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Artwork by Thunder Mitchell from n'kmaplqs



ntytyix: A Time for Action Community Safety Strategy Phase II

Final Report 2022



ałi kwu_swiwi-numtax, ałi kwu_suknaqinx, ałi axa/ L/tmxwula/xw.

We Are Beautiful, We Are Okanagan, Because Our Land is Beautiful.



The Okanagan Song

Scan this QR Code with your phones camera, it will then prompt you to follow the link to listen to our Okanagan Song

Performed by Tricia Manuel and Bruce Manuel from spaxmn

k^wu climt p_ucyſap

We are glad you all have arrived

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We are glad you all have arrived

Executive Summary

Welcome!

Our community has been in a state of emergency and living within a dual crisis – opioid and COVID-19 pandemic.

Community safety starts with you! This message of empowerment carries within it a collective responsibility. As we have been taught as syilx people we have responsibilities. And that is the ‘why’ that carries this work forward. Knowing who we are and where we come from. We come from the dreaming people and we have a responsibility to the land and to our community.

So without further ado, we are pleased to present to you the ntytyix action plan report. The overall purpose was to elevate the words shared by the 182+ community voices that were gathered within the 2020-21 Public Safety departments annual report, “How the people of n’kmaplqs came together to re-envision a safe community” and put them to action. In that report the community answered the question, what does a safe community look like for you?

Additional engagements this year added to the conversation and were accomplished through hosting roundtable style conversations with both community Elders, and the Youth Leadership Council.

Invitations to the departments to engage began in fall of 2021. A number of facilitated action planning sessions took place between September 2021-May 2022 with each of the band departments: Communications, Education, Human Resources, Health & Wellness, Lands, Policy & Strategic Initiatives, Public Safety, Public Works & Housing, Territorial Stewardship as well as the Okanagan Indian Band Group of Companies.

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We are glad you all have arrived

Executive Summary Continued...

Each department developed their respective action plans contained within this report. Every line item represents their goals and the steps the department has taken, is being taken, and/or is required to accomplish their goals. The goals are prioritized into colour-coded timelines, --- **Short = 8 months or to the end of current fiscal year**, **Medium = 16 months**, **Long = 36+ months**, **Ongoing/As need arises = Items that will be continued to be pursued overtime**. Not every opportunity is feasible as it simply is outside of the scope of a particular department. In those instances, it is categorized as 'not applicable'. There are times where the **mandate/responsibility** may not belong to a department, however that department is still taking actions to support in a collaborative way.

Communication has been a consistent need that that has been identified from community. The departments listed various ways they strive and aim to continue to improve their communications. The list included, but is not limited to: professional profiles of staff/roles, signage, virtual/in-person, all staff emails, story/article in senklip newsletters, social media, website, networking, flyers, door-to-door, drive thru promotion, word of mouth, outreach, presentations, manuals, matrixes, stickers, magnets, open door policy, surveys, and more.

Internal communications – specifically for communications needed within a department

Interdepartmental – specifically for sharing information and collaborative opportunities

Community – specifically for sharing out information and updates,

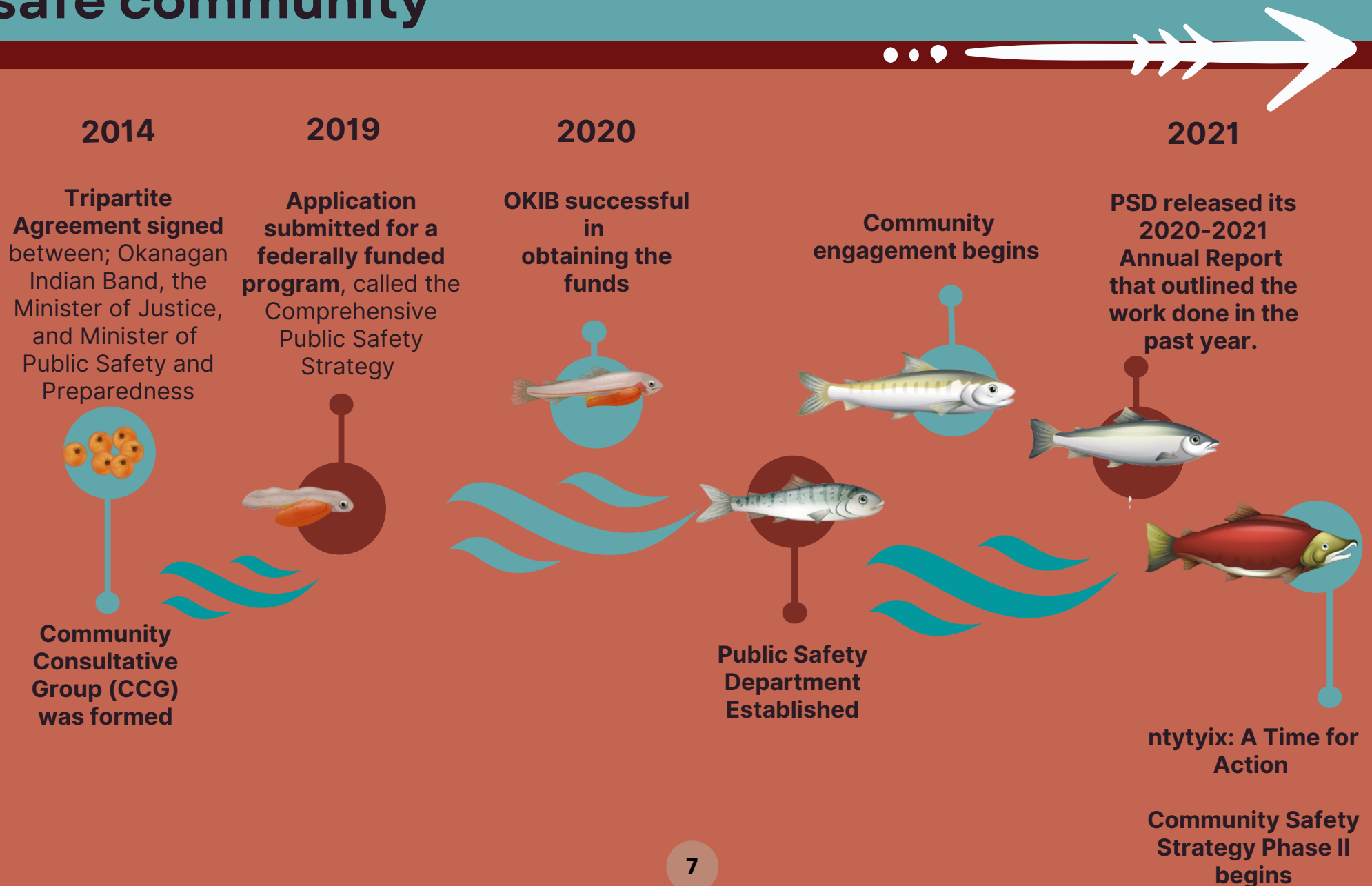
Leadership – specifically for reporting and need for decision making

External partners – specific to communications with local/municipal, regional, provincial, national partners; government; consultants

Through actioning the voices of the people, it is recognized that accountability and reporting back to community is integral to moving the community safety forward. This report is a living document that each department has committed to through the actions that they have shared in their respective plans. We can look forward to next years reporting out!



The journey for re-envisioning n'kmaplqs as a safe community



Recalling our dream...

As syilx people we've been taught to always pay attention to our dreams, they often come with messages and actions we might need to take.

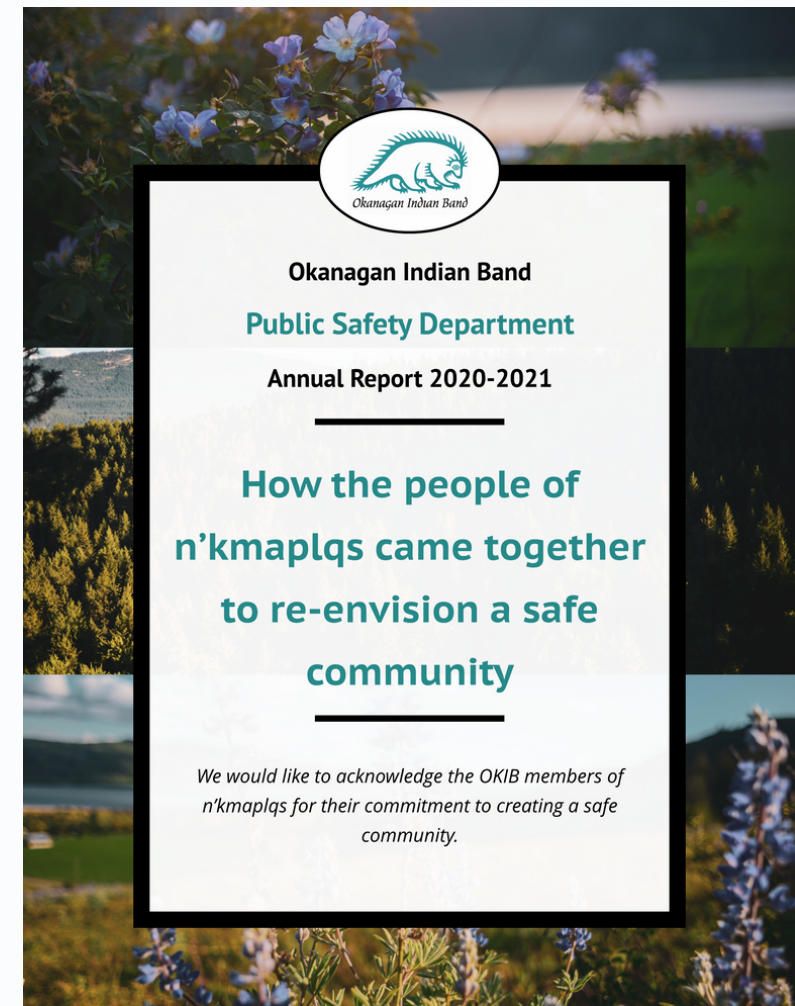
So let's take a look back to 2019 when some folks in n'kmaplqs got together to apply for a grant that would allow the community to come together and decide for themselves what a safe community might look like.

Over 182+ syilx people shared what was on their hearts in the 'how the people of n'kmaplqs came together to re-envision a safe community' report.

What does a safe community look like to you?

The collective consensus from the people were that we have always deserved to live in a safe and healthy community.

So now, it was time to put those voices things to action. That's when the next phase was born....



Scan to Read:

**How the people of
n'kmaplqs came
together to
re-envision a safe
community**



Now it was time for action...



The process

The goal was to take the collective dream and work with departments within the Okanagan Indian Band to create their action plans. Each individual shared their collective vision for an actionable process that would implement accountability.

After all, this dream was for everyone, and OKIB must play a role in executing it, much like each person in the community has a responsibility to ensure the safety for our people, land, animals and water – all of our timxw (life forces).



First, let's meet some of the community voices



The five themes that the community identified would create a safer community are: Traditional, Sense of Belonging, Social Supports, Health Care, Healthy Living and Mental Health and Safe Community.

The wellness of one is the wellness of all, and it takes a community to do this work.

Youth Leadership Council are the critical voices of the future

Kayla Ochoa



Taijah Clough



Justen Peters, Co-Chair



Tyara Marchand, Co-Chair



The Youth Leadership Council is an effective and productive community of young Okanagan leaders and advocates. Throughout the past year, our members have learned many intricacies of Okanagan culture through invaluable teachings from Eric and Christine Mitchell and Terry Harris. We've heard origin stories, traditional medicine teachings, and syilx language learning. We also have embraced other communities and have had the opportunity to meet with other youth councils across Creator's land. Our council has created a safe space where we as leaders have the chance to evolve and create measurable change within our syilx community. All members of the council are on different journeys in terms of their career and personal life, but through this experience, we are learning together the fundamentals of being Indigenous advocacy trailblazers and hope to become future leaders of the Okanagan Nation. Looking into the next year, we hope to take the tools and stories learned and use them to impact other youth in our community and foster new leaders within our nation.

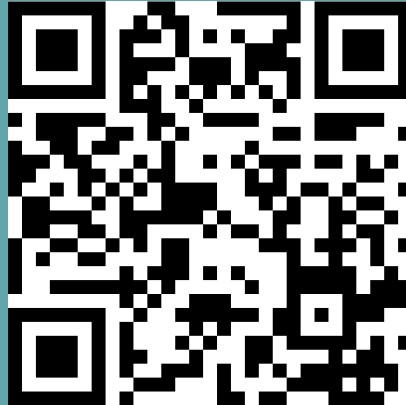
way'

Vice-Chair, Okanagan Youth Leadership Council,

Tya Marchand

Scan to hear more about what's on the hearts of our Youth...

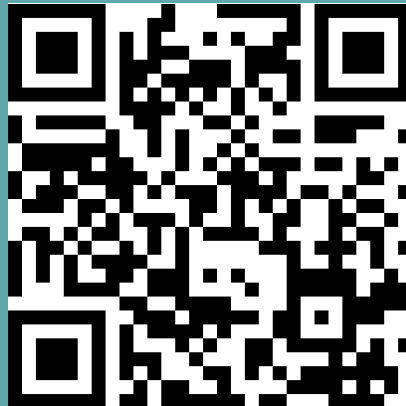
Kayla Ochoa



"I see people in my community struggle with [mental health and addictions], and it's really painful to see...adding more cultural ways and traditional ways into their life could really help because a lot of us have lost that."



Justen Peters

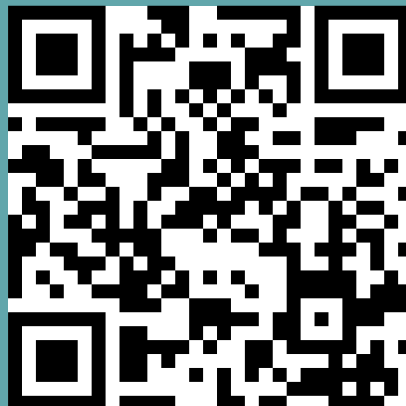
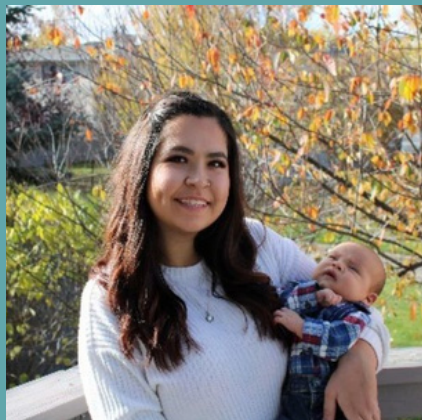


"[We need] to focus on what we talk about at these gatherings, and emphasizing autonomy, emphasizing public safety, emphasizing that we're a community and we need to heal together because we are in a state of recovery...[and that includes] sustaining our spiritual principles."

"I call OKIB my family, just for my situation, I say my family, and how powerful is it to say that my family is buying O'Keefe Ranch [Range]"



Tyara Marchand



"I think a way forward for our community is to be partners in our own healthcare, I think that's really important. Including Indigenous healthcare professionals whether that's LPN's or RN's, or even doctors to come back to community and have a reason to be there, and get preferential hiring."

"Another big issue that OKIB has is that there is nowhere for Youth to go, there is nothing for them to do...even a Youth Centre to have a place for people to go."

"The Youth are the future...so being able to invest in them is really important."

Community Advisory Committee contribute a balance of professional perspectives



(L to R) Wanda Duncan, Michael Ochoa, Linda Williams, Joann Louis, Penny Lawrence, Shawna Whitney, Jami Tonasket, Buffy Mills, Terry Harris, and Vanessa Mitchell

Vision Statement

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



"It's meaningful engagement, it's an opportunity [for us] to be able to connect, because of that trauma we haven't [always] been able to connect...that's because of residential schools, that's because of all of these things that we've all experienced."

"I want to see my community heal, I want to see everyone experience joy and fulfillment, and that's why I'm involved".

BUFFY MILLS- COMMUNITY
ADVISORY COMMITTEE MEMBER

Elders came together to share their knowledge

Here are reflections on what was shared...

