees	<ul style="list-style-type: none"> <li>• Transparency of process to address situations as they arise to ensure safety and care for all employees including the person who may be under the influence and/or engaging in substance use</li> <li>• Identifiers or patterns - when it is apparent or patterns of excessive absenteeism on certain days,</li> <li>• Duty to ask key questions around substance use to employee directly and in a safe, caring and transparent way</li> <li>• Upon response, ensure safe transportation home</li> <li>• Responsibility for work place safety and conduct</li> <li>• Training and support managers/directors in legislative duty and how to address situations directly and in a good way as they arise</li> <li>• Training to employees on their roles and responsibility in creating a safe work environment</li> </ul>	Organization-wide	Ensuring the HR policy; 6.11 Drug and Alcohol Testing, Page 197 is being adhered to by the employees. Any non-compliance noticed is dealt with warning and rehabilitation support plan
Mental Health Workers	Support Mental Health Directors	<ul style="list-style-type: none"> <li>• Job descriptions and job postings: work with Health &amp; Wellness Director and designated Mental Health employee</li> <li>• Contracts: <ul style="list-style-type: none"> <li>○ held by finance department,</li> <li>○ seek to develop stronger processes with contracted services (contractors, departments)</li> </ul> </li> </ul>	Post on social media and job markets as appropriate	Ongoing, job descriptions are reviewed upon every performance review, to ensure all the changes, if any are incorporated.

		<ul style="list-style-type: none"> <li>○ supporting health and wellness safety protocols, sustainability of programs and services for community</li> <li>○ Investigate the 'why' to understand need (contractor vs employee, job security perceived risk)</li> </ul>		
On-call emergency supports	Ensure all job descriptions contain correct phrasing to support emergency on call situations as they arise	<ul style="list-style-type: none"> <li>• Each job descriptions states 'in case of emergency' duties may change and may be required to assist in providing emergency services, duties may differ from regular duties</li> <li>• ESS – current employees who have had training in ESS and who know their roles,</li> <li>• Open to all staff (first part): Emergency Operations Centre training (EOC)</li> <li>• The second part of training was to specific employees leading specific roles within the EOC training</li> <li>• Recovery team – contracted through finance, however HR supports manager to have contracts in place for support staff, developing contractor code of conduct and oath of confidentiality specific to the recovery team</li> </ul>	Internal communication Interdepartmental	Completed
Implement our culture, language, healers etc.	n/a	<ul style="list-style-type: none"> <li>• Support employees to participate in workshops that support families</li> <li>• Engage with workshop offerings to see if they would be beneficial to bring into community</li> </ul>	Internal Potential partners	Encouraging staff to avail the Employee Family Assistance Benefit (EFAP) for better physical and mental living
Partnerships	n/a	<ul style="list-style-type: none"> <li>• Support employees that are community members to participate in any teachings, supports RLTC may offer</li> </ul>	Interdepartmental	Not relevant to HR directly
ONART	n/a	<ul style="list-style-type: none"> <li>• Sharing communications out to all employees, who can then share outwardly to community</li> </ul>	Interdepartmental	Not relevant to HR directly

## Safe Community:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Community Safety Alert	n/a	<ul style="list-style-type: none"> <li>Abide by alert process/protocol, as employees</li> </ul>	Internal	Not relevant to HR directly
Education, awareness of First Responders	Part of employee awareness HR policy and employee handbook outline safety protocols	<ul style="list-style-type: none"> <li>Abide by protocols, as identified</li> <li>Critical incident report (employee) be sent to HR for investigation</li> <li>Safety policy within the HR policy and employee handbook</li> </ul>	Interdepartmental	Completed
OKIB Security, safety plans, lock-down etc.		<ul style="list-style-type: none"> <li>Working alone policy for employees for safety</li> </ul>		Completed
Bylaws, patrols, enforcement etc.		<ul style="list-style-type: none"> <li>By-law Officer job descriptions</li> <li>Policy &amp; Strategic Initiatives Manager job descriptions</li> </ul>		Completed
Elder Abuse, safe communities	To refresh/reaffirm employee roles and responsibilities related to safety regularly within the toolbox talk	<ul style="list-style-type: none"> <li>A toolbox talk occurs every two weeks - send out to directors to review with employees, comprised of safety related topics <ul style="list-style-type: none"> <li>To add Elder abuse – how to recognize it, action plan and strategies</li> <li>Community safety topics - to add to rotation on a regular basis</li> </ul> </li> </ul>		Ongoing
Safe community preparedness	All buildings to have muster points and evacuation plans, ensure a functioning JOHSC, for HR to a roster of emergency personnel	<ul style="list-style-type: none"> <li>Working on with JOHSC – muster point, evacuation plans,</li> <li>JOHSC consists of employees from all departments</li> <li>HR ensures action tracker is updated regularly and actions are completed</li> <li>Knowing which employees are responsible for what in the case of an emergency – ongoing awareness and training</li> </ul>	Interdepartmental Internal site	Completed, wardens and champions to be identified in case of an emergency

# Lands

## Traditional healing of each individual, which in turn is healing the collective:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Territorial Stewardship	Cross reference with the bands strategic plan – related to community services and ongoing programs	<ul style="list-style-type: none"> <li>Funded to manage lands on reserve</li> <li>collaborate with TSD</li> <li>implement reserve land management policies and practices <ul style="list-style-type: none"> <li>the Indian Act – individual land transactions, surveys, leases, permits</li> </ul> </li> <li>extensive community engagement was conducted and recently have received approval for the final land use plans</li> </ul>	Internal Interdepartmental Briefing note	Ongoing
Environment	To negotiate UXO settlement and to have any danger removed from the land and the land remediated where necessary	UXO <ul style="list-style-type: none"> <li>surveying to locate areas of risk in the Goose Lake and Madeline Lake</li> <li>once areas of risk is established then an approach to clear will be determined, including environmental site assessments</li> </ul>	Door to door flyers Website, social media, newsletters External partner	Ongoing
Heads of Family	Acknowledgement of heads of families and work is conducted in relation to who holds the land parcel	Recognize a geographical component of where communities are established In community engagement targeted groups, demographics, and heads of families – some families may redirect to speak with certain people within that larger family – related to broader knowledge and history of the land	Internal Interdepartmental Community engagement	
Ceremony Training	n/a	<ul style="list-style-type: none"> <li>aim to ensure following Okanagan protocols and practices</li> <li>community engagement – following protocols, being respectful in engaging</li> <li>strive for reciprocity – not just take, rather need to give/gift for time and coming together</li> <li>respect land owned properties – seeking permission before going on the land</li> </ul>	Internal Interdepartmental Community	



Elders, Knowledge Keepers	To be respectful and the acknowledgement that age does not define – it is about people who are familiar with the area of knowledge	<ul style="list-style-type: none"> <li>• EOC – reached out to people who lived in area for certain trails and certain parts of the land that we need to be aware of in planning for emergency</li> <li>• Source UXO video – acknowledge Elders and Knowledge Keepers for their knowledge of history and information</li> <li>• Honoraria/gift and/or cost of travel provided, when possible as it is tied directly to funding guidelines – rates that are set are at times higher than what each department can afford; many strong and differing discussions around value of time and knowledge and traditional approach to gifting (what one can afford);</li> </ul> <p>Identified issue: challenging to navigate when one wants to be respectful and follow protocol</p>	Internal Interdepartmental Community EOC	UXO Video – finalized and presented to the community
Community Supports	Support community in providing meaningful and relevant information and resources	<ul style="list-style-type: none"> <li>• Land ownership – strive to provide meaningful information and resources of where to go for help in navigating the Indian Act and/or government policies that impact lands and land use <ul style="list-style-type: none"> <li>○ For example, how to do a land survey, what kind of lands surveys exist, wills and estate planning, what happens when a loved one passes</li> <li>○ Safe way to store gas on land for safety</li> <li>○ Where to dispose of garbage and recycling that does not get picked up by garbage pick up</li> <li>○ Seasonal information – repetition</li> </ul> </li> </ul>	Senklip Website Social media Brochures External partners Government partners	Ongoing