- There is importance in knowing our Old Ways with coming times that are said to be more difficult.
- Our people should know the lay of the land and have a collective emergency plan, including food caches, and communication plans.
- We should know where all of our plant medicines are, and know that our Ancestors knew of this time and had prepared for us. We need to find the places they prepared for us to go.
- Part of community safety is building trust with one another again, we should be able to trust one another with our lives, and that healing that needs to happen within our community is directly tied to our survival.
- Our people should have two-week survival kits, not 72 hours kits. Keep a survival kit on you, or accessible to you at all times and know your placement on the land and where to go. For syilx Peoples the survival kit will look different than what you might buy, it should include items that will sustain you in the instance of needing to rebuild life elsewhere.
- We will need to prepare our health and bodies to walk for days, training our children to learn to walk the land for long periods of time.
- We should be saving seeds and preparing to sustain ourselves as a community when we need to go on the journey together on the land when times become difficult.

Writers Note: *In my writing of this public report the conversations with the Elders touched on many culturally significant keypoints and spoke to syilx prophecies that I do not have collective consent to share. It's my own personal storytelling protocol to therefore summarize the knowledge shared by the Elders in a general manner to respect the teachings of our people.*

"We have to find a way to trust eachother and the only way we can do that is to talk".

ERIC MITCHELL- ELDERS ROUNDTABLE
DISCUSSION ON SAFETY



**Listen in as
Eric Mitchell share more at
OKIB Elders roundtable
discussion on safety
here.**



"On another level, our Ancestors
are going to help us".

SANDRA SADDLEMAN- SYILX
ELDERS ROUNDTABLE DISCUSSION
ON SAFETY



**Listen in as
Sandra
Saddleman and
Christina
Marchand share
more at OKIB
Elders roundtable
discussion on
safety here.**



"Everyone has the responsibility [...] to do
what they can do, and if we don't know how
[...] there's ways to learn".

CHRIS MARCHAND- SYILX ELDERS
ROUNDTABLE DISCUSSION ON SAFETY



Indigenous Policing Services



Constable Kyle Camalush strives to come with a humble ambition to learn from Elders, youth, community and the many departments within Okanagan Indian Band. He recognizes there is an ongoing need to (re)build a solid relationship of trust between RCMP and the community due to the historical impacts of harm and distrust.

In support of the Tripartite Agreement, the work of the Community Consultative Group continues to be hosted by Constable Kyle of Indigenous Policing Services and community-driven by those members who participate. This is a platform for community to bring forward issues and to receive high level updates as to the common themes that are impacting community at any given time. And the current Letter of Expectation 2019-2022 between RCMP and Okanagan Indian Band outlines three key priorities: working with youth and elders, traffic safety and communications.

Constable Kyle has actioned the three priorities through:

- Routine patrols, vehicle stops, engaging BC highway patrol
- Purchase of 'slow down' signage for community and receiving direction from MOTI, key departments, leadership and the band school bussing to establish the best locations; communications for community as to why the new signage to increase awareness
- Support RCMP when responding to calls and assist in investigations
- Acting as a midpoint and point of contact to ensure efficient communications between the band and RCMP by working with the band's EOC during the recent wildfires and floods
- Work with Youth Leadership Council and Youth Justice Worker; conduct band school presentations on bike/road safety, social media safety, bullying
- Bring care packages to Elders from IPS and PSD
- Liaise with Executive Director to improve communications between RCMP/OKIB to increase efficiency and ensure everyone is aware

The overall goal is to establish a relationship of understanding: where community can be informed of the what, when, where, why and how of the responses of RCMP, as well as to provide education to RCMP as to how to build and maintain culturally sensitivity education within policing services.

Traditional

The community has identified that implementing traditional way's of being is crucial to the success and healing of each individual, which in turn is healing the collective.

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
School District 22	<p>CYMH counsellor – school based: relationship established in partnership with SD22 and OKIB and Education Dept.</p> <p>CYMH counsellor – community based</p> <p>Youth/student volunteers to support Elders</p>	<p>Position has been developed, approved, recruited and hired (school-based counsellor)</p> <ul style="list-style-type: none"> • Second position in development based upon need • Seconded MHSU FTE from MCFD to support SD22 as well in community, comes with assessment capacity • All clients will come from education dept and/or school district <p>Position has been developed and approved. (community-based will be a phased approach)</p> <ul style="list-style-type: none"> • School based position – establish relationship with school district staff – mid and upper-level managers – secured spaces, continued advocacy of position • Defining distinct roles between school based and community-based roles • Collaboration with Band Education Coordinator and School Principal 	<p>Medium term – community based</p> <p>Ongoing</p>

Territorial Stewardship	Agricultural Opportunity Assessment	<ul style="list-style-type: none"> • In creation for a food system • Food system that does protect the environment and is regenerative • Adaptation of practices that support the teachings of regeneration and not over-harvesting 	long
	Opportunities to participate in local cultural camps	<ul style="list-style-type: none"> • Elders to be supported to participate in the local cultural camps (i.e.: Elders) • Youth to be supported to participate in the local cultural camps (i.e.: Youth/students) • Seek transportation opportunities 	Short
	Cultural community cookbook	<ul style="list-style-type: none"> • Collaborate with other departments (C&L, TSD, etc) • Learnings from the community garden for cookbook • Cross departmental collaboration, include language and territorial stewardship; cultural camps, word of mouth; community kitchen; sell cook books for a cause – for example, 	short

		use funds to go back into programs and resources	
Environment	Collaborate with community	Education about collaboration when developing a new food system Involve community Land to table network collaboration Aquaponics system as a learning tool of water health and environment	Ongoing
	Safety to gather and be in environment	Biohazard collections for needles at park bathrooms; needle exchanges with community members; environmentally friendly supplies and materials (cups, plates, cleaners, etc)	
	FNHA	Collaboration and partnership with FNHA – water testing and all that their environmental department offers (recovery team; land; TSD; housing – indirect collaboration)	
	Collaborative space	New temporary portables for wellness within H&W – collaboration – ensure continuum of service, wish list – plants and greenery (completed)	Medium
	Signage	Signage of significance of key areas – paths, animals, food, shelter, compost areas – as education and promotion of protecting the environment/lands/waterways	Long

	Animal protection (public safety)	Bears – relocation; garbage and apple trees are accessible; displacement due to fires, floods and other environmental impacts Horses, cows Community garbage clean up	Ongoing
Conservation	n/a	<ul style="list-style-type: none"> • In the past had a working relationship with conservation officers re: findings of birds and other animals for proper disposal (held by former D&A workers) and so community could utilize eagle feathers in these instances (gifts, court systems) • Potential for youth to move into becoming a conservation officer in future 	
Heads of Family	Continue to navigate protocol	<ul style="list-style-type: none"> • Family tree book – Q'sapi: review of this book to further understand kinship and heads of family • Orientation to be included for new hires • Bring in for resolution processes 	Ongoing

Ceremony Training – ongoing pursuit	Create a safe, accepting and informal space for the coming together for Elders/Youth to connect	Invite Elders and Knowledgeable community to offer teachings – ongoing and at distinct times of year of significance; drumming; teachings; singing of Okanagan songs; Okanagan stories/teachings; speak to importance of every person's role, gifts and contributions in family and community	Ongoing
	Mental wellness supports as part of end-of-life ceremony	Offer mental wellness supports, build capacity, increase knowledge and awareness of who and what health and mental wellness have to offer/provide	
	Opportunity for a interdepartmental collaboration	Create a culturally safe space for interdepartmental collaboration and discussions for opportunities; ask how to Indigenize and decolonize; centre on strength-based Okanagan ways of knowing and being	
		End of life doula training (ask Jami T who this is from? FNHA, ONA or other?) Yuwipi/pow-wow – ceremony, coming together	

Elders, Knowledge Keepers/Holders	<p>Honour self-identifying and those who are seen as Elders</p> <p>Recognize those who hold/have knowledge</p>	<ul style="list-style-type: none"> • Self-identify, programs strive to not define Elder or Knowledge Keeper/Holder • Will welcome all who want to attend • Programs strive to honour all ages who hold knowledge to be shared • Open to the conversations • Inclusiveness and open doors • Non-discriminatory and reduce harms • Collaborate with Culture & Language re: standardization of honoraria to support Elders/Knowledge Keeper involvement (challenges arise due to funding/budget capacity and discrepancies) <p>Primary care budget: Roster of Elders – equivalent to a full time FTE</p> <ul style="list-style-type: none"> • To ensure involvement in care (decolonization, etc.) <p>Healing – naturopathy, reiki, traditional healers</p>	Ongoing
Community Supports	<p>(Nicki – food security lead)</p> <p>Mental Wellness) - Direct service level – wellness check</p> <p>(Faith and Shannon) – wellness checks</p>	<ol style="list-style-type: none"> 1. Food distribution – COVID, evacuation 2. Looking at food security and traditional gardens via business plan for sustainability – including plan for Komasket 	Short, medium, long and ongoing

		3. Engagement plan is underway for food security	
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
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"> Existing relationship with SD22 Providing supports of awareness and education on prevention (crime, drugs, addiction, gangs) Connecting with SD22 / 23 for cultural safety, racism, talking circles Educator Liaison, Band/SD22 & 23 – invited youth recreation to do traditional games in the schools (high-schools and leading into elementary schools) 	Short. Ongoing Short. Ongoing
Territorial Stewardship	To support wellness which includes land, medicines, teachings and protocols	<ul style="list-style-type: none"> Go out on the land and use medicines within the work of PSD Share teachings and follow protocols in the work of PSD 	Ongoing
Environment	To support the band in their activities for environmental protection and be aware of (new) information.	<ul style="list-style-type: none"> By-laws Environment protection acts (endangered species – animals and plants, waterways) 	As it arises
Conservation	Be aware of relationship with conservational bodies and OKIB	<ul style="list-style-type: none"> To be able to support and interpret the information to share with community members when they ask/inquire 	Ongoing
Heads of Family	Understanding traditional kinship and relationships	<ul style="list-style-type: none"> Acknowledge and address there are traditional heads of families when doing engagement work 	Ongoing
Ceremony Training	Facilitate support to families, communities, and departments	<ul style="list-style-type: none"> Conduct and host knowledge holders and Elders in the work of PSD 	Ongoing

		<ul style="list-style-type: none"> • Active and supporting role with families and departments 	
Elders, Knowledge Keepers	Support the Elders and Knowledge Keepers	<ul style="list-style-type: none"> • Acknowledge knowledge of all ages • Provide space for all to share • Honoraria not defined by age, rather by contribution and time • Support relationship with knowledge keepers throughout the band and its departments and not just housed in one • Support open communication with budget and honoraria with Elders and knowledge Keepers 	Ongoing
Community Supports	Listen to the needs of individuals/families and support finding solutions that work	<ul style="list-style-type: none"> • Support families and/or individuals to attend PSD events, trainings, programs and services via carpooling and connecting • Support individuals and/or families to attend via connecting and child-minding 	As it arises

		<ul style="list-style-type: none"> • Active and supporting role with families and departments 	
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
School District 22	Signage for roads	<ul style="list-style-type: none"> School speed limit signs and school zone – school facility and pickup/drop off zones Speed bumps 	Long
Territorial Stewardship	Care of facilities and parks for community use	<ul style="list-style-type: none"> to support traditional food distribution to support community preservation to support community garden program 	Ongoing
Environment	Water capacity	<ul style="list-style-type: none"> water project in key areas (head of the lake, six mile) subdivision development for water right of ways and accessible to safety services and education access 	short
Conservation	RFP process	<ul style="list-style-type: none"> interview process assess safety to community transparency and communications 	Ongoing
Ceremony Training	Maintain facilities and parks Funeral	<ul style="list-style-type: none"> to support community, use as needed or requested for ceremony connect with funeral lead to do funeral coordination (gravesite prep, facility, road closures, wake prep) 	Ongoing

Elders, Knowledge Keepers	Acknowledgement of Elders & Knowledge Keepers	<ul style="list-style-type: none"> • breaking ground for projects – Knowledge Keepers and Elders • Elders' facility maintenance – New Horizons • Maintain living units and support care aides to keep Elders healthy and safe and accessible – Bluebird • Assess unexpected and expected needs • Support snow removal contract – Elder's driveways in collaboration with H&W 	Ongoing
Community Supports	End of life/Memorials support to families	<ul style="list-style-type: none"> • Provide space/site for memorials free of charge to families 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Territorial Stewardship	Protection of land, water, animals, people.	<ul style="list-style-type: none"> • cultural Heritage and Environmental Monitoring. Archaeology monitoring, including studies. • Development of a Cultural Heritage Policy (internal/external) • Development of a Consultation Policy (external) • Community Engagement • Development of a Partnership Agreement Model with the province for up to date communications as well as monitoring, observing and reporting (phased approach from initial conversation to actual PA) 	Ongoing Short Long
Environment	Protection of Land, Water, Animals and People: Management and authority over lands.	<ul style="list-style-type: none"> • Sylx Forestry: Standards under the guidance of the Four Food Chiefs. • Watershed restoration and protection plans, impacting community. 	Medium Ongoing
Conservation	Develop a relationship with the Ministry of Lands, Forests and Natural Resource, Rural Development Operations (MFLNRORD)	<ul style="list-style-type: none"> • Establish a Memorandum of Understanding with MFLNRORD • Developing a guardian program • Establish partnership with conservation and Dept of Fisheries and Ocean 	Long

Elders, Knowledge Keepers	The knowledge is not necessarily conducive of age	No definition of age for TEK who support TSD Use of TEK more often in TSD Provide honoraria to TEK	Ongoing
Community Supports	Work to connect with the land for support, learning and sense of purpose, being and pride	Partner with PESP and clients came and participated in camps Continue to host and support cultural camps for ongoing reconnection to land for the people	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Territorial Stewardship	Cross reference with the bands strategic plan – related to community services and ongoing programs	<ul style="list-style-type: none"> • Funded to manage lands on reserve • collaborate with TSD • implement reserve land management policies and practices <ul style="list-style-type: none"> ○ the Indian Act – individual land transactions, surveys, leases, permits • extensive community engagement was conducted and recently have received approval for the final land use plans 	Cross reference with bands strategic plan Ongoing

Environment	<p>Negotiations are ongoing with the Department of National Defence and Indigenous and Northern Affairs Canada. Through this work, our goals are to eventually return these lands to a safe and secure state for future generations of OKIB members to use and enjoy.</p> <p>To understand and address the impacts of Canada's use of the Goose Lake and Madeline Lake ranges on OKIB members and community; and</p> <p>To support the reconnection of OKIB members and community with these lands once cleared and remediated.</p>	<p>UXO</p> <ul style="list-style-type: none"> • surveying to locate areas of risk requiring clearance in the Goose Lake and Madeline Lake and to determine areas not requiring clearance • once areas requiring/not requiring clearance are established then an approach to clear will be determined, including environmental site assessments 	Ongoing
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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	Ongoing
Ceremony Training	n/a	<ul style="list-style-type: none"> • aim to ensure following Okanagan protocols and practices • community engagement – following protocols, being respectful in engaging • strive for reciprocity – not just take, rather need to give/gift for time and coming together • respect land owned properties – seeking permission before going on the land 	Ongoing
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"> • 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 • Source UXO video – acknowledge Elders and Knowledge Keepers for their knowledge of history and information • 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); <p>Identified issue: challenging to navigate when one wants to be respectful and follow protocol</p>	Ongoing

Community Supports	Support community in providing meaningful and relevant information and resources	<ul style="list-style-type: none"> • 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"> ○ 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 ○ Safe way to store gas on land for safety ○ Where to dispose of garbage and recycling that does not get picked up by garbage pick up ○ Seasonal information – repetition 	Ongoing
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
School District 22	To ensure high level influence within the local school district	<ul style="list-style-type: none"> Supported local community member seeking seat as Board of Trustee in SD22, in 2021 fall bi-election Publicize surveys and letters to communicate out programs and services 	Completed Medium
Territorial Stewardship	To be a supportive role in the stewardship of the lands	<ul style="list-style-type: none"> Support departments in their work of territorial stewardship with communications Emergency operations centre (EOC) 	Ongoing
Environment	Communications that is ethical towards the environment	<ul style="list-style-type: none"> Promote environmental protection as required in collaboration with departments 	Ongoing
Conservation	To promote conservation initiatives	<ul style="list-style-type: none"> Promote conservational bodies engagement of cultural awareness training Support leadership in accomplishment of a Memorandum of Understanding 	Ongoing
Heads of Family	Ensure communications reaches all community	<ul style="list-style-type: none"> Undertaking a distribution project to enhance communications to all community members (mail, texts, email...) 	Ongoing Text/mail – short term
Ceremony Training	To support interdepartmental initiatives, as requested	<ul style="list-style-type: none"> Support departments in their work of ceremonial training Offer communications options: video, booklets, informational posters 	Ongoing
Elders, Knowledge Keepers		<ul style="list-style-type: none"> Departmental events: support departments in their work with Elders and Knowledge Keepers; record, when required; photography, when required 	

Community Supports		<ul style="list-style-type: none">• Participate and support in community events led by departments	
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
School District 22	Support respective departments to increase awareness	Under the community-based capacity development plan: <ul style="list-style-type: none"> • Educate student regarding career opportunities • Foster connecting students regarding apprenticeship opportunities 	Long Term
Territorial Stewardship	Ensure safety of employees, partner companies, community and Nation members	<ul style="list-style-type: none"> • Access to ancestral grazing with local band ranchers; seeking signatures to formalize the granting access • H&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 	Short
Environment	Ensure gravel pit operates in an environmentally responsible manner; Ensure restoration for future housing; elevate traditional usage	<ul style="list-style-type: none"> • Environmental plan around gravel pit project • Restoration plan around gravel pit project • 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 	Short
Conservation	Recognize and preserve traditional plants and medicines isolated in small ecosystems	<ul style="list-style-type: none"> • Quarterly reviews specific to license held by OKIB • Development and implementation of reserve zones surrounding streams to protect water • Pursuing federal funding to re-establish native plants and communities (eg: deciduous cotton wood, natural 	Short to Long Ongoing

		occurring plants) to accelerate healing of land from the burn	
Heads of Family	Increase cultural awareness and cultural safety	<ul style="list-style-type: none"> • Understanding heads of families/spokesperson 	Short
Ceremony Training	Increase cultural awareness and cultural safety	<ul style="list-style-type: none"> • Aware of protocols and processes to create safe spaces • Bereavement policy and understanding Sqilxw concept of family • Providing space for ceremony during restorations for healing; repatriation in collaboration with TSD 	Short
Elders, Knowledge Keepers	Increase cultural awareness and cultural safety	<ul style="list-style-type: none"> • Honoraria amount based upon Culture & Language Department 	Short
Community Supports	To increase access to programs and services (medical, employment, etc.)	<ul style="list-style-type: none"> • Revisit collaboration with H&W department to apply for funding for a bus system for OKIB 	Short

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
School District 22	Local Education Agreement	<ul style="list-style-type: none"> • Developing a good relationship between the Band and SD22 • Nominal Roll – Funding allocation and use <ul style="list-style-type: none"> ○ Research background and process ○ Identify and prioritize need of students • Advocate for appropriate staff and/or community to support curriculum surrounding culture and language • Assess and identify a designated position to liaise and work with SD22 specifically on Sqiix^w language and cultural curriculum 	Short – end of fiscal or 8 months
	Sqiix ^w language and cultural curriculum to advance learning	<ul style="list-style-type: none"> • Cultural safety and humility education, cultural awareness training for drivers to increase safety for students • Collaborate with TSD so that they could provide archaeological and cultural education and activities • Increase safety for students • Cultural Day Field Trip hosted by SD22 	Ongoing
Territorial Stewardship	Collaborate with Departments for information and sharing	<ul style="list-style-type: none"> • Seeking to build relations to partner with TSD to access Community Knowledge Keeper database to enhance cross departmental and community sharing and access process • Develop Research(ers) position to oversee database and cultural/language curriculum 	Ongoing Long

Environment	Band school curriculum and learning	<ul style="list-style-type: none"> • Ensure to support staff to build and implement traditional teachings about environmental protection and understanding importance of our lands • Teachings of being stewards of the lands and waterways 	Ongoing
Conservation	n/a	<ul style="list-style-type: none"> • Support developing a cultural awareness, cultural safety tool/orientation (i.e.: a working group) 	
Heads of Family	Seek clarity on what this means for departments, programs and services	<ul style="list-style-type: none"> • For students in schools: Parent (Guardian)/student contact lists • Once defined, could become another key communications pathway • Potential for heads of family to be a part of higher-level discussions (i.e.: advisory) 	Ongoing Long term
Ceremony Training	Youth Workers	<ul style="list-style-type: none"> • Hired to support Cultural & Language program • Trainings to collect and preserve foods and medicines, ceremonial protocols 	Ongoing
	Children from daycare and language nest	<ul style="list-style-type: none"> • Participating in culture and language • Offerings to families of children to take language to support children's learnings 	Ongoing
	Outdoor learnings	<ul style="list-style-type: none"> • Speak to roles and responsibilities in community 	Long term
Elders, Knowledge Keepers	To ensure space for history, traditions and language acquisition	<ul style="list-style-type: none"> • Connect with Elders and Knowledge Keepers in community for programs in community and in the schools • Developed standardized honoraria – with intention to be utilized cross organization: approved and accepted, agreed upon in principle, still seek to standardize across the organization <ul style="list-style-type: none"> ○ Possible challenge is funding within each departments to achieve standardize honoraria, so need to be creative 	Ongoing

Community Supports	Awareness for parents and students	<ul style="list-style-type: none"> • Course selections for parents/students for graduation and preparation for post-secondary • Providing online program for language and culture (e.g.: cooking classes, crafts, etc.) 	Ongoing
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
School District 22	N/A	HR Pre – Employment Supports and Income Assistance (PESP/IA) age demographic 18 - 64	Ongoing
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"> • Section 41 – Preference may be given to those having knowledge of the Okanagan culture and traditions • Collaborative with Directors to ensure that the knowledge and skills are captured in the posting so that the specific needs are met • Look at having elders or community members participate in interview panels in future. 	Ongoing
Environment	N/A	Support OKIB employees and where applicable support job postings and trainings, where applicable	As need arises

Ceremony Training	Pre-employment Supports Program (PESP)	<ul style="list-style-type: none"> • Training opportunities explored and provided via PESP and OTDC • Supporting and collaborate with appropriate departments in bringing this to fruition, as led by community and/or key departments • Provide short term work placements to increase work placement opportunities <ul style="list-style-type: none"> ◦ Men's breakfast (traditional foods) – information (education and employment) and coming together ◦ Community Garden • Community Futures – entrepreneurial program to support band members who do traditional arts/crafts/foods; local eco-tours 	Ongoing Long Term
Elders, Knowledge Keepers	Orientation of new employees	<ul style="list-style-type: none"> • Incorporate in Orientation - Indigenous ways of knowing and defining Elders and knowledge keepers • Incorporate Elders/Knowledge Keepers into hiring practices, where applicable in collaboration with department 	Medium -looking to prioritize in near future

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
School District 22	Local Education Agreement	Provided support to Education Department to review and edit agreement	Completed
Territorial Stewardship	Land Allotment Policy	<ul style="list-style-type: none"> Develop policy - provide leadership with a decision-making framework regarding land for fair and appropriate distribution (housing, commercial use, etc) Collaborate with PWH, Lands and TSD 	Short
	Support TSD	<ul style="list-style-type: none"> Adverse environmental effects panel – TSD sits on this panel and P&SI employee is a part of a debriefing with TSD and other supports 	Medium
Environment	Protecting water source by development of water infrastructure by-law	<ul style="list-style-type: none"> Review by external technical expert/consultant for water to ensure use of appropriate technical terms and language Develop multifaceted Water Infrastructure by-law: (e.g.: <i>unauthorized use of water, contaminants, household use, emergency services, etc.</i>) Collaboration with PWH and Lands department 	Medium (development of by-law)

Conservation	Support leadership in creation of MOU with conservational bodies	<ul style="list-style-type: none"> • Draft of MOU based on C&C parameters and needs • Engage in dialogue with conservational bodies re: parameters and needs • Mediate discussions to come to agreement for MOU • Coordinating signing 	Arises out of need
	Cooperative land planning strategic initiative	<ul style="list-style-type: none"> • Confirming community support in the development of a regional land use plan • Engaging in cooperative land use planning with surrounding municipalities and regional district 	Long term
Ceremony Training	Funeral Protocol – Chief & Council	<ul style="list-style-type: none"> • How leadership will conduct themselves when there is a funeral in community 	Sept 2021 – completed and approved
	Funeral Financial Assistant Policy - Admin	<ul style="list-style-type: none"> • How the Band will support a family during a time of loss - funeral expenses; collaborate cross-departmentally to address funeral needs (gravesite, firewood, etc); admin support for families to apply for funds they are entitled to (CPP death benefits, ISC, etc) 	Nov 2021 – completed and approved

Sense of Belonging

To belong gives each individual a purpose, this purpose is needed for any community to thrive, honouring the gifts and skills each individual has and how important each person is - to belong is to preserve life and preserve Syilx ways of being

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Inclusivity of all cultures	To ensure equitable opportunity	<ul style="list-style-type: none"> • Walk and talk weekly • Masters' practicum student (May-Aug 2022)– thesis is based on inclusivity, addictions, gender identity <ul style="list-style-type: none"> ○ to work with H&W and potential opportunity to incorporate their work ○ Work with programs ○ Connect with YLC • Challenge, not every person has self-identified, so working to see how to communicate out to ensure people know about programs, services, and opportunities 	Ongoing

Cultural practices	Provide opportunity for cultural practices in care; incorporate cultural practices in a good way in care; new and current staff orientation	<ul style="list-style-type: none"> • The opportunity to embed prayer, welcoming, and traditional territory acknowledgements is available to include in the work of H&W, and there is a desired need/want to build the capacity within staff to conduct/organize prayer, confidently do land acknowledgements, and to increase understanding of what it means to ask or engage in a good way • Smudging, as requested • Engage with Child & Family Service Agencies to develop cultural appropriate assessments and working relationships. • Drum-making; drum group (addictions counselor) 	Ongoing Medium Long
Sense of pride	Elder/Youth Knowledge Translation and coming together	Develop opportunities for Youth/Elders to come together; Youth support Elders in their activities and be with the Elders; Youth supporting Elders and technology	Ongoing
Power in Unity	Bringing together the people	<ul style="list-style-type: none"> • Good food boxes (community connected to a program) • Dinner drive-in (to move to in-person) 	Ongoing
Indigenous & Western	Acknowledge dates of significance	<ul style="list-style-type: none"> • Pink shirt day • National Indigenous Peoples Day 	Ongoing

OKIB/Syilx identifiable markings	Support departments leading this work	<ul style="list-style-type: none"> • Ideas: traditional names for creek signs; signage to highlight natural animal crossings within IR1 (eg: turtles) • OKIB sign ideas: traditional territory, nsyilxcen • QR codes – places name and pronunciation 	Long term
Valuing and acceptance of individuals, gifts & skills	Establish a role for LGTBQ2S+ Increasing awareness, understanding and safety	<ul style="list-style-type: none"> • Drag Queen Bingo/Show Organize an event; create safety • Increase awareness and understanding <ul style="list-style-type: none"> ◦ LGBTQ2S+ ◦ Pride Month • Masters' practicum students 	Long term

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Inclusivity of all cultures	Respecting individuals and families that we serve	<ul style="list-style-type: none"> • Acknowledging that every person has their own beliefs and practices • Acknowledge there are blending of families and awareness of blended heritages with their own beliefs and practices • Acknowledge the diverse beliefs and practices (Sylx traditional and/or other First Nations traditions, religious/Western, non-First Nations spirituality) • Immigration services reaching out for more information– to include Sylx language, culture, history, significant sites – to continue liaising 	Ongoing
Cultural practices	Respecting individuals and families that we serve	<ul style="list-style-type: none"> • Support cultural practices of an individual and/or family • Support and listen their requests for cultural practices 	Ongoing
Sense of pride	Respecting individuals and families that we serve	<ul style="list-style-type: none"> • 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 • Support individuals and/or families to lead their journey in wellness versus telling them 	Ongoing

		what they need to do or where they need to go	
Power in Unity	Listening to community members who come through the door	<ul style="list-style-type: none"> • Offer programs and services that allow us to learn, share, laugh and heal together: Healing circles, Wellbriety, etc • Supporting the need identified by community and/or by interpreting the common theme that arises from listening to individuals/families • Offer programs and services with a defined parameter from the individual and/or family • PSD aims to be flexible in a way that fosters confidentiality, ensures safety and indicates timeframe 	Ongoing
Indigenous & Western	Respecting individuals and families that we serve	Acknowledge the Indigenous and Western worldviews and seek balance void of shaming and anger	Ongoing
OKIB/Syilx identifiable markings	Elevate safety needs behind identifiable markings for emergency services and sense of pride	<ul style="list-style-type: none"> • Developed a road sign, door signs, flags • Encourage naming of housing that comes from our language and community 	Ongoing
Valuing and acceptance of individuals, gifts & skills	Respecting individuals and families that we serve	<ul style="list-style-type: none"> • Develop community advisory committee based on gifts and skills • Develop a youth leadership council • Call upon Okanagan Indian Band members first, then Nation, then more broadly for Indigenous peoples for expertise 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Inclusivity of all cultures	Maintenance of sites Onboarding and orientation	<ul style="list-style-type: none"> • Support community beliefs by maintaining church sites • Provide a cultural orientation of the community that new hires will be serving 	Ongoing
Cultural practices	Support of staff	<ul style="list-style-type: none"> • Cultural time offered to staff • Support staff interested in participating in community cultural camps such as hunting camp 	Ongoing
Sense of pride	Community spring cleaning	<ul style="list-style-type: none"> • Community recycling program – drop off at PWH yards, and support for pick up for those in need, including Elders and those without transportation • Annual spring cleanup – garbage contractor • Encourage tenants to do their own community clean up in their communal areas 	Ongoing
Power in Unity	Maintenance and use of facilities and site	<ul style="list-style-type: none"> • Support community safe access • Ensure utilities are functioning and maintained as needed (fire safety, stove maintenance) 	Ongoing

Indigenous & Western	Acknowledgement of holidays and days of significance	<ul style="list-style-type: none"> • Team/staff BBQs and luncheons • Support community events in planning and preparation – trunk or treat, kids xmas, National Indigenous Peoples Day 	Ongoing
OKIB/Syilx identifiable markings	New buildings (Residential units, school, etc.)	<ul style="list-style-type: none"> • Naming of new builds and community infrastructure • Art installation on new buildings/housings • support cultural showcase when and where applicable– for example, art installations (carving, mural) • collaboration with Elders for naming of buildings for new BC housing buildings, plan to continue practice moving forward for all rental units 	Ongoing BC Housing – July 2022
Valuing and acceptance of individuals, gifts & skills	Support community mapping Supporting staff and professional interest	<ul style="list-style-type: none"> • roads signage with family names; process moves through Lands dept., members discuss naming of a road (pending band or CP land), PW&H support Lands with purchase the sign • key roles of staff to support the whole while working within their skills and knowledge 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Inclusivity of all cultures	Create a safe working environment	<ul style="list-style-type: none"> Stand up culture – addressing it in the moment in a good way Availability to debrief 	Ongoing
Cultural practices	Public access to cultural inventory	<ul style="list-style-type: none"> Development of cultural community knowledge keeper program/database Archival system 	Medium
Sense of pride	Team building Supporting Community	<ul style="list-style-type: none"> Mudhole clean-up day Participating in Westside cleanup day led by Cassidy Marchand (community) Establish a cleanup day with Earth Day Seek donations for seedlings for replanting 	Ongoing Medium Long
Power in Unity	Transforming hunting camp into an overarching cultural camp	<ul style="list-style-type: none"> Establish working group Establish cross-departmental collaboration 	Short
Indigenous & Western	Recognize solstice and what that means from a Syilx perspective	<ul style="list-style-type: none"> Strive to research meanings behind days of significance from a Syilx perspective 	Medium