### Sense of Belonging:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Inclusivity of all cultures	aim to be respectful of those that we serve in our work	Strive to provide a welcoming environment and to have the open-door policy for community should they have any questions	Internal Interdepartmental Community	ongoing
Cultural practices		support to Remembrance Day – implemented Okanagan culture into ceremony		Every year
Sense of pride		Share information and support participation of events and activities that may occur within community		ongoing

Power in Unity		Share information and support participation of events and activities that may occur within community		ongoing
Indigenous & Western		Share information and support participation of events and activities that may occur within community Support planning – for community, by community		ongoing
OKIB/Syilx identifiable markings	n/a	<ul style="list-style-type: none"> <li>supports the rail trail initiatives by leading the addition to reserve lands</li> <li>land use planning – inclusion of place names in the language and the knowledge/information of those places – documented</li> </ul> <p>identified issue: need to imbed place names and language within the work and understanding/speaking/teaching the language</p>	Interdepartmental Internal Community n	Ongoing
Valuing and acceptance of individuals, gifts & skills	Work from a place of respect for each individual we work with and to acknowledge our own strengths within the team	<ul style="list-style-type: none"> <li>network of Elders and Knowledge Keepers with knowledge of the gifts and skills they share and contribute</li> <li>open to the needs of employees, community, partners, and any individual we work with, as need arises (e.g.: pronouns, etc.)</li> <li>racism and discrimination – confident in employees to handle and/or report to Director; Director takes an active approach in handling</li> </ul>	Internal Interdepartmental Weekly meetings Team share/round table dialogue	Ongoing

### Social Supports:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Transportation	Work to meet the community needs for transportation, when possible	<ul style="list-style-type: none"> <li>land use planning exercise – arrangements made to and from, took needs in consideration – meet on location, meet at people's homes or specific sites in a safe way following covid protocols, outside</li> <li>collaborate with Education to identify safe spaces for pick up/drop off</li> </ul>	Internal Interdepartmental Community	Land Use plans finalized  done
Housing	n/a	<p>Share information and support department initiatives</p> <ul style="list-style-type: none"> <li>Help identify potential housing sites, conducting of surveys, conduct due diligence efforts on potential sites</li> </ul>	Internal Interdepartmental Community	ongoing

		<ul style="list-style-type: none"> <li>Lands transaction of parcel to home owner</li> </ul>		
Safe Homes	n/a	Help identify potential housing site, conduct survey, and conduct due diligence on potential site	Internal Interdepartmental Community	ongoing
Cultural Safety	n/a	Share information and support staff participation	Internal Interdepartmental	ongoing
Staff/Employee supports	Continue to support staff and their professional development and areas of interest	Share information and support staff participation Lands officers – ongoing professional dev opportunities UXO technicians – offered archaeological training to support the work on the land Records officer – mentor with expert of records management	Internal	ongoing
Community access to programs, services	Access relations in each distinct area to increase access to knowledge	<ul style="list-style-type: none"> <li>Recognize the distinct geographies of the reserve</li> <li>Connect with people in the area individually (UXO) - for specific and confirmed knowledge of what is going on in relation to UXO</li> </ul>	Door to door Social media, website, newsletter	ongoing
Youth Centre	n/a	Help identify potential housing site, conduct survey, and conduct due diligence on potential site		ongoing
Playgrounds	n/a	Help identify potential housing site, conduct survey, and conduct due diligence on potential site		ongoing
Social Media Sites	n/a	Anything shared through communications – there is a process of approval prior to being posted As employees seek to share out information only when questions arise around Lands		ongoing
Health resources	n/a	Projects – community environmental assessments <ul style="list-style-type: none"> <li>Documented in due diligence reporting</li> <li>Identify areas of protection of health resources that may be needed (e.g. garbage dump sites future use)</li> </ul>		ongoing
Access for OKIB membership	Available to OKIB membership seeking information about processes and opportunities	<ul style="list-style-type: none"> <li>Field many community calls requesting opportunities to build homes – collaborate with PWH and Lands</li> <li>Land allotment Policy (short term goal)– part of strategic plan is to update</li> </ul>	Internal Interdepartmental Community	ongoing

		<ul style="list-style-type: none"> <li>And other related land activities – such as surveys for housing purposes</li> </ul>	Social media, website, newsletter	
Equitable services	Available to share information and support community in completing their applications and/or legal documentation	<ul style="list-style-type: none"> <li>All members on and off reserve can apply for lands for a housing lot</li> <li>Sharing information on wills and estates – provide support to all members as the need while they navigate this process</li> </ul>	Social media, website, newsletter	ongoing
Employees, Directors, Managers, Leadership accountability	Strive to be accessible and accountable to communications with community	<ul style="list-style-type: none"> <li>Aim to respond immediately to acknowledge the receipt of communications</li> <li>Community can reach out if communications is not being received nor responded to</li> </ul>	Phone calls Emails In-person	ongoing
First Responders, Dispatch, RCMP	To create appropriate date for emergency services to increase safety and efficiency for community in times of crisis	<ul style="list-style-type: none"> <li>Project: 911 addressing system – aim to implement a process for community, working with outside consultants to assist with mapping and addressing in order to have up to date information for emergency services/situations <ul style="list-style-type: none"> <li>Updating the original 911 mapping from 2007</li> </ul> </li> </ul> <p>Identified issue (Project 911): unregistered development areas lack physical address</p>	Interdepartmental External consultants	ongoing
Community Safety Planning	To ensure community is informed of actions taken in relation to distinct geographies and lands activities	<ul style="list-style-type: none"> <li>UXO: safety planning – every precaution taken for safety following federal and provincial regulations</li> <li>High standards taken to follow federal and provincial regulations and laws in reference to the development of lands</li> </ul>	Internal External partners	ongoing
Traditional modeling		<ul style="list-style-type: none"> <li>Land use planning, land use development – knowing the cultural perspectives, lay of land and past uses, HOL area – old knowledge upon that being a part of the old uses of land, memory of water</li> </ul>		ongoing



### Health Care, Healthy Living and Mental Health:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Naloxone kits, training, supports etc.	n/a	<ul style="list-style-type: none"> <li>• Open to receiving training and kits</li> <li>• JOHSC</li> </ul>		
Water	Work with public works to locate band land for a well/reservoir in gravel pit area (between gravel pit and Hwy 97), including the survey to increase access clean and safe drinking water to community	<ul style="list-style-type: none"> <li>• Water infrastructure based on domestic use for members use only</li> <li>• Non-member units have to provide their own water, concerns with non-member developments and access to healthy, clean drinking water</li> <li>• Bradley creek/Irish creek (HOL)/six-mile water system – under treated systems <ul style="list-style-type: none"> <li>○ Issue of concern: not all areas on reserve have access to a treated water system in place (wells in other locations – Whiteman's, Round Lake, Salmon River)</li> </ul> </li> <li>• Issue of concern: No proper waste water disposal - risk of cross contamination of drinking water</li> <li>• Partner with FNHA for testing <ul style="list-style-type: none"> <li>○ reports of E.Coli and algae blooms, indication of contamination of waste water is hitting the fresh water</li> <li>○ safety of community is important to provide information for safe use in timely postings</li> </ul> </li> </ul>	Internal Interdepartmental External partners Chief & Council Community Website Social media Newsletter	
Reporting to across the departments	To provide ongoing updates of the overall work and the alignment to the Strategic Plan	<ul style="list-style-type: none"> <li>• Weekly Director's meeting</li> <li>• Monthly updates to C&amp;C on high level activities of the department</li> <li>• Annual OKIB reports</li> <li>• Staff contribute to overall report based on the area of work</li> <li>• Measurable – briefing notes, Indian Land Registry System transactions statistics</li> </ul>	Verbal reporting Reports Briefing notes Work plans	