OKIB/Syilx identifiable markings	Place Names	<ul style="list-style-type: none"> • City of Vernon – signage • Referral process – seeking opportunities for signage, name changes, embedding Syilx names (i.e. Ministry of Transportation, BC Parks) • Establish a relationship with neighboring Nation for agreement for signage (disclaimer on behalf of the province not to include as evidence of Title and Rights) – to bring forward to C&C • Waypoint signage – at TSD building and along westside and along highway (departmental collaboration and goal) • Advocating for signage to Ministry of Transportation 	<p>Ongoing</p> <p>Medium</p> <p>Ongoing</p>
Valuing and acceptance of individuals, gifts & skills	Aim to create a safe work environment for staff and community to access TSD services	<ul style="list-style-type: none"> • Strive to achieve a stand-up culture in the work place by addressing it in the moment in a good way, when possible • Identify significant dates/months: Recognition of days of diversity • TV daily announcements 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
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	Ongoing
Cultural practices		support to Remembrance Day – implemented Okanagan culture into ceremony	
Sense of pride		Share information and support participation of events and activities that may occur within community	
Power in Unity		Share information and support participation of events and activities that may occur within community	
Indigenous & Western		Share information and support participation of events and activities that may occur within community Support planning – for community, by community	
OKIB/Syilx identifiable markings	n/a	<ul style="list-style-type: none"> • supports the rail trail initiatives by leading the addition to reserve lands • land use planning – inclusion of place names in the language and the knowledge/information of those places – documented <p>identified issue: need to imbed place names and language within the work and understanding/speaking/teaching the language</p>	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"> • network of Elders and Knowledge Keepers with knowledge of the gifts and skills they share and contribute • open to the needs of employees, community, partners, and any individual we work with, as need arises (e.g.: pronouns, etc.) • racism and discrimination – confident in employees to handle and/or report to Director; Director takes an active approach in handling 	Ongoing
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Inclusivity of all cultures	Promoting a safe environment for all members	<ul style="list-style-type: none"> Values on Okanagan Band's Facebook page to support safety The words, the photos – thought goes into what is used in communications, reflecting upon inclusivity and representation 	Ongoing
Cultural practices	Promote historical, present, and future of Syilx peoples	<ul style="list-style-type: none"> Cultural events, gatherings and media for the events Narrative of Syilx culture not just static it is being lived/living 	Ongoing
Sense of pride	Promote and celebrate the work and accomplishments	<ul style="list-style-type: none"> Staff Christmas party Personal sense of pride in the work that we contribute to the community 	Ongoing
Power in Unity	Empowering community initiatives	<ul style="list-style-type: none"> In sharing stories and news there can be an empowerment in feelings of unity and coming together <ul style="list-style-type: none"> Water project: protection, access to clean water 	Ongoing
Indigenous & Western	Continued awareness of days or months of observance	<ul style="list-style-type: none"> Sen'klip colours match the month of observance Webpage that lists the months/days of observance 	Complete. Short.
OKIB/Syilx identifiable markings	Continued to support of Syilx peoples, culture and history	<ul style="list-style-type: none"> OKIB sign – bring forth proposal outlining possible options to leadership for the update of sign Highlight the naming of communities, sites, buildings Interpretative signs throughout IR1 and within township of Vernon (e.g.: kin beach, rail trail) 	Medium Ongoing

Valuing and acceptance of individuals, gifts & skills	Ensuring a Syilx perspective	<ul style="list-style-type: none"> • Ensuring inclusive language in communications • Network and build relationships with indiginews • CBC documentary on water: access, barriers 	Ongoing
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
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"> Intentional in creating a mechanism and space for inclusivity Be proactive on a regular basis Indigenous art initiatives in work environment Local artisans for gifting Seek to develop team building amongst GoC staff Donated to community for annual community clean up Donating to OKIB education department for students/school supplies Pay for advertisements to promote graduates of OKIB Donate/contribute to OKIB for those families impacted by the fires Cultural awareness training Measure results – quality improvement as accountability for GoC 	short, medium, long, or ongoing
Cultural practices			
Sense of pride			
Power in Unity			
Indigenous & Western	To support dates of significance	<ul style="list-style-type: none"> Reflect within policy, employee manual regarding implementation of solstice and significant dates of recognition Reconciliation awareness 	Ongoing
OKIB/Syilx identifiable markings	To elevate that this is a syilx entity	<ul style="list-style-type: none"> Do use the OKIB logo on letterhead Do include 'lim limpt' at the end of emails Need to include territory acknowledge within emails and letterhead (footer); future external website 	Short

		<ul style="list-style-type: none"> • In reception area, creation of new signages (potential to have Syilx markings) 	
Valuing and acceptance of individuals, gifts & skills	To explore this further within the development of the GoC	<ul style="list-style-type: none"> • Look to include pronouns within email signatures 	Short

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
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"> Daycare, school, language nest – language and culture is practiced on a daily basis Within school district it has become mandatory to take indigenous history and culture 	Ongoing
Cultural practices	To acknowledge cultural practices and advocate for the opportunity and space to do so	<ul style="list-style-type: none"> Inviting more cultural representatives OKIB member on school of trustees Counsellor on committees Indigenous Principal at SD22 is OKIB Smudging – there can be a challenge with this within school district; advocate for all capital projects to have ventilation to allow for smudging ability 	Ongoing
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"> Workshops on building resilience and confidence – “<i>This is Who I Am!</i>” Learning on the Land – designed to support students who were experiencing learning loss during covid; moved into practice of culture and traditions for empowerment 	Ongoing

Power in Unity	To create a digital platform to store integral cultural knowledge	<ul style="list-style-type: none"> • Need to improve understanding of the enowkinwixw process and community engagement – seek a template for community meetings – to follow enowkinwixw process • 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"> ○ 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. ○ identified in levels of access: (1) public access (2) community – politics and leadership (3) family ○ Committee to be developed to oversee that protocol ○ Bring in policy & strategic initiatives to support ○ Research coordinator to support 	Short
Indigenous & Western	To mark the significance of dates of celebration	<ul style="list-style-type: none"> • Language and culture offer solstice programs (meal and chaptikwl) • National Indigenous Peoples Day – event hosted by culture and language- kn'sqilxw day 	Ongoing

OKIB/Syilx identifiable markings	Showcase the community and the language	<ul style="list-style-type: none"> • Opening of arbor celebration at Komasket • 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 • Signage – new challenge is funding and departmental responsible at times do not align, so need to align and establish internal process; need to initiate dialogue with all directors and their departments to develop an efficient process 	<p>May 28 celebration (tentative)</p> <p>Ongoing</p> <p>Medium</p>
Valuing and acceptance of individuals, gifts & skills	Integrate into the onboarding of all OKIB staff, as we are service oriented and inclusivity is integral	<ul style="list-style-type: none"> • Elder/language speaker asset map for advisory council • CKK database • Included in curriculum – gender identity and sexual orientation • Seek potential ideas for community awareness, workshops: initiate dialogue to establish where this work sits and how to support 	Medium

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Inclusivity of all cultures	To promote employee and community safety	<ul style="list-style-type: none"> 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 Training provided about harassment and violence prevention policy to new and current employees on a regular basis (i.e.: annual) 	Ongoing. Short Term.
Cultural practices	Acknowledgement of the importance of cultural practices in the work place	<ul style="list-style-type: none"> Employees feel safe to share their cultural practices and/or their need to include cultural practices in their work Cultural days provided Building Healthy Indigenous Work Environments (2hr virtual training) 	Ongoing.
Sense of pride	To nurture a positive work place environment	<ul style="list-style-type: none"> Human resources support departments, where applicable 'Take a book, leave a book' program Welcoming point of entry for community members coming to access programs and services 	Ongoing
Power in Unity	Positive work place environment	<ul style="list-style-type: none"> Christmas party Quarterly in person meetings Teams Social Gathering 	Ongoing

Indigenous & Western	Acknowledgement of significant days of recognition throughout the year	<ul style="list-style-type: none"> • Reflected within employee handbook and new employee orientation • Understanding and communicating the significance of these band recognized holidays • Band recognized holidays – June 21st September 30th 	Ongoing
OKIB/Syilx identifiable markings	Instill Syilx identity in work spaces	<ul style="list-style-type: none"> • Establish a culturally welcoming work space environment in new HR site 	Ongoing.
Valuing and acceptance of individuals, gifts & skills	To embed into workplace Orientation and to include ongoing refreshers	<ul style="list-style-type: none"> • Inclusivity Training <ul style="list-style-type: none"> ◦ Diversity ◦ LGBTQ2S+ workplace inclusion training • Lateral kindness training <ul style="list-style-type: none"> ◦ Leadership • Cultural safety and humility training • Harm reduction training • 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 • Collaborate with Policy & Strategic Initiatives to put policy into place • Visibility of acceptance and safety (i.e.: band/Nation flags, posters, campaign – recent Movember, etc) 	<p>Ongoing</p> <p>Long</p>

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Inclusivity of all cultures	Support inclusivity	Everyone has a story, so work to engage with broader band staff	Ongoing (new to organization so continuing on this path)
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"> • Come together as Directors • Tour of band buildings • Build relationships with broader staff 	
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"> • Recognizes all statutory holidays for all staff • Dec 24 to Jan 2 for all staff • Continue to support the significance of both 	Completed
OKIB/Syilx identifiable markings	Support identifiable markings	<ul style="list-style-type: none"> • Develop policy requiring all roads have name and civic addresses to improve access (e.g.: emergency services) • Collaborate with Lands and PW&H 	Arises out of need
Valuing and acceptance of individuals, gifts & skills	Policies	<ul style="list-style-type: none"> • Continue to support initiatives to honour gifts of the people • Work Place Harassment and Violence prevention policy 	Ongoing

Social Supports

It's important to acknowledge how in modern times and under systems of oppression and colonialism we can move about our journeys in a safe way.

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
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	Short Medium
Housing	Home Care Program Lead and Home care aides – health and home care workers – social and other supports (cleaning and meal prep); safety equipment and aides	Collaborate/advocate for equipment Advocacy with families; report – public works/housing Gap – what is the bridge – integrated case management senior social work position ---	Ongoing Long
Safe Homes	Seek out and advocate for safety	Mental wellness/child and family	
Cultural Safety	Cultural and language program San'yas course – provincial online facilitated training Cultural Safety & Humility training to be mandatory	<ul style="list-style-type: none"> • Providing staff once or twice a month to do chaptikwl • Psych redevelopment process – work with redesign team of VJH • Joint initiatives • TRC event organized in Vernon (in person and livestream) Identified Gap: need Cultural Safety & Humility from a Sqilxw lens	Short medium long ongoing

Staff/Employee supports	Staff/team cohesion is a priority	<ul style="list-style-type: none"> • Creation of department heads to build capacity • Working towards accreditation • Work-life survey for staff to complete to highlight gaps in supports • Need to develop a strategy for cultural awareness and staff support • Professional development training plans are reviewed annually alongside performance evaluation, including review and update (if needed) of job description • Wellness plans – each staff to have one to ensure balance • No overtime, unless it's paid for (maintain balance and focus on retention not just recruitment) • Address lateral violence, burnout, etc. 	Ongoing
Community access to programs, services	To create a sustainable transportation program and de-siloing to enhance efficiencies	<ul style="list-style-type: none"> • Do have a transportation program now, two community members being trained in advanced licensing, first aide, and safety • Expansion to be based on business planning • Amalgamation of education, daycare, health and wellness, and transportation to be under one umbrella 	Short

Youth Centre	Open up access to a range of social and cultural activities for community	<ul style="list-style-type: none"> Meeting with ISC to complete a pre-planning request to do engagement and conceptual discussions with community around a recreation facility that would house programs across the age continuum (location, partners, who will operate) 	Medium
Playgrounds	Open up access to community youth/children for wellness to the four corners of the community	<ul style="list-style-type: none"> Advocate that every part of the reserve has a playground, in support of collaborative approach – adjunct to recreation centre – seek capital funding 	Medium
Social Media Sites	To support communications in its efforts to address gaps in awareness, cultural safety and humility	<ul style="list-style-type: none"> Collaborative approach across all OKIB departments to work with communications in an ongoing campaign for lateral kindness in addressing lateral violence and other issues that arise at times (cultural awareness and safety) 	Ongoing
Health resources	Protect and expand health and wellness resources for community access, create indicators, generate data, acknowledge milestones and address gaps	<ul style="list-style-type: none"> Health and wellness are in a growth period, challenge is not to move faster than community is prepared Capacity to fill the positions as health and wellness grows Aim to mentor/capacity build so positions become filled by band members 	Long

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"> • Transportation • New health and administration building • Covid resources – checks issued to all members • Currently - Request from off-reserve to support recreational expenses for children/youth: working to seek solutions • Seek equitable model for support for members and in core program areas 	As need arises seek to find solutions where possible
Equitable services			
Employees, Directors, Managers, Leadership accountability	Provide quarterly reports that are meaningful to community	<ul style="list-style-type: none"> • Idea - Bring in a different department regularly to increase awareness and understanding of the roles and how to access programs and services • Quarterly report and dashboard on health and wellness to highlight outcomes and resources, gaps and milestones • Introduction to Elders 	Short

First Responders, Dispatch, RCMP	To ensure there is a timely response from first responders, dispatch, RCMP	<ul style="list-style-type: none"> • First Nations court and first nations justice centre models – Merritt has both for example – as a health department could facilitate higher level discussions and RCMP is a part of that • Family lawyers, criminal law • Restorative justice • Create data to identify gaps • Gap – lack of mapping and addresses • Clarity in who manages building versus who provides programs & services 	Ongoing
Community Safety Planning	To ensure sustainability in community safety planning	<ul style="list-style-type: none"> • To support Public Safety and Indigenous Policing Services towards more consistent, comprehensive structure and response <ul style="list-style-type: none"> ◦ Fire department ◦ By-law officer ◦ Collaborate PSI 	Ongoing
Traditional modeling	To develop Sqilxw frameworks, indicators and best practices	<ul style="list-style-type: none"> • Engagement – focus groups around traditional modeling and CFS based on Sqilxw protocols and traditions 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Transportation	Increase participation in programs Support clients in their wellness (court, youth activities/events, culture)	<ul style="list-style-type: none"> • Two employees and three vehicles: under H&W • Process and procedure being developed for access 	Ongoing
Housing	Advocate for community	<ul style="list-style-type: none"> • Support with applications for housing • Support with food from PSD office • Support with hygiene, feminine products • Support and collaborate with home and community care program • Annual backpacks for the homeless – Indigenize, personal touches (December) • Create safe areas of housing in social housing programs and builds (e.g.: A&D free zones, Elder zones, etc.) <ul style="list-style-type: none"> ◦ Communication with community to hear what they want for housing and zones • Community who contributes and see creates sense of pride • Clients who volunteer creates sense of belonging 	As need arises
Safe Homes	Advocate for community	<ul style="list-style-type: none"> • Identify families who are the safe home within community • Advocate interdepartmentally for safe homes 	Ongoing

		<ul style="list-style-type: none"> • Research and provide materials for safe homes in community 	
Cultural Safety	Culturally safe work place	<ul style="list-style-type: none"> • 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 • Advocate for interdepartmental trainings 	Ongoing
Staff/Employee supports	Continue to self-advocate for staff/employee supports for professional development	<ul style="list-style-type: none"> • Seek out trainings for professional development to keep up-to-date on new teachings and practices • Inform lead; completion and update HR of certification received <ul style="list-style-type: none"> ○ Chemical addiction counseling certification ○ End of life Doula training ○ Wellbriety trainings ○ Addiction trainings ○ Suicide trainings ○ Non-violent communications 	Ongoing

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">• 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">○ Including appropriate support at sites○ Support emergency services• Radio (walkie talkie) for sites<ul style="list-style-type: none">○ Support emergency services○ Supports if internet goes down• Generators for all sites to ensure they are equipped and ready to go<ul style="list-style-type: none">○ Round Lake community is still in need of a generator○ HOL, Health Building, Bluebird, Firehall• SRI provides space in Lake Country<ul style="list-style-type: none">○ Seek more secure site within Lake Country	Medium/Long
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">• Start a drop-in centre for youth that rotates sites<ul style="list-style-type: none">○ Possible sites: Whiteman's, New Horizons, HOL, Round Lake○ Support other programs and services within the band○ Connect with other departments (TSD, Elders, etc)○ Access transportation, if possible○ Provide foods and beverages	Medium

Playgrounds	n/a	To support departments leading this work, for example: <ul style="list-style-type: none"> • Connect with YLC • Community clean up • Naming of the playgrounds (belonging and ownership) 	Ongoing
Social Media Sites	n/a	<ul style="list-style-type: none"> • Provide education awareness of social media sites (e.g.: cyber-bullying, online dating, online gambling, online gaming, online shopping, etc.) 	
Health resources	Ensure education is provided to highlight who we are and where we come from	Traditional plants, ways of being, knowledge <ul style="list-style-type: none"> • Education in workshops and trainings • Teachings incorporate health, culture, and balance • Harvesting of plants and medicines at garden located at the College in Vernon 	Ongoing
Access for OKIB membership	All programs and services are welcoming spaces that we see ourselves in	<ul style="list-style-type: none"> • For community to feel safe and welcome in all of the departments (not dry and clinical) • Indigenous arts and culture to be displayed and not buried in storage • 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 	Ongoing
Equitable services	Working to ensure the community members know they are not alone	<ul style="list-style-type: none"> • 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 • Decolonize our ways to not hoard, hide, hold, keep knowledge and teachings...rather to share, be open, 	Ongoing

		give, and make accessible our Indigenous ways of knowing and being	
Employees, Directors, Managers, Leadership accountability	Knowing why you are here and what your purpose is as an employee	<ul style="list-style-type: none"> • Philosophy of acknowledge and responding, and connect and/or research information that will support community members are in need of • Publish reports that outline PSD mandates, regularly • Publish resources, programs, services • Drop-ins, walk-ins: listen, respond and trouble-shoot to what is needed/requested • Ensure someone is there to cover if someone is away • 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 	Ongoing
First Responders, Dispatch, RCMP	Continue to provide and support education initiatives for community safety	<ul style="list-style-type: none"> • Support TSD GIS mapping to update addresses on reserve • Encourage all community members to know their physical address, and how to spell it for dispatchers • Provide decal with address to community members • 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 • Educated on first responders priority list • 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 	Ongoing

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"> • Understanding that there are many different moving parts in community safety planning • EOC + how the support systems work in emergency situations (each department) 	Ongoing
Traditional modeling	Key priority is to centre traditional ways of knowing and being with community	<ul style="list-style-type: none"> • 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" • Every program and service offered has traditional teachings and culture • Always bring in people who have teachings and knowledge from OKIB community, first and foremost • Care for our space – smudging, medicines, display Indigenous art work, and debrief/connect as a team regularly 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Housing	To provide higher standard of on-reserve affordable housing and disposable income	<ul style="list-style-type: none"> • rental: inspections, maintenance and repairs, snow removal • rent-to-own (CMHC): garbage pick-up, snow removal, maintenance and repairs • owned: renovations available for application • garbage pick-up 	Ongoing
Safe Homes	support the overall national crisis of MMIWG in creating safe homes for those in need	<ul style="list-style-type: none"> • collaboration and in support of with H&W in applying for a women and children's transitional home; very preliminary stage – seed funding for development consultant • once approved then community engagement will occur re: best facility and location 	Long Term
Cultural Safety	n/a	<ul style="list-style-type: none"> • support departments who are initiating 	Ongoing

Staff/Employee supports	Professional development of new and current staff	<ul style="list-style-type: none"> • offer professional training costs for Environment Operators Certificate Program training for water technicians to keep up to date • offer professional training costs for FN Housing Professions training (2yr) – traditional aspects of housing practices and how to manage housing programs within FN community • in-house backhoe training (to match employee and interest) • external backhoe training for certifications • support supervisor trainings (scheduling, team management), SICA trainings (public works) • encourage staff to provide their ideas of training ideas 	Ongoing
Community access to programs, services	collaborate	support departments who are initiating (e.g.: health dept. office in LC supported the cleanup and maintenance inspection)	Ongoing
Youth Centre	collaborate	Support departments who are initiating	Ongoing
Playgrounds	Preliminary phase - Development of a subdivision plan	<ul style="list-style-type: none"> • hiring/contracting land development companies • challenge due to financial support only meets need of building a playground/park, however not to sustain and maintain same 	Long Term

Health resources	providing safety through processes and information	<ul style="list-style-type: none"> • FNHA tests well water • OKIB tests all other water • Receive recommendations from FNHA, then go to ISC re: issue and steps needed, then recommendation to C&C if there is a community water issue (advisory with appropriate level) • If it is a CP holder well, write letter to inform with recommendations, choice is up to CP holder on what action to take • Test for asbestos during renovations - homeowner contact PW&H, assessment of home, offerings of information and processes <ul style="list-style-type: none"> ○ Rent-to-own – supported for maintenance, removal and repair ○ Home owner – apply for renovation dollars attached to level of risk assessed, determined by FNHA, recommendation goes to ISC, once approved moved forward with quotes and securing of contractors for removal 	Ongoing
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Access for OKIB membership	Support social programs in services in their activities	<ul style="list-style-type: none"> • Manage bookings for the hall, bluebird, komasket, kekuli, arbour for social programs and services • Completion of form to support • Provide cost code if special set up is required • Tents, tables, chairs, water, coffee, speakers and microphone • Seasonal needs – snow removal 	Ongoing
Equitable services	Support all members in accessing housing program	<ul style="list-style-type: none"> • Housing applications open to all members 	Ongoing
Employees, Directors, Managers, Leadership accountability	Operate under the same policy and procedure to ensure accountability	<ul style="list-style-type: none"> • Ongoing follow up • Assess need • Complete work or seek to resolve so work can be completed • Ongoing communication with person/member • Ongoing communication interdepartmentally • Address issues and/or conflicts, as they arise 	Ongoing
Community Safety Planning	To provide community awareness of potential implications	<ul style="list-style-type: none"> • OHS process – JOHSC • Critical incident reports • Project area will be closed off with proper signage on site, including notices • Notices if there is an impact to traffic 	Ongoing

Traditional modeling	Open to assist and support departments seeking grants for opportunities Open to collaborate for feasible solutions	<ul style="list-style-type: none">• traditional structures need support in maintenance and repairs (arbor, pit house, gazebo)• challenge due to financial support only meets need of building a traditional structure, however not to sustain and maintain same	Ongoing
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Transportation	To support reliable transportation for participation, where possible	<ul style="list-style-type: none"> • Offer shuttle services for on the land activities and events - work trucks due to buses not always able to traverse • Identified Gap/Suggested Idea: <ul style="list-style-type: none"> ◦ community members who are seeking employment (no license, loss of license) – benefit to having a bussing system not only for community participation but also for community employability 	Ongoing
Cultural Safety	Continue to advocate for the need to safeguard staff against culturally unsafe practices and sites	<ul style="list-style-type: none"> • Experience cultural unsafety in multiple levels of government and public/private sector • Report cultural unsafety regularly • Need to establish ‘the need’ for archaeology and cultural heritage • Need policy for how to address cultural unsafety within a consultation policy accompanied with education 	Ongoing
Staff/Employee supports	To see the full abilities of each individual within their capacity and interests for optimum success in meeting deliverables	<ul style="list-style-type: none"> • Work hard to adapt program to meet the different capacity levels • Encourage open communications with staff and with team as a whole • Provide team trainings, where possible to fully utilize training dollars within department: first aide, wilderness, bear aware, archaeology, admin, and open to being creative to new training options that benefit the work (e.g., licensed drone pilots) 	Ongoing

Youth Centre	n/a	Support in an archaeological and cultural heritage aspect	As need arises
Playgrounds	n/a	Support in an archaeological and cultural heritage aspect	As need arises
Social Media Sites	n/a	<ul style="list-style-type: none"> Support employees who are participating in the unofficial band social media <ul style="list-style-type: none"> Debriefing Build morale 	As need arises
Equitable services	n/a	<ul style="list-style-type: none"> Any member can apply for position with TSD equitable services provided to on/off 	Ongoing
Employees, Directors, Managers, Leadership accountability	Building a strong and respectful reciprocal relationship with community, as that is who we work for	<ul style="list-style-type: none"> one key priority is to respond in a timely manner, even in challenging situations aim to respond within 24hrs aim to provide a solution and/or connect to the appropriate department/staff aim to always follow up when making referrals for community to ensure it is tracked and addressed 	Ongoing
Community Safety Planning	Increase awareness and understanding of community safety for employees and community	<p>Internal safety standards</p> <p>Safety requirements and guidelines – check in and check out in the various duties that TSD workers conduct daily</p> <p>Critical incident reports completed when incidents arise</p> <p>Safety and environmental plans in partnership:</p> <ul style="list-style-type: none"> BC Hydro – when working with hydro there are clear guidelines of safety, including a community communication and safety plan TOLKO – when working with tolko there are clear guidelines, including a community communication and safety plan 	Ongoing

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Traditional modeling	Bringing together traditional ecological knowledge and science within the work of TSD to gather the whole story	<ul style="list-style-type: none"> • most projects have a traditional ecological knowledge aspect to it <ul style="list-style-type: none"> ◦ marrying together science and TEK ◦ environmental review – science and data, TEK to gather whole story • transference of knowledge • traditional modeling centred in the work of TSD and strive to achieve through example, mentorship, role modelling and action 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
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	Short Medium
Housing	Home Care Program Lead and Home care aides – health and home care workers – social and other supports (cleaning and meal prep); safety equipment and aides	Collaborate/advocate for equipment Advocacy with families; report – public works/housing Gap – what is the bridge – integrated case management senior social work position ---	Ongoing Long
Safe Homes	Seek out and advocate for safety	Mental wellness/child and family	
Cultural Safety	Cultural and language program San'yas course – provincial online facilitated training Cultural Safety & Humility training to be mandatory	<ul style="list-style-type: none"> • Providing staff once or twice a month to do chaptikwl • Psych redevelopment process – work with redesign team of VJH • Joint initiatives • TRC event organized in Vernon (in person and livestream) Identified Gap: need Cultural Safety & Humility from a Sqiłxw lens	Short medium long ongoing

Staff/Employee supports	Staff/team cohesion is a priority	<ul style="list-style-type: none"> • Creation of department heads to build capacity • Working towards accreditation • Work-life survey for staff to complete to highlight gaps in supports • Need to develop a strategy for cultural awareness and staff support • Professional development training plans are reviewed annually alongside performance evaluation, including review and update (if needed) of job description • Wellness plans – each staff to have one to ensure balance • No overtime, unless it's paid for (maintain balance and focus on retention not just recruitment) • Address lateral violence, burnout, etc. 	Ongoing
Community access to programs, services	To create a sustainable transportation program and de-siloing to enhance efficiencies	<ul style="list-style-type: none"> • Do have a transportation program now, two community members being trained in advanced licensing, first aide, and safety • Expansion to be based on business planning • Amalgamation of education, daycare, health and wellness, and transportation to be under one umbrella 	Short

Youth Centre	Open up access to a range of social and cultural activities for community	<ul style="list-style-type: none"> Meeting with ISC to complete a pre-planning request to do engagement and conceptual discussions with community around a recreation facility that would house programs across the age continuum (location, partners, who will operate) 	Medium
Playgrounds	Open up access to community youth/children for wellness to the four corners of the community	<ul style="list-style-type: none"> Advocate that every part of the reserve has a playground, in support of collaborative approach – adjunct to recreation centre – seek capital funding 	Medium
Social Media Sites	To support communications in its efforts to address gaps in awareness, cultural safety and humility	<ul style="list-style-type: none"> Collaborative approach across all OKIB departments to work with communications in an ongoing campaign for lateral kindness in addressing lateral violence and other issues that arise at times (cultural awareness and safety) 	Ongoing
Health resources	Protect and expand health and wellness resources for community access, create indicators, generate data, acknowledge milestones and address gaps	<ul style="list-style-type: none"> Health and wellness are in a growth period, challenge is not to move faster than community is prepared Capacity to fill the positions as health and wellness grows Aim to mentor/capacity build so positions become filled by band members 	Long

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"> • Transportation • New health and administration building • Covid resources – checks issued to all members • Currently - Request from off-reserve to support recreational expenses for children/youth: working to seek solutions • Seek equitable model for support for members and in core program areas 	As need arises seek to find solutions where possible
Equitable services			
Employees, Directors, Managers, Leadership accountability	Provide quarterly reports that are meaningful to community	<ul style="list-style-type: none"> • Idea - Bring in a different department regularly to increase awareness and understanding of the roles and how to access programs and services • Quarterly report and dashboard on health and wellness to highlight outcomes and resources, gaps and milestones • Introduction to Elders 	Short

First Responders, Dispatch, RCMP	To ensure there is a timely response from first responders, dispatch, RCMP	<ul style="list-style-type: none"> • First Nations court and first nations justice centre models – Merritt has both for example – as a health department could facilitate higher level discussions and RCMP is a part of that • Family lawyers, criminal law • Restorative justice • Create data to identify gaps • Gap – lack of mapping and addresses • Clarity in who manages building versus who provides programs & services 	Ongoing
Community Safety Planning	To ensure sustainability in community safety planning	<ul style="list-style-type: none"> • To support Public Safety and Indigenous Policing Services towards more consistent, comprehensive structure and response <ul style="list-style-type: none"> ○ Fire department ○ By-law officer ○ Collaborate PSI 	Ongoing
Traditional modeling	To develop Sqilxw frameworks, indicators and best practices	<ul style="list-style-type: none"> • Engagement – focus groups around traditional modeling and CFS based on Sqilxw protocols and traditions 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Transportation	Ensuring communications in a timely manner in support of departments doing this work	<ul style="list-style-type: none"> • Emergency on-call aspect • School bus delays • Roads – icy roads, bridge down, construction 	As need arises
Housing		<ul style="list-style-type: none"> • Post applications for social housing 	As need arises
Safe Homes		<ul style="list-style-type: none"> • Support interdepartmental indicatives as arises 	As need arises
Cultural Safety		<ul style="list-style-type: none"> • Promoting medical clinic • Promoting public safety department programs, and community safety strategy • Overview of “who are we” is on the website 	Ongoing
Staff/Employee supports		<p>Actively participate:</p> <ul style="list-style-type: none"> • Emergency preparedness training in communications role • EOC courses • Management leadership course • De-escalation training <p>Seek: CMP/SCMP – (strategic) communications management professional - designation</p>	As trainings arise

Community access to programs, services		<ul style="list-style-type: none"> • Notifications to members about different activities, programs at each site • Telus purefibre: hosted event to kick off • PSD live stream event occurring end of May (six mile, lake country and PSD) • IT services (previously under finance) seeking to re-establish the IT position 	As need arises
Youth Centre		Support role	
Playgrounds		Support role	
Social Media Sites	Monitor communications (online, etc)	<ul style="list-style-type: none"> • Inclusive language • Ensuring band run accounts are moderated • Follow social media policy 	Ongoing
Health resources	Support role	Support role <ul style="list-style-type: none"> • Campaigns – vaccines, men’s health awareness, etc. • Covid page designated online, member bulletins 	As need arises
Access for OKIB membership	Support role	<ul style="list-style-type: none"> • Sen’klip communications available to on/off reserve membership 	
Equitable services		<ul style="list-style-type: none"> • Post events available to on/off reserve memberships 	
Employees, Directors, Managers, Leadership accountability	Ensure accountability to members and staff	<ul style="list-style-type: none"> • Ensure contact person and information is provided within all interdepartmental communications • Ensure all communications sent to us are posted in a timely manner • Reporting, as requested • Departmental update to C&C/Directors re: communications activity • Annual report – communications have a section within Administration 	Ongoing

First Responders, Dispatch, RCMP	To elevate community knowledge of the relationship Communications has with the RCMP	<ul style="list-style-type: none"> • Print emergency numbers to direct community to appropriate number • Post information for Const. Camalush • Interviews with Const. Camalush • Interviews to introduce PSD – 8 articles throughout past couple of years 	As need arises
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"> • Articles in newsletter, an opening summary to address emergency immediately (first 20 words) 	As need arises
Traditional modeling	To capacity build communications interdepartmentally	<ul style="list-style-type: none"> • Advocate departments to develop their own communications and support their drafting • Lead certain projects: UXO interviews, etc. 	As need arises