Free zones from A/D	n/a	Provide advice and recommendations on suitable and unsuitable locations <ul style="list-style-type: none"> <li>• E.g.: no cannabis or liquor store by RLTC</li> </ul>		
On-call emergency supports	To understand the roles and responsibility and to actively work together in emergency situations	<ul style="list-style-type: none"> <li>• OKIB policy, job descriptions that staff may be pulled into EOC and emergency services overall</li> <li>• EOC training provided for staff/departments</li> <li>• Business continuity – staff expected to be working either at EOC or in support of community and/or in the role of Lands</li> </ul>	Job descriptions Policy Internal Interdepartmental Community	
Implement our culture, language, healers etc.	Always maintain culture and language at the centre of the work on the land	<ul style="list-style-type: none"> <li>• Strong connection to the land through connection to community knowledge keepers and language speakers for land activities – development, designations, engagement</li> <li>• Listen for areas of sensitivity to ensure protection within land use planning</li> <li>• Follow Okanagan protocols when bringing Elders, Knowledge Keepers and Healers in for dialogue</li> </ul>	Community Social media Website Newsletter	
Partnerships	To build and maintain meaningful partnerships with internal and external partners	<ul style="list-style-type: none"> <li>• Registered lease with RLTC <ul style="list-style-type: none"> <li>◦ Land designation referendum</li> </ul> </li> <li>• Support of OKIB GoC to prepare a portion of land for development following the Indian Act requirements, which require a designation referendum</li> <li>• Indigenous Services Canada key partner – any land businesses as ISC holds the agreement with the lessee</li> <li>• FNHA – water (sampling, waste water)</li> <li>• Min. of Transportation and Infrastructure</li> <li>• Utility companies – Fortis, BC hydro</li> <li>• Canada post – mail boxes and addresses</li> <li>• Dept of National Defense – UXO</li> </ul>	External partners Internal Interdepartmental	

## Safe Community:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
RCMP and IPS – drug dealers, gangs,	n/a	<ul style="list-style-type: none"> <li>Open to building a relationship with IPS – for example, invite IPS to a department meeting</li> <li>Key message – call local detachment</li> </ul>		
Community Safety Alert	n/a	<ul style="list-style-type: none"> <li>Post when safety concerns for UXO and blasting</li> </ul>	Social media Physical signage on roads at sites	
Traffic control	n/a			
Education, awareness of First Responders	n/a	<ul style="list-style-type: none"> <li>Open to future trainings and education</li> </ul>		
OKIB Security, safety plans, lock-down etc.	Put in place and update appropriate security protocols, when the need arises	Security to protect UXO mobile buildings and equipment on ranges	Internal	
Bylaws, patrols, enforcement etc.	Follow appropriate protocols of reporting	<ul style="list-style-type: none"> <li>Trespassers/squatters reported</li> <li>Illegal dumping</li> <li>Utilize by-law officer to support and report to <ul style="list-style-type: none"> <li>Range use – livestock</li> </ul> </li> </ul>	Internal Interdepartmental Community External partners Newsletters Website Social media	
Elder Abuse, safe communities	We are all responsible “duty to report”	<ul style="list-style-type: none"> <li>All need to be aware and have training</li> </ul>	Internal Interdepartmental Community Website Newsletter Social media	
Road safety, street lights, community block-watch	n/a			

Cannabis Dispensaries	Abide by commercial leasing processes and advise of location options	<ul style="list-style-type: none"> <li>• Businesses – lands take approach that any businesses go under a commercial lease to protect the locatee and lessee and the band</li> <li>• Advocate none are built near schools</li> </ul>	Internal Interdepartmental Lessee/Locatee	
Clean up playgrounds, parks, schools, beaches	n/a	Report improper waste disposal (public works)		
Safe community preparedness	Actively participate in safe community preparedness protocols and designations	<ul style="list-style-type: none"> <li>• Job posting clause – all may be undertaking responsibility under emergency operations</li> <li>• JOHSC representation</li> <li>• Work in collaboration with TSD re: mapping for routes of exiting community in cases of emergency</li> <li>• Internal tools and resources – google earth, surveys, ERIP (electronic registered index plan) and NRCAN (natural resources Canada) and other mapping tools when providing advice</li> </ul>	JOHSC Job posting clause Interdepartmental Internal External resources External partners	



# Policy & Strategic Initiatives

## Traditional healing of each individual, which in turn is healing the collective:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Lands	Land Allotment Policy	<ul style="list-style-type: none"> <li>Develop policy - provide leadership with a decision-making framework regarding land for fair and appropriate distribution (housing, commercial use, etc)</li> <li>Collaborate with PWH, Lands and TSD</li> </ul>	Band website Sen'klip newsetter Briefing notes	Draft finalized; Lands preparing to present to Council.
Conservation	Support leadership in creation of MOU with conservational bodies	<ul style="list-style-type: none"> <li>Draft of MOU based on C&amp;C parameters and needs</li> <li>Engage in dialogue with conservational bodies re: parameters and needs</li> <li>Mediate discussions to come to agreement for MOU</li> <li>Coordinating signing</li> </ul>	Communication with leadership Liaising with conservational bodies Final MOU	Not yet started;

## Sense of Belonging:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Inclusivity of all cultures	Support inclusivity	Everyone has a story, so work to engage with broader band staff	Interdepartmental communication and relationship Share information as it arises	I've been engaging staff whenever I meet; I assist with appropriate interdepartmental initiatives; I'm always try to build positive relationships with staff and band members.  I have a greater understanding of the different aspects of work here at OKIB
Cultural practices	Acknowledge and respect cultural practices of OKIB	Encouraged to participate where appropriate Support interdepartmental initiatives		
Sense of pride	Support building sense of pride	<ul style="list-style-type: none"> <li>Come together as Directors</li> <li>Tour of band buildings</li> <li>Build relationships with broader staff</li> </ul>		

Power in Unity	Support building unity	Learn more about the different aspects of work within the band		
Indigenous & Western	Statutory Holiday Policy Xmas Bonus Days Policy	<ul style="list-style-type: none"> <li>• Recognizes all statutory holidays for all staff</li> <li>• Dec 24 to Jan 2 for all staff</li> <li>• Continue to support the significance of both</li> </ul>		
OKIB/Syilx identifiable markings	Support identifiable markings	<ul style="list-style-type: none"> <li>• Develop policy requiring all roads have name and civic addresses to improve access (<i>e.g.: emergency services</i>)</li> <li>• Collaborate with Lands and PW&amp;H</li> </ul>	Interdepartmental communications	Policy development has begun,
Valuing and acceptance of individuals, gifts & skills	Policies	<ul style="list-style-type: none"> <li>• Continue to support initiatives to honour gifts of the people</li> <li>• Work Place Harassment and Violence prevention policy</li> </ul>	Interdepartmental communications Sharing information as it arises	Workplace Harassment and Violence Prevention policy is in place, but unfortunately, improvement in properly following it is needed-Human Resources will lead. In addition, a recent trend has developed whereby some Band members harass and intimidate staff on-line (the 'unofficial OKIB facebook page'; and at public meetings. The current policy deals with the workplace but nowhere else. I am working on a governance policy that is intended to give Council guidance and authority to take action if a band member should harass or threaten a staff member during a council meeting.