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Transportation	n/a	<ul style="list-style-type: none"> Supporting the building of a bus barn – OKIB GoC was to provide financial support <ul style="list-style-type: none"> Health and wellness 	As need may arise
Cultural Safety	Team building and coming together as a team	<ul style="list-style-type: none"> Participate in employee/staff/Band offerings of cultural safety and lateral violence training Be aware of co-workers and where everyone is at 	Ongoing
Staff/Employee supports	To support staff/employees to maintain and elevate their professional development	<ul style="list-style-type: none"> Training/competency matrixes is within the infancy stage Safety manual still in progress First aide training being taken by staff now CAFM (Certified Aboriginal Finance Manager) training HR training Sylx Language training Recruitment for hiring prioritized from Band membership, where possible 	Ongoing
Community access to programs, services	To increase healthy water and sewage access for membership, including connectivity	<ul style="list-style-type: none"> Forming a utility company: <ul style="list-style-type: none"> that will come up with rates for water, to negotiate with local IR7 to provide water and sewage Connectivity - pure fibre 	Medium
Social Media Sites	To increase GoC social media presence	<ul style="list-style-type: none"> GoC Facebook, LinkedIn 	Short

Health resources	Ensuring employees have access to good health benefits and extended health	<ul style="list-style-type: none"> • Health benefits • Extended health 	Ongoing
Access for OKIB membership	Ensure hiring practices are inclusive of membership	<ul style="list-style-type: none"> • Recruitment for hiring – priority is membership 	Ongoing
Equitable services	Increase access to all memberships through projects and formation of companies	Utility company formed to support IR1, 4, 7	As projects arise
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"> • 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"> ○ Committee meets monthly, includes Band Directors and Managers ○ Each department to attend the forum ○ 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 	Short
First Responders, Dispatch, RCMP	Ensure safety protocols	<ul style="list-style-type: none"> • First aid training • Safety manual – for operations division, and now updating it to be high level for all that are within GoC 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
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"> • Bussing • Mileage claims <p>On reserve bus (currently no bus driver)</p> <p>Gas cards to those who need the daycare while bussing is out</p>	Ongoing
Safe Homes	n/a	<ul style="list-style-type: none"> • Support the creation of data that identifies issues and gaps 	As need arises
Cultural Safety	Strive to work on issues/challenges efficiently and timely, and in a culturally safe way	<ul style="list-style-type: none"> • Providing workshop and education offerings on lateral violence and cultural safety for staff • 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 	Ongoing

Staff/Employee supports	Continue to increase awareness of supports for staff/employees in collaboration with HR	<ul style="list-style-type: none"> • Lots of supports, not many staff access those supports (e.g.: staff medical plan, mental health counselling, occupational health and safety, etc.) • Weekly HR distributes information to departments and staff/employee regarding the variety of supports 	Ongoing
Community access to programs, services	Committed to increasing access, by including in planning	<ul style="list-style-type: none"> • Committed to go to Lake Country office 1 day/week, additionally other Education staff go to Lake Country office • Post-secondary funding is available to all members (on and off reserve) • 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) • Short term – funding provided to provide programs and services to off reserve elementary and secondary students; this supports identifying need and the gaps • If a band member (on or off) comes seeking support will work to find a solution, where possible 	Ongoing
Youth Centre	n/a	<ul style="list-style-type: none"> • Gymnasium in new school to support activities/events/afterschool programming for youth 	Medium
Playgrounds	Responsible for playgrounds on schools/grounds	<ul style="list-style-type: none"> • Playgrounds on school grounds included in new school planning, for utilization by students and community after-hours • 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 	Ongoing
Social Media Sites	n/a	Rely upon communication and work with communications on the Education page on the band's website	Ongoing

Health resources	Collaborate with H&W to increase access to health resources	<ul style="list-style-type: none"> Dental program at the daycare and a community health nurse in daycare and school, in partnership with H&W Interior Health conducts assessment 	Ongoing
Access for OKIB membership	Prioritize services to membership	<ul style="list-style-type: none"> The daycare and cultural immersion school programs are prioritized to members and staff 	Ongoing
Equitable services	Aim to provide equitable services within funding parameters determined by OKIB policy	<ul style="list-style-type: none"> Education funding process for post-secondary, as per policy: prioritize new graduates, those already in post-secondary and then new applicants 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 	Ongoing
Employees, Directors, Managers, Leadership accountability	Members come first	Accountable to membership: provide supports in enrollments, supports in school system, supports for post-secondary	Ongoing
First Responders, Dispatch, RCMP	n/a	<ul style="list-style-type: none"> RCMP come to school and do presentations (e.g.: gangs, drugs, relationship building of what an RCMP does, etc.) 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 standards (smoke alarms, fire suppression, drills, etc) 	Ongoing
Community Safety Planning	Each school site and daycare/language nest	<ul style="list-style-type: none"> Safety plans in place, published, updated during pandemic 	Ongoing

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"> • Land-based learning: summer program for secondary students to achieve school credits • School bus stops – 3 bus shelters (build, paint, place) • Budgeting, life skills 	Ongoing
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		<ul style="list-style-type: none"> Information for Leadership Re: Safety & Supports for Employee from an HR Perspective 	
Community access to programs, services	PESP	<ul style="list-style-type: none"> Number of programs and employees operating in Duck Lake as a way to begin expanding access HR Strategy to include on and off reserve band members <ul style="list-style-type: none"> Committee to be established to forge partnerships with employers (internal and external) to match skill sets for band members to education, training & employment opportunities 	Long Term.
Social Media Sites	Social Media Policy	to promote responsible behaviour in connection with use of OKIB computer resources, social media and internet communications	Ongoing
Access for OKIB membership	All members can apply for positions	<ul style="list-style-type: none"> Section 41 Promote to membership Encourage potential applicants Share postings with PESP participants and YES program participants 	Ongoing
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"> Lateral kindness training offered to leadership and staff Interview process – communicate decision whether successful or unsuccessful in a timely manner Communicate and encourage HR processes for conflict resolution, and provide information where appropriate and support as suitable to situations 	Ongoing

		<ul style="list-style-type: none"> • Work to uphold accountability as Directors within the organization (eg: conflict resolution, respect for due processes) 	
First Responders, Dispatch, RCMP	Indirect support of emergency situations within facilities	<ul style="list-style-type: none"> • Visitors/client policy: socialize and develop for organization and the buildings of programs and services for overall safety/muster points, etc. • Collaborate interdepartmentally to develop such a policy and procedures • Conversation at Director's table to socialize concept; engage with leadership and PSI; then ongoing communications with employees and communities 	Short/Medium/Long/Ongoing
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"> • Critical incident reports: investigation incident to assess with appropriate staff along with HR, seek to resolve • Monthly Joint Occupational Health & Safety Committee meetings – review of critical incident reports, members from every department • Look at data to seek trends and provide recommendations for organization (e.g.: incident investigation trainings, etc.) • JOHSC members do regular inspections of buildings within the organizations and provide recommendations 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Housing	Support departments as need arises	<ul style="list-style-type: none"> Support PW&H to update and amend the social housing policy (to reflect CMHC requirements, update wording); draft policy, review with PW&H, finalize for their submission to Council <ul style="list-style-type: none"> Purpose: fair allocation and decision-making process to manage demand and supply; tenancy responsibilities; maintenance; naming units; appropriate cleaning upon transition 	Short
Safe Homes		<ul style="list-style-type: none"> Social housing policy outlines responsibility and process, including building to national building codes 	As need arises
Community Cultural Safety	Participate in trainings to support cultural safety	<ul style="list-style-type: none"> Healthy Indigenous Work Place Environment training offered by OKIB to its staff and employees 	Short As it arises
Staff/Employee supports	n/a	<ul style="list-style-type: none"> Supported to maintain and build upon professional development <ul style="list-style-type: none"> Example, continued legal education as required by profession (current employee is a lawyer) 	Ongoing
Community access to programs, services	n/a	Falls in other areas and policy would support those areas	As need arises
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"> Position is not as outward facing as other departments, however open to connecting when it arises Accountable to leadership and to community 	Ongoing
First Responders, Dispatch, RCMP	Support fire protection initiatives	<ul style="list-style-type: none"> Developed a fire protection services by-law Community engagement is in the planning phase to share and receive feedback 	Short
Community Safety Planning	Support community safety planning and implementation	<ul style="list-style-type: none"> 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 	Ongoing
Traditional modeling	Support interdepartmental work to ensure traditional knowledge is centred in policy development, where possible	<ul style="list-style-type: none"> To support the inclusion of traditional modelling within policy development 	Ongoing

Health Care, Healthy Living & Mental Health

Each person's physical health is vital to the balancing of overall health, without good physical health it is difficult to honour your mental health, care for your emotional well-being, and can affect one's ability to connect to your spiritual well-being.

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	To equip community and its members with better tools and resources for substance use and harm reduction	<ul style="list-style-type: none"> • Harm reduction program within H&W • Host naloxone training and providing kits • Nurse prescriber on staff – safe access to harm reduction (i.e.: suboxone) • To develop a peer-based prevention model within harm reduction 	Ongoing
Water	To ensure access to safe and clean water for community members and band staff	<ul style="list-style-type: none"> • For members who are pregnant who are living in water compromised parts of reserve PWH provides them with potable water • Drinking water provided within site and for community/staff • Drinking water important at events (JOHSC/OHS) for community and Elders • H&W funds and PW&H distributes 	Ongoing
Reporting to across the departments	To ensure accountability to the C&C strategic plan	<ul style="list-style-type: none"> • Directors table for reporting out • Monthly check ins with H&W leads, meet on as needed basis • Provide content synthesis for the band's annual report 	Ongoing

Interior Health	To increase cultural safety for band membership within health care	<ul style="list-style-type: none"> Primary care positions (Knowledge Keeper and Elders FTE) will be responsible for leading IH education on traditional medicines and Indigenous healing methodology 	Medium
Indigenous Healing	To have a clear process in place to incorporate indigenous healing into the patient care plan, when it is requested	<ul style="list-style-type: none"> Two primary care positions (Knowledge Keeper and Elder) to be responsible for moving aspects of sqilxw healing within health 	Medium
Food Security	To ensure access to nutritious and traditional foods	<p>Food distribution on the cultural practices/hunting/fishing side of things is a role of H&W – freezer/storage and distribution</p> <p>Garden – komasket park</p> <ul style="list-style-type: none"> Working on a sustainable business model based on social enterprise approach Aim to employ people who are currently unemployed and/or unemployable 	Ongoing

Safe housing	Seek to address the complex housing needs within the community and its membership	<p>Three types of housing H&W is involved in - affordable, (transitional) supportive, and assisted:</p> <ul style="list-style-type: none"> • New BC housing units – 6mi. and HOL (income based, social housing) • Bluebird (6units) – transform back to assisted living and those who have disability and need better access • Supported mini houses in community to develop a supportive housing community (housing of clients, housing of those who are experiencing homelessness) <ul style="list-style-type: none"> ○ Supportive housing is distinct from social housing • Identify gaps of communication and protocols for activities/events in shared spaces with residential housing 	Long
Free zones from A/D	Continue to support community in the advocacy of safe spaces	<ul style="list-style-type: none"> • Support community in an advocacy role, however the limitation is there is no enforcement abilities with H&W or elsewhere 	Ongoing

Home care supports	Strive to meet seven days a week medical capacity to support community members in home and community care program	<ul style="list-style-type: none"> • IH does cover after hours/weekends – they have a roster informed by band care team • Important to note, staff safety is important and the rights of home owners to not have band care team enter their homes • Challenges: not always able to reach client after hours/weekends due to complex living situations 	Ongoing
Health care	To expand capital footprint to include enhanced integrated health services within community	New health admin building with expanded primary care unit, dental, pharmacy and lab capacity – concept has been presented to leadership, then to community for engagement and seeking capital resources	Medium
Mental Health Workers	To increase awareness and accessibility to mental health staff, programs and services	<ul style="list-style-type: none"> • Flyers with mental wellness workers photos and information • Important dates: working with communications to repost on Facebook and senklip newsletters • Wrap on the mental health and wellness buildings (the hub) to identify • Pamphlets in the schools for students and families (band schools, SD22) • Collaborate with nurses, doctors and home referral to provide wrap around services 	Ongoing

On-call emergency supports	To make sure the communities mental health and well-being is at the forefront during crisis and emergencies	<ul style="list-style-type: none"> • No on-call after-hour support provided from mental wellness • Provide information and resources for crisis lines and mental wellness • IPS are receiving business cards which will have child and family and mental health resources, and IPS and police department contact numbers 	Ongoing
Implement our culture, language, healers etc.	To prioritize syilx culture and language in planning as identify is an integral part of the healing process for community	<ul style="list-style-type: none"> • Seek to do family healing circles in the mental wellness program – seeking training for mental wellness workers from First Nations Health Authority • Collaborating with culture and language department for opening prayers • Mending broken hearts workshops – youth justice worker • Regular sweats with youth – addictions worker • Traditional games with SD22 – youth justice and youth recreation worker • SD22 assemblies – showcasing OKIB students drumming and singing • Drumming group at SD22 with students, girls group over the summer – child and youth counsellor school-based outreach • Y mind – 7-week summer youth program (mental health and wellness) 	Ongoing

		<p>counsellors and addictions counsellor) :</p> <p>ACT therapy and mindfulness</p> <ul style="list-style-type: none"> • Moose hide campaign • Pow-wow and arbour opening 	
Partnerships	<p>identify culturally safe and trauma informed partners that can support in addressing gaps of services that exist for the improved continuum of services for community</p>	<ul style="list-style-type: none"> • Addictions team provides referrals to RLTC • Support clients in the application process for RLTC • Vernon Lead from Child and Youth Mental Health is at the Hub bi-weekly • Utilize FNHA approved counsellors and psychiatry • Identified need for establishing communications and transparency to ensure all staff are aware of partnerships and referral processes to best support community and clients • Review the draft Syilx/Okanagan Framework Family Plan – <i>what our families need to be supported</i> Nation Plan that outlines how external partners need to be working with our community as a starting place for all H&W workers 	Ongoing
ONART	<p>Access ONART shared services in times of crisis and to ensure OKIB has 2 representatives trained and up to date</p>	<ul style="list-style-type: none"> • ONART is the only ONA program that can come into community without any major approval processes, if they are needed in community, they have access to enter into community 	Ongoing

		<ul style="list-style-type: none">• Each of the 7 communities have members of ONART to support Nation	
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
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"> • Naloxone training offered by band • Naloxone kits, seeking more to have on stock, including nasal naloxone • Testing strips – for safe drugs – seeking to have some on stock • Naloxone training from band offered to community members/naloxone • First aid kits need to be revamped and restocked at PSD offices • JOHSC ensure connection 	Ongoing
Water	n/a	<ul style="list-style-type: none"> • Advocate & support • Bottled water in stock for clients and community who come to PSD 	Ongoing

Reporting to across the departments	To be transparent and accountable to community and funders	<ul style="list-style-type: none"> • All reports from PSD are posted online quarterly, available to all • Monthly reports go to manager and director • Senklip articles • Public Safety Canada requires annual report from PSD as they are the funders of the program • Report in a way that community see themselves within the words that are shared • 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 • In doing so, recognizes that this is a First Nations community • Shift from a deficit based to a strength-based approach in our practices, from conception to completion, including reporting and communications, and advocacy with community • 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 	Ongoing
Interior Health	To ensure IH is educated on Syilx protocols regarding traditional medicines, cultural safety, and our territory	<ul style="list-style-type: none"> • Need to acknowledge they're in Syilx territory • Syilx Nation liaison instilled in the IH, supported by Elder/Knowledge Keeper 	Ongoing

		<ul style="list-style-type: none"> • APN to build better relations with OKIB H&W (e.g.: triage walk thru's, initiatives, role of APN, collaborations) • Syilx Traditional Medicines/Plants Advisory 	
Indigenous Healing	Interconnected support across the H&W department	<ul style="list-style-type: none"> • Mentorship within the department <ul style="list-style-type: none"> ○ led by Indigenous employees ○ community will go to who they feel comfortable with ○ every door should be the right door • be visible in community in all circumstances, including emergency situations • actively engage in community to increase awareness and knowledge of who the staff are and the programs and services 	Ongoing
Food Security	Increase awareness and understanding that food security is a real and ongoing issue within community	<ul style="list-style-type: none"> • participant incentive for participation is food based • aim to get to know community members and their likes • keep food on site for those experiencing homelessness and those experiencing financial challenges 	Ongoing
Safe housing	n/a	<ul style="list-style-type: none"> • Support housing referrals when need arises • One staff sits on the Vernon Native Housing board and the Transitional Housing board, which is for youth aging out of care 	Ongoing

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"> • Advocate for free zones from alcohol and drugs within community, as this does occur in municipality and within other housing programs • Advocate for the plex residential areas to be an alcohol and drug free zone • Advocate for the housing application forms to ask the question in community – on reserve, off reserve, in education dorms and housing 	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"> • Needs to expand beyond PSD youth justice and youth recreation workers 	Ongoing
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"> • Mending broken hearts & Wellbriety <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>	Ongoing

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"> • RLTC clients do partake in wellbriety workshops at times <p>Additional Partnerships:</p> <ul style="list-style-type: none"> • Native Court Workers have also reached out for partnership and collaboration • FNHA is also in partnership with PSD through the Harm Reduction Council • Social Planning Council – Cultural Audit Team 	Ongoing
ONART	n/a	<ul style="list-style-type: none"> • Brought in ONART team representative to do a workshop and assist during community crisis, as need arises • Two band members are sitting on ONART – youth justice and youth recreation workers plus a community member 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	n/a	<ul style="list-style-type: none"> • have been provided kits from health department • not yet received any training on how to dispense naloxone in an emergency situation – open to receiving training should it be provided in the future 	
Water	To complete the water master plan recommendations that encompasses what OKIB needs are	<ul style="list-style-type: none"> • Water advisory for children under 2 and women who are pregnant <ul style="list-style-type: none"> ◦ For members with child living in water compromised parts of reserve PWH provides them with potable water • In charge of the six mile/Bradley creek/Irish creek/HOL interconnection <ul style="list-style-type: none"> ◦ Aim to remove the water advisories in high-risk locations ◦ Reservoir is being upsized to manage interconnection ◦ Treated water/treatment plant in six-mile ◦ Regular testing and maintenance • Aim to look at funding to address needs in future sites on reserve once this six 	Ongoing

		mile/Bradley creek/Irish creek/HOL interconnection is completed	
Reporting to across the departments	To increase and maintain transparency of the work that PWH is involved in	<ul style="list-style-type: none"> • Weekly Director's meetings • Public Works bi-monthly updates to C&C • Annual OKIB report • Monthly meetings with Executive Director to Director to provide direct updates and receive recommendations/support 	Ongoing
Indigenous Healing	n/a	Supportive of staff who puts forward an all-staff and/or community activity that they wish to participate in	Ongoing
Food Security			

Safe housing	Aim to increase safe housing, buildings, and access within community	<ul style="list-style-type: none"> • Have generators at HOL, bluebird, health and fire hall <ul style="list-style-type: none"> ◦ Generators placed at specific sites for the use of emergency situations for community to utilize • Cameras in all commercial buildings • Band buildings that require it, have wheel chair accessibility • Residential homes are built with 36" wide doors • 6-mile and HOL - BC Housing has provided four units with full accessibility for those with disability <p>Identified issue: new homes built for community members who need accessibility - CMHC does not provide that specifically as part of their program, so the amount of funds granted need to work across all the number of units. And any changes to one impact all.</p>	Ongoing
Free zones from A/D	Have spaces that are free of alcohol and drugs	Komasket park and HOL is identified as a drug and alcohol-free zone	Ongoing
Mental Health Workers	Try to help mitigate rental arrears	<ul style="list-style-type: none"> • Collaborate with social assistance department in relation to paying rent (potential hardship or benefits if tenants are in need) • In-person meeting to review financial income to see how to best resolve, seek 	Ongoing

		to collaborate to support, where applicable	
On-call emergency supports	Do the best to provide access to supports specific to maintenance of band buildings	Building maintenance supports on evenings and weekends, when and where applicable, pending availability	Ongoing
Implement our culture, language, healers etc.	Seek to include language into the naming of band buildings throughout the reserve	<ul style="list-style-type: none"> • Implement into PWH projects – put in a request for an Elder: luncheon and education for project team • Elders – names of buildings in language 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	To increase understanding of how to use naloxone	<ul style="list-style-type: none"> • seek to provide training within TSD • seek to have kits stored on site 	Short
Water	To have safe water for use	<ul style="list-style-type: none"> • monitoring of waterways – ongoing for impacts • Irish creek upgrade - archaeological • Sampling for chemicals from surrounding external agricultural lands 	Ongoing
Reporting to across the departments	Strive to collaborate and communicate interdepartmentally to improve services for community	<ul style="list-style-type: none"> • Weekly directors' meetings • Interdepartmental meetings • Director level trainings, annually as a refresh to keep on track • Okanagan ways of knowing and being needs to be central 	Ongoing
Indigenous Healing	Making sure it is included in the foundational day to day operations	<ul style="list-style-type: none"> • In managing of reburials work with staff, Elders and Knowledge Keepers around self-care, handling of – from discovery to re-interment • Protocols learned and followed for community camps (e.g.: hunting, fishing) • Members who are in addictions tend to isolate self, so the inclusion of Indigenous healing within the work place is important to connect back to community 	Ongoing

Food Security	Continued support of enhancing community food security and connection to the land and traditional food harvesting	<ul style="list-style-type: none"> ● Establish community involvement ● Follow protocol and moving sites ● Establish Syilx title and rights ● Ongoing collaboration with ONA Fishing department ● Annual camps and harvesting: hunting, berries, mushrooms, mountain tea ● Nation Salmon Distribution: ongoing collaboration with Health and Wellness for salmon distribution ● Opportunity to cross departmental collaboration (i.e.: Culture and Language, Education, Health & Wellness, etc) ● Establish working group for the hunting camp including all departments 	Ongoing
Mental Health Workers	n/a	<p>Identified need:</p> <ul style="list-style-type: none"> ● for staff/employees who were supporting community while losing their own homes during recent fires and floods, and making life altering decisions in times of emergency ● Impact of COVID is still a reality for community so need mental health supports 	Ongoing

On-call emergency supports	TSD and other key staff continue to lead the EOC	<ul style="list-style-type: none"> Definitely an identified gap that more MH supports are needed for continuum of care <ul style="list-style-type: none"> Particularly for the recent level of evacuation An example, people who lost their homes made specific requests for EOC to accompany them, EOC does not have the mental wellness training - best laid plans, the day the tour was done the mental health supports did not come – increases pressure on EOC staff who do not have mental wellness training and who may be experiencing their own trauma and loss Major consideration for 'community preparedness' for staff/employees and community members 	Ongoing
Implement our culture, language, healers etc.	Always underlines the work of TSD	Continue to work in collaboration with Culture & Language	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	n/a	<ul style="list-style-type: none"> • Open to receiving training and kits • JOHSC 	Ongoing
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"> • Water infrastructure based on domestic use for members use only • Non-member units have to provide their own water, concerns with non-member developments and access to healthy, clean drinking water • Bradley creek/Irish creek (HOL)/six-mile water system – under treated systems <ul style="list-style-type: none"> ○ 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) • Issue of concern: No proper waste water disposal - risk of cross contamination of drinking water • Partner with FNHA for testing <ul style="list-style-type: none"> ○ reports of E.Coli and algae blooms, indication of contamination of waste water is hitting the fresh water ○ safety of community is important to provide information for safe use in timely postings 	Ongoing

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"> • Weekly Director's meeting • Monthly updates to C&C on high level activities of the department • Annual OKIB reports • Staff contribute to overall report based on the area of work • Measurable – briefing notes, Indian Land Registry System transactions statistics 	Ongoing
Food Security	n/a	Support by providing options of accessible locations Knowledge gained from work/department and community, include in land use plans	
Safe housing	n/a	Identifying areas for residential development	
Free zones from A/D	n/a	Provide advice and recommendations on suitable and unsuitable locations <ul style="list-style-type: none"> • E.g.: no cannabis or liquor store by RLTC 	
On-call emergency supports	To understand the roles and responsibility and to actively work together in emergency situations	<ul style="list-style-type: none"> • OKIB policy, job descriptions that staff may be pulled into EOC and emergency services overall • EOC training provided for staff/departments • Business continuity – staff expected to be working either at EOC or in support of community and/or in the role of Lands 	Ongoing
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"> • Strong connection to the land through connection to community knowledge keepers and language speakers for land activities – development, designations, engagement • Listen for areas of sensitivity to ensure protection within land use planning • Follow Okanagan protocols when bringing Elders, Knowledge Keepers and Healers in for dialogue 	Ongoing

Partnerships	To build and maintain meaningful partnerships with internal and external partners	<ul style="list-style-type: none"> • Registered lease with RLTC <ul style="list-style-type: none"> ◦ Land designation referendum • Support of OKIB GoC to prepare a portion of land for development following the Indian Act requirements, which require a designation referendum • Indigenous Services Canada key partner – any land businesses as ISC holds the agreement with the lessee • FNHA – water (sampling, waste water) • Min. of Transportation and Infrastructure • Utility companies – Fortis, BC hydro • Canada post – mail boxes and addresses • Dept of National Defense – UXO 	Ongoing
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	Continued education and awareness in the community of harm reduction and lifesaving practices	<ul style="list-style-type: none"> • Support departments sharing of information • Opioid agonist workshop ads in support of H&W department • Posts about opioid agonist on social media (Facebook put them in Facebook jail) • Formal health warnings from health authority regarding substances/drugs are posted, consider priority posting • Post mental health and wellness team contact information and photos • To participate in naloxone training as an employee within the Band • 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 • 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 	<p>Ongoing</p> <p>Short</p>

Water	To provide a proper water system for quality water and access to the community in specific geographic regions within the Band	<ul style="list-style-type: none"> There is a massive multi-faceted water project going on – producing a video for project <ul style="list-style-type: none"> Communicate about temporary interruptions <p>North Okanagan Waste Water Recovery Project</p> <ul style="list-style-type: none"> Considered a partner RDNO/Spallumcheen/OKIB Long term plan to recover and reuse water through the building of ‘Waste water recovery plant’ (~20yrs) 	Medium Long
Reporting to across the departments	For transparency communications provides ongoing reporting, as required	<ul style="list-style-type: none"> Quarterly reports to council Annual report – on website <ul style="list-style-type: none"> Contain snapshot of projects Highlight successes and challenges Outline what is in Communications <ul style="list-style-type: none"> 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) 	Ongoing
Interior Health	Keep connected with IH Communications department for collaborative opportunities	<ul style="list-style-type: none"> Medical clinic on band – worked with Shuswap Community of Doctors; communicated outcome of the who, what, when, where, and why Collaborate for information, regarding an adjustment to the clinic, wanted to do an announcement, outcome was a joint media release seek OKIB to post IH information, 	Completed
Indigenous Healing	In support of communicating out Indigenous healing in health care	<ul style="list-style-type: none"> onboard with promoting what practices there might be available, what they can ask for at an appointment, as need arises 	As need arises

Food Security	To help achieve food security within the nation	<ul style="list-style-type: none"> • advertise all traditional meals that arise in community • advertise the kickinee community pick up • involved in any community dinners – the logistics of events • gardens – developed a number of videos to promote and communicate • advertise for hunting camps – who and how 	Ongoing
Safe housing	n/a	<ul style="list-style-type: none"> • support interdepartmental initiatives in this area 	As need arises
Free zones from A/D	n/a	<ul style="list-style-type: none"> • support interdepartmental initiatives in this area 	As need arises
Home care supports	Support home care support programs in distributing out communications	<ul style="list-style-type: none"> • provided information on home care • dates of footcare • living with diabetes programs advertisement • notices of health care regarding covid and safety protocols 	Ongoing
Health care	Support health care initiatives and reinstated initiatives as well	<ul style="list-style-type: none"> • communicate out new and returning services <ul style="list-style-type: none"> ◦ e.g.: firewood program for Elders 	Ongoing
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"> • ongoing communications that outline contact information, title, name, professional bios and photos 	Ongoing
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"> • Communications has a staff member who sits on EOC • Heat wave/cold snaps – communicate out about conditions and safety protocols, require instant messaging 	As need arises

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"> • 10-15% of work is language and culture <ul style="list-style-type: none"> ○ Advertise all events ○ Promote words and audio files of language ○ In development: section called timeline on website – from 1640 to present day (language and culture timeline) ○ Incorporating Eventbrite that is hooked into online event calendar, then anyone in community can access and register to an event 	Ongoing
Partnerships	Collaborate with partners, where appropriate	<ul style="list-style-type: none"> • Announce their annual general meetings • Advertise posts when requested 	As need arises

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	Increase awareness and education about harm reduction and practices	<ul style="list-style-type: none"> To consider naloxone training for staff, included within first aid training Life Guard App 	Medium
Water	To ensure access to clean drinking water for staff/employees and membership	<ul style="list-style-type: none"> Utility company Bottled water available to staff on site Gravel pit – trucks washing water/bottled and potable water in for employees/staff 	Ongoing
Reporting to across the departments	To ensure transparency of the work of the GoC	<ul style="list-style-type: none"> Report regularly at C&C meetings (in-camera and/or regular session) Economic development committee – provide reporting and updates Operating board – provide reporting and updates 	Ongoing
Indigenous Healing	To build relationships to increase understanding of Indigenous healing protocols and processes to operate in a way that is respectful and inclusive	<ul style="list-style-type: none"> Fence off a graveyard next to gravel pit to ensure it's safe and protected Breaking ground ceremonies of new builds Connecting and initiating with TSD regarding archaeology and possible repatriation – to learn process and protocols 	Medium
On-call emergency supports	n/a	<ul style="list-style-type: none"> GoC supported during emergency situations <ul style="list-style-type: none"> Gravel pit became landing pad for helicopters Support with intake forms for membership that needed assistance during emergency (fires, etc) 	As need arises

		<ul style="list-style-type: none">○ Provided back packs for students in cultural immersion school	
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	To ensure client safety	<ul style="list-style-type: none"> Education and training coordinator, reception and administrative staff have taken naloxone training 	Ongoing
Water	To ensure access to safe drinking water to employees and clients	<ul style="list-style-type: none"> Water delivery for employees on sites 	Ongoing
Reporting to across the departments	To uphold standards of accountability and transparency to the community	<ul style="list-style-type: none"> Every 2months reports to council during their committee meetings (review of all education programs) Weekly the departmental directors meet (tasks that effect all directors and interdepartmental work) <ul style="list-style-type: none"> 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) First Nations education steering committee/First Nations school association/ BC childcare <ul style="list-style-type: none"> Main purpose of provincial reports – maintain professional educational standards 	Ongoing
Interior Health	To stay up to date with health and medical information for OKIB students and families	<ul style="list-style-type: none"> Healthy schools' program – monthly meetings, provide information/resources/tools for health programming for schools Registered within IH – they played large role during pandemic: advising student outbreaks, contact tracing, when to shut the doors 	Ongoing