## Social Supports:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Housing	Support departments as need arises	<ul style="list-style-type: none"> <li>Support PW&amp;H to update and amend the social housing policy (to reflect CMHC requirements, update wording); draft policy, review with PW&amp;H, finalize for their submission to Council <ul style="list-style-type: none"> <li>Purpose: fair allocation and decision-making process to manage demand and supply; tenancy responsibilities; maintenance; naming units; appropriate cleaning upon transition</li> </ul> </li> </ul>	Interdepartmental communication	My support work with PWH on the social housing policy completed; PWH to present to Council.
Safe Homes		<ul style="list-style-type: none"> <li>Social housing policy outlines responsibility and process, including building to national building codes</li> </ul>		
Community Cultural Safety	Participate in trainings to support cultural safety	<ul style="list-style-type: none"> <li>Healthy Indigenous Work Place Environment training offered by OKIB to its staff and employees</li> </ul>		I attended the 2-day Cultural Safety Education course in Jan/23.
Staff/Employee supports	n/a	<ul style="list-style-type: none"> <li>Supported to maintain and build upon professional development <ul style="list-style-type: none"> <li>Example, continued legal education as required by profession (current employee is a lawyer)</li> </ul> </li> </ul>	Personal internal communication with HR and employer	
Community access to programs, services	n/a	Falls in other areas and policy would support those areas		
Youth Centre				
Playgrounds				
Social Media Sites				

Health resources				
Access for OKIB membership				
Equitable services	Education Policy  Housing Policy	Membership is only requirement, regardless of living on or off reserve  Can apply for housing whether you live off or on reserve, based on need		
Employees, Directors, Managers, Leadership accountability	To ensure all by-laws and policies reflect what the community wants	<ul style="list-style-type: none"> <li>• Position is not as outward facing as other departments, however open to connecting when it arises</li> <li>• Accountable to leadership and to community</li> <li>•</li> </ul>	Sen'klip Website	On-going with each new policy or by-law that I develop.
First Responders, Dispatch, RCMP	Support fire protection initiatives	<ul style="list-style-type: none"> <li>• Developed a fire protection services by-law</li> <li>• Community engagement is in the planning phase to share and receive feedback</li> </ul>	C&C communication Community engagement: in-person, online, mail	Project complete; the Fire Protection Services By-law was approved Oct.3, 2022.
Community Safety Planning	Support community safety planning and implementation	<ul style="list-style-type: none"> <li>• Support the action planning and next steps from community safety planning, as it pertains to policy and procedures, to ensure goals of plan are being met</li> </ul>	Interdepartmental communications Leadership Sen'klip Website	On-going
Traditional modeling	Support interdepartmental work to ensure traditional knowledge is centred in policy development, where possible	<ul style="list-style-type: none"> <li>• To support the inclusion of traditional modelling within policy development</li> </ul>	Policy Briefing notes Interdepartmental communications Leadership Sen'klip Website	On-going



### Health Care, Healthy Living and Mental Health:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION (thread throughout all departments so include in action planning)	PROGRESS UPDATE
Naloxone kits, training, supports etc.	n/a	<ul style="list-style-type: none"> <li>• Open to taking training when it is available</li> <li>• Advocate to ensure kits are available on site at JOHSC</li> <li>• Automated defibrillator is on site, minimal training is required to be able to use</li> <li>• Advocate for training for how to use and maintain automated defibrillator at JOHSC</li> <li>• First aide kits are on site</li> <li>• Member of JOHSC within OKIB</li> </ul>	Internal/HR/JOHSC	
Water	n/a	<ul style="list-style-type: none"> <li>• draft water systems by-law, in support of PW&amp;H</li> <li>• As an employee, does have access to clean drinking water (bottled water on site)</li> </ul>	Interdepartmental Briefing note for leadership By-law	
Reporting to across the departments	In transparency to report progress	<ul style="list-style-type: none"> <li>• Direct report to ED and weekly Director's meetings to exchange information at the table</li> <li>• Legal advisement – advise ED of any legal movement that may impact OKIB</li> <li>• COVID related – share with H&amp;W</li> <li>• reporting and collaborating interdepartmentally to support work</li> <li>• reporting to leadership re: cannabis survey results</li> </ul>	ED Directors Leadership	On-going

		<p>Assessment of OKIB 5-year strategic plan and where band is at; prioritize policies and strategic initiatives and implement; direction of C&amp;C</p> <p><b>Next steps:</b></p> <ul style="list-style-type: none"> <li>Assess and prepare for next 5-year strategic plan</li> </ul>		Planning for next 5yr plan will commence in the fall of 2023.
Indigenous Healing	To support departments initiatives and programs	<ul style="list-style-type: none"> <li>Set a policy of who, what, when, where, why traditional medicines are harvested – to support land use planning initiatives and to protect important sites from development <ul style="list-style-type: none"> <li>for example, protection of specific sites as related to Indigenous healing and/or prevent range use to allow for land to regenerate, etc.</li> </ul> </li> <li>support any policy, procedure, protection and/or processes, should they arise</li> </ul>	Directed by leadership (draft) Policy	Not yet started.
Safe housing	n/a	Provide assistance, as needed		
Free zones from A/D	n/a	<ul style="list-style-type: none"> <li>Provide assistance, as needed</li> <li>Policy that all OKIB buildings are smoke-free, review and amend as needed</li> </ul>		
Implement our culture, language, healers etc.	n/a	Support initiatives within other departments and share information as an employee elevating the work of others		
ONART	n/a	Support initiatives within other departments and share information as an employee elevating the work of others		

## Safe Community:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
RCMP and IPS – drug dealers, gangs,	Regular review of Cannabis Control Law	<ul style="list-style-type: none"> <li>Hosted in-person Cannabis Control Law Review community session; review feedback, develop report of community engagement; action plan (potential amendment to CCL)</li> <li>Post of findings and amendments</li> </ul>	Directly with C&C	Previous Council reviewed the CCL and was unable to decide on whether to amend or repeal – recommended the issue be decided by a referendum. I will be reviewing the issues with the newly elected Council and get their direction on if and when a referendum should be conducted.
Community Safety Alert	n/a	<ul style="list-style-type: none"> <li>Consulted for a review of Federal law: anti-spamming legislation in support of Communications safety alert initiative</li> <li>Supportive of the work happening, as needed</li> </ul>	interdepartmental	
OKIB Security, safety plans, lock-down etc.	n/a	<ul style="list-style-type: none"> <li>Supportive of the work, as required</li> <li>JOHSC members to support this work <ul style="list-style-type: none"> <li>Practice fire drills, in collab with fire hall</li> </ul> </li> </ul>		
Bylaws, patrols, enforcement etc.	Maintain, update, and create by-laws for safety of all members	<ul style="list-style-type: none"> <li>Fire department representative to review by-law <ul style="list-style-type: none"> <li>Purpose: Ability for fire services to put out fires on structures and homes; Support fire prevention strategies; Support community safety in reducing spread or loss of control; support partnership so local fire department can protect band lands and structures during wildfires</li> </ul> </li> <li>Range Use &amp; Livestock by-law is in place, amending as need arises</li> </ul>	Fire Department Policy Procedure Updates to C&C 1-1 communications with PSI and by-law officer(s)	<p>Fire Protection Services By-law was approved on Oct. 3, 2022.</p> <p>A couple of recent incidents have illustrated that OKIB by-laws need to be amended to increase the likelihood that they can be</p>

		<ul style="list-style-type: none"> <li>Care and Control of Dogs On-Reserve by-law is in place, amending as need arises</li> <li>Dangerous person and trespass by-law is in place, amending as need arises</li> <li>Working to establish an MOU with regional district for on-call dog control, for if/when we need to enforce Care and Control of Dogs by-law</li> <li>Relationship with SPCA, as needed</li> <li>Conduct property tax assessment review</li> <li>Establish a report of findings for C&amp;C to review</li> </ul>		<p>enforced. I will be seeking direction from Council on when to begin amending.</p> <p>Awaiting response from RDNO on OKIB's request for 'on call dog control'.</p> <p>Property tax assessment completed; public engagement on whether to implement property tax on reserve completed. Council decided that the decision on whether OKIB should collect property taxes that are currently being paid to BC should go to a plebiscite vote- initiative was narrowly defeated.</p>
Cannabis Dispensaries	Continued review	<ul style="list-style-type: none"> <li>OKIB Cannabis Control Law Review: update law, seek community feedback, analysis of feedback, propose amendment to the Law to C&amp;C</li> </ul>	Online Survey One in-person session at HOL	Survey completed, responses incorporated into an amended CCL, but Council did not decide on whether to approve the changes- they recommended that the question of whether to amend or repeal the CCL be decided by referendum; suggested it be conducted 'in the summer of 2023.
Safe community preparedness	n/a	<ul style="list-style-type: none"> <li>EOC leads this work and as an employee will abide by process and protocol</li> </ul>		



# Public Safety

## Traditional healing of each individual, which in turn is healing the collective:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
School District 22 (&23-Winfield)	To ensure a link between OKIB as a resource and support for the children/youth within the school system to ensure a safe environment and sense of belonging and a valued voice for their education	<ul style="list-style-type: none"> <li>Existing relationship with SD22</li> <li>Providing supports of awareness and education on prevention (crime, drugs, addiction, gangs)</li> <li>Connecting with SD22 / 23 for cultural safety, racism, talking circles</li> <li>Educator Liaison, Band/SD22 &amp; 23 – invited youth recreation to do traditional games in the schools (high-schools and leading into elementary schools)</li> </ul>	Direct communications with Director of Aboriginal Learning and team (ASW's)	School district 22 &23.cultural safety training, conflict resolution (bullying), medicine wheel, traditional games. Community futures youth, Rcmp youth academy. Understanding our purpose. Principle of Indigenous services sd22.
Territorial Stewardship	To support wellness which includes land, medicines, teachings and protocols	<ul style="list-style-type: none"> <li>Go out on the land and use medicines within the work of PSD</li> <li>Share teachings and follow protocols in the work of PSD</li> </ul>	Interdepartmental communications  Share information at programs (e.g.: wellbriety, healing circles, etc..via word of mouth within client base)	In progress, continuing sharing information , programs and invites to participate.
Environment	To support the band in their activities for environmental	<ul style="list-style-type: none"> <li>By-laws</li> <li>Environment protection acts (endangered species – animals and plants, waterways)</li> </ul>	Interdepartmental communications	Assessments for squatters and trespassers after

	protection and be aware of (new) information.			removal and, aftermath, Brought FNHA environmentalist, reports and forwarded to ED, HSD, and Band council.
Conservation	Be aware of relationship with conservational bodies and OKIB	<ul style="list-style-type: none"> <li>To be able to support and interpret the information to share with community members when they ask/inquire</li> </ul>	Interdepartmental communications Community communicating	Awareness and support.
Heads of Family	Understanding traditional kinship and relationships	<ul style="list-style-type: none"> <li>Acknowledge and address there are traditional heads of families when doing engagement work</li> </ul>		When calling out for upcoming workshops and events
Ceremony Training	Facilitate support to families, communities, and departments	<ul style="list-style-type: none"> <li>Conduct and host knowledge holders and Elders in the work of PSD</li> <li>Active and supporting role with families and departments</li> </ul>		Continuous cultural safety education, talking circles. Cultural healing when asked. Provides a safe place to share and learn- n'kamplqs wellness center.
Elders, Knowledge Keepers	Support the Elders and Knowledge Keepers	<ul style="list-style-type: none"> <li>Acknowledge knowledge of all ages</li> <li>Provide space for all to share</li> <li>Honoraria not defined by age, rather by contribution and time</li> <li>Support relationship with knowledge keepers throughout the band and its departments and not just housed in one</li> </ul>		Continuous contact and support for elders and knowledge keepers of all ages. Honoraria

		<ul style="list-style-type: none"> <li>Support open communication with budget and honoraria with Elders and knowledge Keepers</li> </ul>		provided in equitable way for their services regardless of age.
Community Supports	Listen to the needs of individuals/families and support finding solutions that work	<ul style="list-style-type: none"> <li>Support families and/or individuals to attend PSD events, trainings, programs and services via carpooling and connecting</li> <li>Support individuals and/or families to attend via connecting and child-minding</li> </ul>	Listen and understand the client needs	We are open to everyone and provide safety and support to those in need by implementing an open door policy.

### Sense of Belonging:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Inclusivity of all cultures	Respecting individuals and families that we serve	<ul style="list-style-type: none"> <li>Acknowledging that every person has their own beliefs and practices</li> <li>Acknowledge there are blending of families and awareness of blended heritages with their own beliefs and practices</li> <li>Acknowledge the diverse beliefs and practices (Syilx traditional and/or other First Nations traditions, religious/Western, non-First Nations spirituality)</li> <li>Immigration services reaching out for more information– to include Syilx language, culture, history, significant sites – to continue liaising</li> </ul>	Internal  External Partners	We invite all four directions of the Medicine Wheel to our events. Eg. (Cultural safety education for RCMP as well as Immigrant service society. Stakeholders attending cultural safety education.
Cultural practices	Respecting individuals and families that we serve	<ul style="list-style-type: none"> <li>Support cultural practices of an individual and/or family</li> <li>Support and listen their requests for cultural practices</li> </ul>	Internal Interdepartmental	Talking circles, smudge, water

			Community Within the client base	ceremony, Medicine Wheel, captikwl, respect the opening and closing of .workshops through prayer, drumming , singing
Sense of pride	Respecting individuals and families that we serve	<ul style="list-style-type: none"> <li>• Support, listen, encourage and cheer people (staff, community) on to embrace that they are here and they have voice for the community, for their home, for their wellbeing and for their nation</li> <li>• Support individuals and/or families to lead their journey in wellness versus telling them what they need to do or where they need to go</li> </ul>	Internal Interdepartmental Community Within the client base	Allowing our people to have a voice and speak it. Referrals to stake holders when requested by community members.
Power in Unity	Listening to community members who come through the door	<ul style="list-style-type: none"> <li>• Offer programs and services that allow us to learn, share, laugh and heal together: Healing circles, Wellbriety, etc</li> <li>• Supporting the need identified by community and/or by interpreting the common theme that arises from listening to individuals/families</li> <li>• Offer programs and services with a defined parameter from the individual and/or family</li> <li>• PSD aims to be flexible in a way that fosters confidentiality, ensures safety and indicates timeframe</li> </ul>	Within the client base Community Internal Interdepartmental	We are driven by the needs of the community by the questions asked or needs spoken to this department by members. We adhere to, and understand the need for complete confidentiality.



Indigenous & Western	Respecting individuals and families that we serve	Acknowledge the Indigenous and Western worldviews and seek balance void of shaming and anger	Internal Interdepartmental Within client base	The teachings of the Medicine Wheel are invaluable in helping to teach and acknowledge the ways of the four directions.
OKIB/Syilx identifiable markings	Elevate safety needs behind identifiable markings for emergency services and sense of pride	<ul style="list-style-type: none"> <li>Developed a road sign, door signs, flags</li> <li>Encourage naming of housing that comes from our language and community</li> </ul>	Senkip newsletter Webpage	Do our own promotion of programs and services. Lack of consistency in promoting workshops and teachings on reserve.
Valuing and acceptance of individuals, gifts & skills	Respecting individuals and families that we serve	<ul style="list-style-type: none"> <li>Develop community advisory committee based on gifts and skills</li> <li>Develop a youth leadership council</li> <li>Call upon Okanagan Indian Band members first, then Nation, then more broadly for Indigenous peoples for expertise</li> </ul>	Posted on website; senklip newsletter, social media Application and terms of reference Call for applications	CCG, CAC (dismantled without cause), OKIB Youth leadership (ongoing) and education training.

## Social Supports:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Transportation	Increase participation in programs Support clients in their wellness (court, youth activities/events, culture)	<ul style="list-style-type: none"> <li>Two employees and three vehicles: under H&amp;W</li> <li>Process and procedure being developed for access</li> </ul>	Word of mouth to current clients 1-1 Follow up, gentle reminders	Pick up clients, elders, youth who may need a ride to programs and activities. Phone or text gentle reminders. Use of transportation department for youth transport to GOV.
Housing	Advocate for community	<ul style="list-style-type: none"> <li>Support with applications for housing</li> <li>Support with food from PSD office</li> <li>Support with hygiene, feminine products</li> <li>Support and collaborate with home and community care program</li> <li>Annual backpacks for the homeless – Indigenize, personal touches (December)</li> <li>Create safe areas of housing in social housing programs and builds (e.g.: A&amp;D free zones, Elder zones, etc.) <ul style="list-style-type: none"> <li>Communication with community to hear what they want for housing and zones</li> </ul> </li> <li>Community who contributes and see creates sense of pride</li> <li>Clients who volunteer creates sense of belonging</li> </ul>	Word of mouth to current clients Interdepartmental communications Collaborate with external organizations	Our department has been able to help member with reconciliation and housing of children through our advocacy and stakeholders. Homeless support. Recommendations to housing department.
Safe Homes	Advocate for community	<ul style="list-style-type: none"> <li>Identify families who are the safe home within community</li> <li>Advocate interdepartmentally for safe homes</li> <li>Research and provide materials for safe homes in community</li> </ul>	Interdepartmental communications	Ongoing advocacy, interdepartmental advocacy as well.

				Research CPTED program.
Cultural Safety	Culturally safe work place	<ul style="list-style-type: none"> <li>• Cultural safety education and training with PSD and YLC conducted by Syilx peoples and specific to Syilx history; conducted respectfully and in a safe, inclusive way</li> <li>• Advocate for interdepartmental trainings</li> </ul>	Internal communications Director's meeting HR communication	Cultural education was supported by us, council and directors, but has now ceased. PSD needs support offered to continue as it cannot support on own financially.
Staff/Employee supports	Continue to self-advocate for staff/employee supports for professional development	<ul style="list-style-type: none"> <li>• Seek out trainings for professional development to keep up-to-date on new teachings and practices</li> <li>• Inform lead; completion and update HR of certification received <ul style="list-style-type: none"> <li>○ Chemical addiction counseling certification</li> <li>○ End of life Doula training</li> <li>○ Wellbriety trainings</li> <li>○ Addiction trainings</li> <li>○ Suicide trainings</li> <li>○ Non-violent communications</li> </ul> </li> </ul>	Research Individual and Program Networks: 1-1, word of mouth Website Articles of personal story Interviews, panels Videos – AFN National Homeless Forum	Hosted 2 MHFA for front line workers. Legal info session. Trauma workshop series. Medicine wheel, Wellbriety, Mending broken Hearts.
Community access to programs, services	To advocate for community access and to ensure operational emergency safety of all sites – that they are equipped and ready to go	<ul style="list-style-type: none"> <li>• Advocating and seeking space for each of the areas (Round Lake, HOL, Six Mile, Lake Country) so they have communications to connect virtually (e.g. live streaming for all departments) <ul style="list-style-type: none"> <li>○ Including appropriate support at sites</li> <li>○ Support emergency services</li> </ul> </li> <li>• Radio (walkie talkie) for sites <ul style="list-style-type: none"> <li>○ Support emergency services</li> <li>○ Supports if internet goes down</li> </ul> </li> </ul>	Interdepartmental Communications (Communications, Executive Director)	Continue to support all efforts for community safety preparedness. Open house give away was all safety driven.

		<ul style="list-style-type: none"> <li>Generators for all sites to ensure they are equipped and ready to go <ul style="list-style-type: none"> <li>Round Lake community is still in need of a generator</li> <li>HOL, Health Building, Bluebird, Firehall</li> </ul> </li> <li>SRI provides space in Lake Country <ul style="list-style-type: none"> <li>Seek more secure site within Lake Country</li> </ul> </li> </ul>		
Youth Centre	To create a safe space for youth to learn traditional teachings, life skills and be themselves - to ensure belonging and identity	<ul style="list-style-type: none"> <li>Start a drop-in centre for youth that rotates sites <ul style="list-style-type: none"> <li>Possible sites: Whiteman's, New Horizons, HOL, Round Lake</li> <li>Support other programs and services within the band</li> <li>Connect with other departments (TSD, Elders, etc)</li> <li>Access transportation, if possible</li> <li>Provide foods and beverages</li> </ul> </li> </ul>	Interdepartmental	N'kamplqs Wellness Center.
Playgrounds	n/a	<p>To support departments leading this work, for example:</p> <ul style="list-style-type: none"> <li>Connect with YLC</li> <li>Community clean up</li> <li>Naming of the playgrounds (belonging and ownership)</li> </ul>		Youth Leadership discussion and brought skateboard ramps for community.
Social Media Sites	n/a	<ul style="list-style-type: none"> <li>Provide education awareness of social media sites (e.g.: cyber-bullying, online dating, online gambling, online gaming, online shopping, etc.)</li> </ul>		PSD website info. Youth and homeless report. Drugs , gangs, and violence committee.
Health resources	Ensure education is provided to highlight who we are and where we come from	<p>Traditional plants, ways of being, knowledge</p> <ul style="list-style-type: none"> <li>Education in workshops and trainings</li> <li>Teachings incorporate health, culture, and balance</li> <li>Harvesting of plants and medicines at garden located at the College in Vernon</li> </ul>	Social media Website Senklip Drop-ins, open door policy	Continuous relationship with Indigenous garden coordinator, OK college.SD 22 and 23.



Access for OKIB membership	All programs and services are welcoming spaces that we see ourselves in	<ul style="list-style-type: none"> <li>• For community to feel safe and welcome in all of the departments (not dry and clinical)</li> <li>• Indigenous arts and culture to be displayed and not buried in storage</li> <li>• Cultural safety and competency for staff and external visitors – ensure they are aware and informed that they are in syilx territory and understand basic protocols</li> </ul>	Interdepartmental	Promote development of culturally safe spaces with all dept. As well as stakeholders.
Equitable services	Working to ensure the community members know they are not alone	<ul style="list-style-type: none"> <li>• All PSD programs and services, education, supports to all members, be they from OKIB reserve (on or off) or our overall territory or even within the Interior Region Nations</li> <li>• Decolonize our ways to not hoard, hide, hold, keep knowledge and teachings...rather to share, be open, give, and make accessible our Indigenous ways of knowing and being</li> </ul>	Word of mouth Drop-ins, open door policy	Doors always open for members and non-members. All workshops contain these teachings of balance and decolonization.
Employees, Directors, Managers, Leadership accountability	Knowing why you are here and what your purpose is as an employee	<ul style="list-style-type: none"> <li>• Philosophy of acknowledge and responding, and connect and/or research information that will support community members are in need of</li> <li>• Publish reports that outline PSD mandates, regularly</li> <li>• Publish resources, programs, services</li> <li>• Drop-ins, walk-ins: listen, respond and trouble-shoot to what is needed/requested</li> <li>• Ensure someone is there to cover if someone is away</li> <li>• Regular check ins as a team, to ensure everyone has an understanding, so that every team member is able to answer questions, should anyone be away, when a community member is in need</li> </ul>	Interdepartmental communication Team communication	Transparent and accountable to stakeholders and membership alike.regular programming and services reports published online Monthly, quarterly and yearly.
First Responders, Dispatch, RCMP	Continue to provide and support education initiatives for community safety	<ul style="list-style-type: none"> <li>• Support TSD GIS mapping to update addresses on reserve</li> <li>• Encourage all community members to know their physical address, and how to spell it for dispatchers</li> <li>• Provide decal with address to community members</li> </ul>	Interdepartmental In collaboration with RCMP	Hosted an open house, and try for two times a year. Work with RCMP for educational material. Such as

		<ul style="list-style-type: none"> <li>• Hosted a session inviting first responders and community to increase understanding and awareness of what first responders do and why they do it and/or ask their questions; aim to host another one</li> <li>• Educated on first responders priority list</li> <li>• Hosting a meeting with lawyers, probation officers, native court workers to provide cultural awareness and cultural safety training to know who we are as syilx</li> </ul>		Drugs and crime, coffee with cops, restorative justice, guardian program, cadet youth canoe journey. RCMP indigenous officer attends CCG meeting. Open door meetings for members who want to speak with Constable.
Community Safety Planning	Maintain high standards of reporting for community safety planning	<p>Integral aspect of the reporting that PSD does on a regular basis (externally and internally):</p> <ul style="list-style-type: none"> <li>• Understanding that there are many different moving parts in community safety planning</li> <li>• EOC + how the support systems work in emergency situations (each department)</li> </ul>	Interdepartmental Senklip Website Social media	Ongoing
Traditional modeling	Key priority is to center traditional ways of knowing and being with community	<ul style="list-style-type: none"> <li>• Welcoming space, feeling like Grandma's place; ensure to connect community to appropriate place, even if it's not us, we research and ensure a connection is made, and not just say "that's not our job"</li> <li>• Every program and service offered has traditional teachings and culture</li> <li>• Always bring in people who have teachings and knowledge from OKIB community, first and foremost</li> <li>• Care for our space – smudging, medicines, display Indigenous art work, and debrief/connect as a team regularly</li> </ul>	Internal Interdepartmental Within client base Community	N'kamupqs Wellness Center.

### Health Care, Healthy Living and Mental Health:

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
Naloxone kits, training, supports etc.	Ensure leadership, community and employees are educated on how to use and store naloxone kits, and universal safety precautions	<ul style="list-style-type: none"> <li>Naloxone training offered by band</li> <li>Naloxone kits, seeking more to have on stock, including nasal naloxone</li> <li>Testing strips – for safe drugs – seeking to have some on stock</li> <li>Naloxone training from band offered to community members/naloxone</li> <li>First aide kits need to be revamped and restocked at PSD offices</li> <li>JOHSC ensure connection</li> </ul>	Internal departments Clients 1-1 JOHSC	Disperse Naloxone kits, drug testing. Write up on website. First aid kits stocked AED device. Collaborate with Harm reduction team.
Water	n/a	<ul style="list-style-type: none"> <li>Advocate &amp; support</li> <li>Bottled water in stock for clients and community who come to PSD</li> </ul>	Internal departments	Ongoing
Reporting to across the departments	To be transparent and accountable to community and funders	<ul style="list-style-type: none"> <li>All reports from PSD are posted online quarterly, available to all</li> <li>Monthly reports go to manager and director</li> <li>Senklip articles</li> <li>Public Safety Canada requires annual report from PSD as they are the funders of the program</li> <li>Report in a way that community see themselves within the words that are shared</li> <li>Acknowledge the work as there can be a loss experienced and that needs to be spoken of in order to heal and move forward in a solution-oriented way</li> <li>In doing so, recognizes that this is a First Nations community</li> <li>Shift from a deficit based to a strength-based approach in our practices, from conception to completion, including</li> </ul>	Reports Postings Senklip Website Social media	All reports are posted on OKIB website as well as educational info. In front of band council meetings many times to explain our department. All workshops are strength based in nature.

		<p>reporting and communications, and advocacy with community</p> <ul style="list-style-type: none"> <li>• Reporting format: capture the key issues impacting at a regional level (floods, opioid crisis, fires, pandemic, recoveries of unmarked graves); at a local level (stats, events, programs and services); commitment and focus based on community voices, outlining future work to be done</li> </ul>		
Interior Health	To ensure IH is educated on Syilx protocols regarding traditional medicines, cultural safety, and our territory	<ul style="list-style-type: none"> <li>• Need to acknowledge they're in Syilx territory</li> <li>• Syilx Nation liaison instilled in the IH, supported by Elder/Knowledge Keeper</li> <li>• APN to build better relations with OKIB H&amp;W (e.g.: triage walk thru's, initiatives, role of APN, collaborations)</li> <li>• Syilx Traditional Medicines/Plants Advisory</li> </ul>	Letter of Understanding Partnership Accord	Ongoing
Indigenous Healing	Interconnected support across the H&W department	<ul style="list-style-type: none"> <li>• Mentorship within the department <ul style="list-style-type: none"> <li>○ led by Indigenous employees</li> <li>○ community will go to who they feel comfortable with</li> <li>○ every door should be the right door</li> </ul> </li> <li>• be visible in community in all circumstances, including emergency situations</li> <li>• actively engage in community to increase awareness and knowledge of who the staff are and the programs and services</li> </ul>	Interdepartmental Departmental	Ongoing
Food Security	Increase awareness and understanding that food security is a real and ongoing issue within community	<ul style="list-style-type: none"> <li>• participant incentive for participation is food based</li> <li>• aim to get to know community members and their likes</li> <li>• keep food on site for those experiencing homelessness and those experiencing financial challenges</li> </ul>	Internal Within client base Community	Food on site, basic supplies.
Safe housing	n/a	<ul style="list-style-type: none"> <li>• Support housing referrals when need arises</li> <li>• One staff sits on the Vernon Native Housing board and the Transitional Housing board, which is for youth aging out of care</li> </ul>	Interdepartmental External partners	Support as needed. Staff member director for Native Housing.

Free zones from A/D	To advocate and support for community members who are seeking a healing path free of alcohol and drugs	<ul style="list-style-type: none"> <li>Advocate for free zones from alcohol and drugs within community, as this does occur in municipality and within other housing programs</li> <li>Advocate for the plex residential areas to be an alcohol and drug free zone</li> <li>Advocate for the housing application forms to ask the question in community – on reserve, off reserve, in education dorms and housing</li> </ul>	Internal Interdepartmental C&C External partners	Made suggestions to housing dept. Ongoing
Home care supports	n/a	Support departments moving these community requests and needs forward		Ongoing
Health care	n/a	Support departments moving these community requests and needs forward		Ongoing
Mental Health Workers	n/a	Support departments moving these community requests and needs forward		Ongoing
On-call emergency supports	To be of support when community is in need	<p>Continue to be mental wellness supports in emergency situations</p> <ul style="list-style-type: none"> <li>Needs to expand beyond PSD youth justice and youth recreation workers</li> </ul>	Internal Interdepartmental	Member of team on ONART team. (crisis response)
Implement our culture, language, healers etc.	Maintain culture and language as central to all aspects of public safety	<p>All aspects of PSD involve culture and language</p> <ul style="list-style-type: none"> <li>Mending broken hearts &amp; Wellbriety</li> </ul> <p>And continually asking and listening to community wants and needs in relation to mental wellness</p> <p>Always being flexible in when we meet with clients based on their schedules and needs</p>	Internal Interdepartmental Within client base Community	Ongoing promotion.
Partnerships	Establish and welcome partnerships that enhance community health, wellness and safety	<p>Board of directors of RLTC wants partnership and collaboration for the teaching of Wellbriety</p> <ul style="list-style-type: none"> <li>RLTC clients do partake in wellbriety workshops at times</li> </ul> <p>Additional Partnerships:</p> <ul style="list-style-type: none"> <li>Native Court Workers have also reached out for partnership and collaboration</li> </ul>	External partners Internal	Ongoing



		<ul style="list-style-type: none"> <li>• FNHA is also in partnership with PSD through the Harm Reduction Council</li> <li>• Social Planning Council – Cultural Audit Team</li> </ul>		
ONART	n/a	<ul style="list-style-type: none"> <li>• Brought in ONART team representative to do a workshop and assist during community crisis, as need arises</li> <li>• Two band members are sitting on ONART – youth justice and youth recreation workers plus a community member</li> </ul>		Ongoing

### Safe Community:

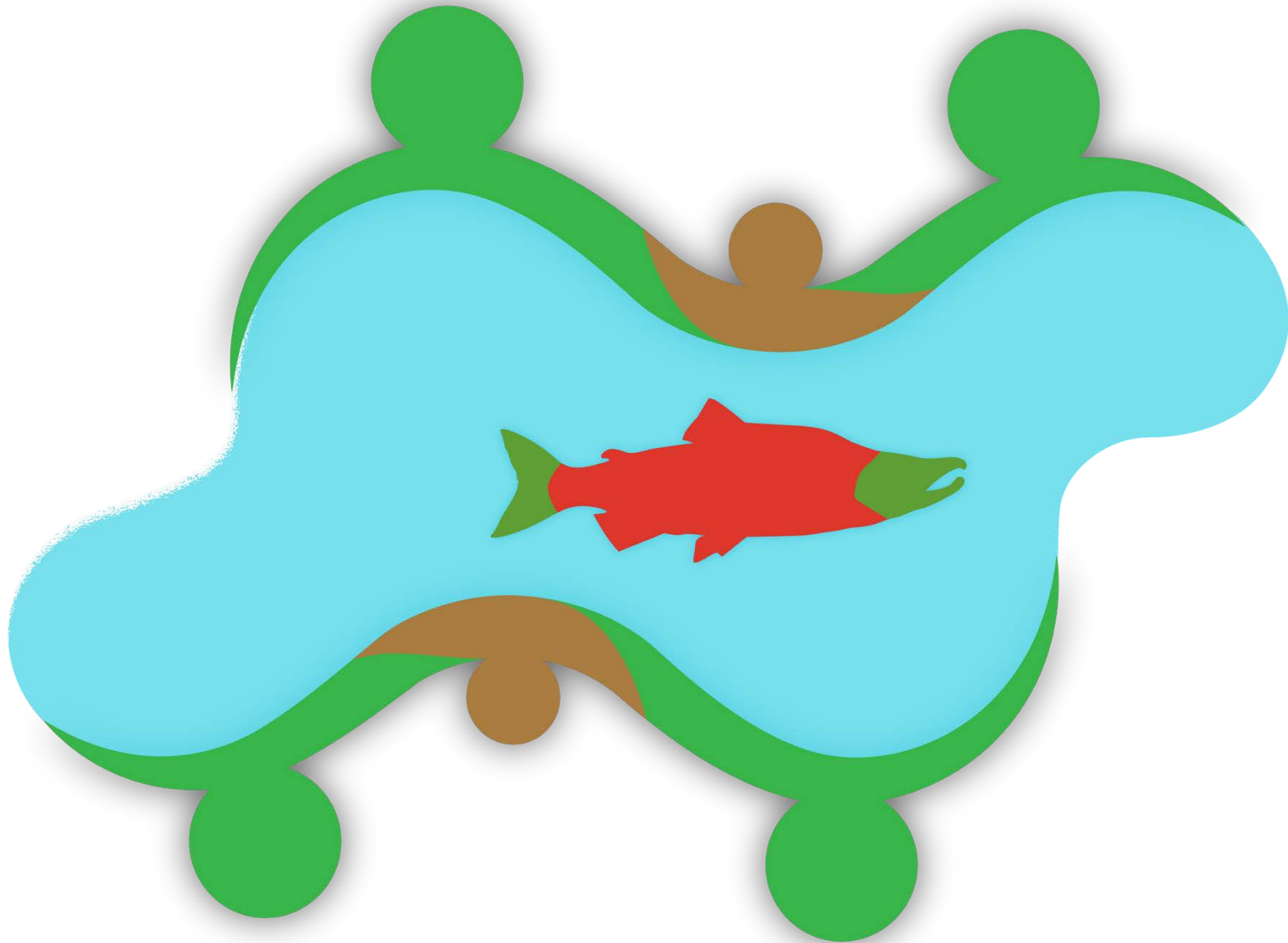
OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	COMMUNICATION	PROGRESS UPDATE
RCMP and IPS – drug dealers, gangs,	To support education and prevention awareness initiatives and maintain close collaborative relations with IPS	<ul style="list-style-type: none"> <li>• Hosting community presentations: dispatcher roles, responsibility and process; RCMP meet and greet; crimes, guns, gangs, trafficking and opioid crisis; youth leadership on human trafficking</li> <li>• The CCG meets quarterly with IPS</li> <li>• IPS office is housed on site</li> <li>• Ongoing communication and collaborations with IPS</li> </ul>	Internal Interdepartmental CCG Senkip, social media, website	Youth justice and RCMP developing presentation on crime, drugs, and gangs for sd 22 in September (5-12 grades)
Community Safety Alert	n/a	Support departments moving these community requests and needs forward <ul style="list-style-type: none"> <li>• If PSD receives an IH drug alert they pass on to communications</li> </ul>		Ongoing
Traffic control	n/a	<ul style="list-style-type: none"> <li>• Not a part of PSD mandate, however PSD receives notices about dangerous driving and suspicious persons</li> <li>• Equipped band school buses with three cameras</li> <li>• 4 slow down signs, 24+ crime watch signs distributed throughout community; 700 resource numbers (emerg and non-emerg) magnets distributed directly to community</li> </ul>		Traffic monitoring in progress for training and implementation on Westside rd.

Education, awareness of First Responders	To increase awareness and understanding of roles, responsibility, who to call when	Hosted workshop bringing in dispatch and RCMP	Internal Interdepartmental Community	Coffee with a cop.
OKIB Security, safety plans, lock-down etc.	Continue to improve safety through appropriate signage and resources	<ul style="list-style-type: none"> <li>Posted an exterior sign with address outside of PSD office labeling all the services that are in facility</li> <li>Supported TSD by submitting an up-to-date list of home addresses on map</li> </ul> <p>Identified gap:</p> <ul style="list-style-type: none"> <li>addresses of all band buildings – on the buildings itself and on the roadside nearest the buildings</li> <li>Need to know spelling and pronunciation of street names in the language to support dispatch and emergency services</li> </ul>	Internal Interdepartmental	Ongoing gap with other dept. recommendations made.
Bylaws, patrols, enforcement etc.	n/a	<p>Support departments moving these community requests and needs forward</p> <ul style="list-style-type: none"> <li>Direct community to OKIB by-laws on website</li> <li>By-law vehicle is dual owned – fire dept and band</li> <li>Advocate for a tripartite agreement to include the building for IPS (similar to TIB)</li> <li>Advocate for PSD to become its own department with by-law reporting to PSD to bring together all positions relating to public safety for efficiency and strong collaboration</li> <li>Need more ongoing training to directors and leadership about public safety and proper process for emergency situations</li> </ul>		Advocate for PSD to become a stand-alone department.
Elder Abuse, safe communities	Advocate for protections and provide education to increase awareness and understanding	<ul style="list-style-type: none"> <li>Hosted a workshop with Elders about Elder abuse, plan to host again with Elders and in community and with staff</li> </ul>	Internal Interdepartmental C&C	Ongoing support

	of the real safety issues facing Elders in community	<ul style="list-style-type: none"> <li>Made recommendation to Directors that there is a policy that outlines process created that speaks directly to Elder Abuse (PSD, H&amp;W) – unsure where Directors are at with this recommendation</li> </ul>	Community Within client base	
Road safety, street lights, community block-watch	Advocacy to MOTI	Written letters of request and invited Ministry of Transportation and Infrastructure to come to community – to address speed signs, road maintenance and brush maintenance to clear blind spots	External partnerships Interdepartmental	Researched CPTED program. MOTI approved speed signs for head of the lake road.
Cannabis Dispensaries	n/a	<ul style="list-style-type: none"> <li>Addiction awareness, cannabis related mental wellness workshops and information</li> <li>Hosting crimes, gangs, human trafficking and opioid crisis education session in community</li> <li>Support the updating of Cannabis Control By-Law Policy in collaboration with PSI</li> </ul>		Education, prevention and awareness to youth and community.
Clean up playgrounds, parks, schools, beaches	n/a	<p>Support departments moving these community requests and needs forward</p> <ul style="list-style-type: none"> <li>Do clean up in areas as PSD</li> <li>Dispense naloxone</li> <li>Sharps container on site</li> <li>Universal precautions on site</li> <li>Advocate for test strips</li> </ul>		Support harm reduction efforts.
Safe community preparedness	Provide education and support for ongoing preparedness initiatives	<ul style="list-style-type: none"> <li>Advocated for generators to be at all band buildings</li> <li>Support departments in their safe community preparedness</li> <li>Have preparedness in building as staff</li> <li>Provide education to community</li> </ul>	Internal Interdepartmental	Open house for Public Safety.

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Public Safety Department understands the importance of visually conceptualizing our story. This is an art piece PSD commissioned to conceptualize the vision of the collective community work happening this year.



*"Community comes together to create a path for ntytyix to take action on dreams of a safe community."  
-Lauren Marchand, Digital Artist*



limt lemt to Public Safety Dept., Jami Tonasket and Michael Ochoa and Linda Williams, for their passionate heart in making sure this work continues; Vanessa Mitchell for her dedication to the community in the collective compiling of this report, and Kelsie Marchand for the creative contributions of putting this witness account together.



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