Indigenous Healing	An integral part of the educational programming and cultural immersion	<ul style="list-style-type: none"> • Included in cultural and language program within the school curriculum <ul style="list-style-type: none"> ◦ Medicinal plants – field trips and bring in for discussion and learning 	Ongoing
Food Security	To offer food security through the school and daycare kitchens	<ul style="list-style-type: none"> • Receive wild game from TSD which is used in meals at daycare and school • Growing boxes to grow food for schools/daycare kitchens 	Ongoing Short
Free zones from A/D	To provide educational awareness to students and families	<ul style="list-style-type: none"> • Distance of cannabis shops from schools/daycares • As part of the health education curriculum 	Ongoing
Home care supports	Continue to respond to the needs of students and their families	<ul style="list-style-type: none"> • Do support a taxi support for a student as they cannot take the bus • Do work with homecare for families who need additional support due to accessibility/mobility challenges 	As need arises
Health care	Continue to support the health and well-being of students/staff and families	<ul style="list-style-type: none"> • Oral health assessments conducted in daycare and school • Community health nurse visits for vaccinations for students and staff 	Ongoing
Mental Health Workers	There is an identified need for mental health workers that are specifically attached to the schools for the	<ul style="list-style-type: none"> • Posted for a MH counselor for specifically the cultural immersion school • To hire soon 	Short

	overall wellness of students		
On-call emergency supports	Ensure the continued learning of students during times of emergency	<ul style="list-style-type: none"> • Remote learning in emergency circumstances • Staff on Emergency Preparedness Committee 	Ongoing
Implement our culture, language, healers etc.	To ensure the ongoing implementation of culture, language, and supports with children and youth and their families	Have an entire aspect designated to cultural and language curriculum at schools, daycare and language nests	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	Naloxone Training & Kits	<ul style="list-style-type: none"> • HR staff to participate in training and receive kits for their offices • Incorporate training into the PESP program 	Short
Reporting to across the departments	Ensure communicating opportunity, successes, and challenges	<ul style="list-style-type: none"> • Pre-employment supports and success stories reporting • Current status of Band employees – Indigenous and non-Indigenous reporting • Historical data and trends of people supported by income assistants 	Ongoing Medium
Food Security	Collaborate with H&W department	<ul style="list-style-type: none"> • Incorporate into PESP program • Support PESP clients to fill temporary seasonal positions 	Ongoing

Free zones from A/D	Legislative duty and to provide training to employees	<ul style="list-style-type: none"> • 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 • Identifiers or patterns - when it is apparent or patterns of excessive absenteeism on certain days, • Duty to ask key questions around substance use to employee directly and in a safe, caring and transparent way • Upon response, ensure safe transportation home • Responsibility for work place safety and conduct • Training and support managers/directors in legislative duty and how to address situations directly and in a good way as they arise • Training to employees on their roles and responsibility in creating a safe work environment 	Ongoing
Mental Health Workers	Support Mental Health Directors	<ul style="list-style-type: none"> • Job descriptions and job postings: work with Health & Wellness Director and designated Mental Health employee • Contracts: <ul style="list-style-type: none"> ○ held by finance department, ○ seek to develop stronger processes with contracted services (contractors, departments) ○ supporting health and wellness safety protocols, sustainability of programs and services for community 	As need arises

		<ul style="list-style-type: none"> Investigate the 'why' to understand need (contractor vs employee, job security perceived risk) 	
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"> 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 ESS – current employees who have had training in ESS and who know their roles, Open to all staff (first part): Emergency Operations Centre training (EOC) The second part of training was to specific employees leading specific roles within the EOC training 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 	As need arises
Implement our culture, language, healers etc.	n/a	<ul style="list-style-type: none"> Support employees to participate in workshops that support families Engage with workshop offerings to see if they would be beneficial to bring into community 	As need arises
Partnerships	n/a	<ul style="list-style-type: none"> Support employees that are community members to participate in any teachings, supports RLTC may offer 	As need arises
ONART	n/a	<ul style="list-style-type: none"> Sharing communications out to all employees, who can then share outwardly to community 	As need arises

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
Naloxone kits, training, supports etc.	n/a	<ul style="list-style-type: none"> • Open to taking training when it is available • Advocate to ensure kits are available on site at JOHSC • Automated defibrillator is on site, minimal training is required to be able to use • Advocate for training for how to use and maintain automated defibrillator at JOHSC • First aide kits are on site • Member of JOHSC within OKIB 	Short term
Water	n/a	<ul style="list-style-type: none"> • draft water systems by-law, in support of PW&H • As an employee, does have access to clean drinking water (bottled water on site) 	Ongoing
Reporting to across the departments	In transparency to report progress	<ul style="list-style-type: none"> • Direct report to ED and weekly Director's meetings to exchange information at the table • Legal advisement – advise ED of any legal movement that may impact OKIB • COVID related – share with H&W • reporting and collaborating interdepartmentally to support work • reporting to leadership re: cannabis survey results <p>Assessment of OKIB 5-year strategic plan and where band is at; prioritize policies and strategic initiatives and implement; direction of C&C</p>	Ongoing

		Next steps: <ul style="list-style-type: none"> Assess and prepare for next 5-year strategic plan 	
Interior Health			
Indigenous Healing	To support departments initiatives and programs	<ul style="list-style-type: none"> 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"> for example, protection of specific sites as related to Indigenous healing and/or prevent range use to allow for land to regenerate, etc. support any policy, procedure, protection and/or processes, should they arise 	Short
Food Security	Protect arable land from development	Supporting the Land use planning initiatives within the Lands Department <i>Ideas where PSI could support food security initiatives:</i> <ul style="list-style-type: none"> can be involved to protect land for future use to grow food. For example, ensure arable land is not used for residential use, rather safeguarded to protect land for food sovereignty. And/or dedicated for specific use, preservation and storage (root cellars, etc.) should the band want it, could support inter-nation trading and bartering (trade, preservation, and storage) 	Medium
Safe housing	n/a	Provide assistance, as needed	
Free zones from A/D	n/a	<ul style="list-style-type: none"> Provide assistance, as needed Policy that all OKIB buildings are smoke-free, review and amend as needed 	

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

Healing cannot happen in an environment that doesn't feel safe, it's crucial to have that feeling of safety, and to be provided with the Emergency services that honour that call to action

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing))
RCMP and IPS – drug dealers, gangs,	There still exists distrust with RCMP/IPS and the need to improve good relations in community is important	<ul style="list-style-type: none"> • Business cards with two sides holding information - one side with policing/IPS, the other side with mental health resources • Collaboration exists with PSD at this time <ul style="list-style-type: none"> ◦ IPS used to be in H&W building and interacted more regularly with staff, seek to re-establish more regular interactions with H&W staff overall • RCMP came to community event – to increase good relations with youth at community event, so that the RCMP/IPS are not so scary, they are better known in community • IPS hosting an event on May 31 – youth leadership is doing a presentation on human trafficking at event 	Ongoing
Community Safety Alert	n/a	<ul style="list-style-type: none"> • Alerts go out to Facebook – dangerous drugs, or severe incident requiring heavy police presence (challenge is posting is delayed until police has all the information) 	Ongoing

Traffic control	n/a	<ul style="list-style-type: none"> • IPS CCG • Cameras into band school buses – dangerous driving • PSD/IPS put in two slow down signs • Seeking speed limit sign on HOL road 	Ongoing
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"> • Aim to collaborate with IPS to host a discussion with H&W staff about process for providing educating community on when to call and who to call • Collaboration to outline a Wellness check – who does this, what is process, what are safety requirements 	Short
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"> • Need a smoke alarm within all band buildings • Ensure muster point signage as it is a legal requirement • JOHSC monitor and inspect, review of incident reports • Review of cameras and security systems for all H&W buildings (and all band buildings) for accreditation process • Work Alone Policy – to be amended to address current needs and new program needs • Training on the Lone Worker, Heat, Bear Awareness, Hazard Assessment Course, WHIMiS 	Short

Bylaws, patrols, enforcement etc.	n/a		
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"> • Elder Abuse trainings will be brought in for staff and for community <ul style="list-style-type: none"> ◦ Need to establish processes of who is responsible and when, including C&C as there is a by-law for "Dangerous Persons" ◦ Suggest a review of "Dangerous Persons" ◦ Collaborate with PSD, PSI and C&C • If mental wellness workers are informed during a session with client it is reportable – Elder abuse, sexual abuse/offenses, self-harm • Mandated reporter – every person is a mandated reporter by law "duty to report" – host trainings/refreshers for community and staff <p>Identified need:</p> <ul style="list-style-type: none"> • More discussion amongst staff around appropriate protocol for those situations that land outside of the limits of confidentiality 	Short

Road safety, street lights, community block-watch	n/a	<ul style="list-style-type: none"> • CCG are representatives of community block watch informally • There is a need to bring in Block Watch into community – to bring forward an alert and to be a safe house for children in distress <ul style="list-style-type: none"> ◦ Work with RCMP 	Medium
Cannabis Dispensaries	n/a	<ul style="list-style-type: none"> • Staff not to go there during business hours • Band to not receive donations from dispensaries <p>Identified need:</p> <ul style="list-style-type: none"> • Unclear process of how to provide/share harm reduction and mental wellness information at dispensary sites • RCMP cannabis division has wanted to come out to do information session – to review process and non-regulated business/product - with C&C and with community, however it is not yet happened 	Ongoing

Clean up playgrounds, parks, schools, beaches	Increase education on harm reduction and ensure sustainability of monitoring processes identified	<ul style="list-style-type: none"> Plans for needle disposal sites in community –need to collaborate with PWH to determine sites <ul style="list-style-type: none"> Challenges due to staffing changes, pandemic, so need to bring back to forefront and setting of a timeline <p>Identified need:</p> <ul style="list-style-type: none"> Policy and/or process Education for community to share information on how to dispose of discarded needles safely Band to identify needs for harm reduction education 	Medium
Safe community preparedness	Actively participate in the preparedness and planning for community safety	<ul style="list-style-type: none"> Emergency response training Staff from each department to sit on the EOC <ul style="list-style-type: none"> H&W to sit to identify those with medical requirements/needs 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing))
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"> • Hosting community presentations: dispatcher roles, responsibility and process; RCMP meet and greet; crimes, guns, gangs, trafficking and opioid crisis; youth leadership on human trafficking • The CCG meets quarterly with IPS • IPS office is housed on site • Ongoing communication and collaborations with IPS 	Ongoing
Community Safety Alert	n/a	Support departments moving these community requests and needs forward <ul style="list-style-type: none"> • If PSD receives an IH drug alert they pass on to communications 	Ongoing
Traffic control	n/a	<ul style="list-style-type: none"> • Not a part of PSD mandate, however PSD receives notices about dangerous driving and suspicious persons • Equipped band school buses with three cameras • 4 slow down signs, 24+ crime watch signs distributed throughout community; 700 resource numbers (emerg and non-emerg) magnets distributed directly to community 	Ongoing
Education, awareness of First Responders	To increase awareness and understanding of roles, responsibility, who to call when	Hosted workshop bringing in dispatch and RCMP	Ongoing

OKIB Security, safety plans, lock-down etc.	Continue to improve safety through appropriate signage and resources	<ul style="list-style-type: none"> • Posted an exterior sign with address outside of PSD office labeling all the services that are in facility • Supported TSD by submitting an up-to-date list of home addresses on map <p>Identified gap:</p> <ul style="list-style-type: none"> • addresses of all band buildings – on the buildings itself and on the roadside nearest the buildings • Need to know spelling and pronunciation of street names in the language to support dispatch and emergency services 	Ongoing
Bylaws, patrols, enforcement etc.	n/a	<p>Support departments moving these community requests and needs forward</p> <ul style="list-style-type: none"> • Direct community to OKIB by-laws on website • By-law vehicle is dual owned – fire dept and band • Advocate for a tripartite agreement to include the building for IPS (similar to TIB) • 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 • Need more ongoing training to directors and leadership about public safety and proper process for emergency situations 	Ongoing

Elder Abuse, safe communities	Advocate for protections and provide education to increase awareness and understanding of the real safety issues facing Elders in community	<ul style="list-style-type: none"> Hosted a workshop with Elders about Elder abuse, plan to host again with Elders and in community and with staff Made recommendation to Directors that there is a policy that outlines process created that speaks directly to Elder Abuse (PSD, H&W) – unsure where Directors are at with this recommendation 	Ongoing
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	Ongoing
Cannabis Dispensaries	n/a	<ul style="list-style-type: none"> Addiction awareness, cannabis related mental wellness workshops and information Hosting crimes, gangs, human trafficking and opioid crisis education session in community Support the updating of Cannabis Control By-Law Policy in collaboration with PSI 	Ongoing
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"> Do clean up in areas as PSD Dispense naloxone Sharps container on site Universal precautions on site Advocate for test strips 	Ongoing
Safe community preparedness	Provide education and support for ongoing preparedness initiatives	<ul style="list-style-type: none"> Advocated for generators to be at all band buildings Support departments in their safe community preparedness Have preparedness in building as staff 	Ongoing
		<ul style="list-style-type: none"> Provide education to community 	

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing))
Community Safety Alert	Provide up to date postings of alerts that impact community safety	Water advisories Water conservation Project updates/traffic flow	Ongoing
Traffic control	n/a	Band owned roads are managed by PWH	

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing))
RCMP and IPS – drug dealers, gangs,	n/a	<ul style="list-style-type: none"> Maintain existing relationship with EOC and RCMP and IPS 	Ongoing
Community Safety Alert	n/a	<ul style="list-style-type: none"> Supporting role at the EOC level 	Ongoing
OKIB Security, safety plans, lock-down etc.	n/a	<ul style="list-style-type: none"> Member from TSD sits on JOHSC Camera on site, but has been discontinued 	
Bylaws, patrols, enforcement etc.	n/a	Support role and provide observant report to appropriate services <ul style="list-style-type: none"> Continue to have eyes on the land and report when appropriate 	Ongoing
Elder Abuse, safe communities	n/a	Open to trainings on what is Elder Abuse as TSD interacts often with knowledge keepers and Elders Could play a supportive role, where required	Ongoing
Clean up playgrounds, parks, schools, beaches	Selecting new clean up space annually	Began with mudhole Plan next location	Medium
Safe community preparedness	To establish preparedness so that community has confidence that administration is fully aware and communications is efficient	<ul style="list-style-type: none"> Fire smart - fuel mitigation Need more communication to increase awareness when not in immediate crisis (from communications and/or fire department and/or collaborative approach) Updated as of April - the evacuation plan for several hazards identified (floods, fire, etc) – next step to receive ratification from C&C 	Ongoing

		<ul style="list-style-type: none">• Updating emergency management plan – currently in progress	
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing))
RCMP and IPS – drug dealers, gangs,	n/a	<ul style="list-style-type: none"> • Open to building a relationship with IPS – for example, invite IPS to a department meeting • Key message – call local detachment 	
Community Safety Alert	n/a	<ul style="list-style-type: none"> • Post when safety concerns for UXO and blasting 	
Education, awareness of First Responders	n/a	<ul style="list-style-type: none"> • Open to future trainings and education 	
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	Ongoing
Bylaws, patrols, enforcement etc.	Follow appropriate protocols of reporting	<ul style="list-style-type: none"> • Trespassers/squatters reported • Illegal dumping • Utilize by-law officer to support and report to <ul style="list-style-type: none"> ◦ Range use – livestock 	Ongoing
Elder Abuse, safe communities	We are all responsible “duty to report”	<ul style="list-style-type: none"> • All need to be aware and have training 	Ongoing
Cannabis Dispensaries	Abide by commercial leasing processes and advise of location options	<ul style="list-style-type: none"> • Businesses – lands take approach that any businesses go under a commercial 	Ongoing

		lease to protect the locatee and lessee and the band <ul style="list-style-type: none"> • Advocate none are built near schools 	
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"> • Job posting clause – all may be undertaking responsibility under emergency operations • JOHSC representation • Work in collaboration with TSD re: mapping for routes of exiting community in cases of emergency • Internal tools and resources – google earth, surveys, ERIP (electronic registered index plan) and NRCAN (natural resources Canada) and other mapping tools when providing advice 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
RCMP and IPS – drug dealers, gangs,	To support awareness of ongoing RCMP/IPS/Public Safety initiatives	<ul style="list-style-type: none"> Supporting the crimes & gangs – open forum meeting/workshop May 31 – livestream Post youth camps (RCMP), public safety alerts, IH dangerous drug alerts 	Ongoing
Community Safety Alert	To brief members through different modes of communications	<ul style="list-style-type: none"> Text system, members would sign up to be a part of this – communications tool <ul style="list-style-type: none"> 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 at discussion only at this time 	Pending discussions
Traffic control	Notify members of changing road conditions through timely traffic alerts	<ul style="list-style-type: none"> if any construction or heavy equipment, recovery efforts, inform community about it, when need arises (traffic alerts) 	As need arises
Education, awareness of First Responders	Supporting the education of membership for emergency safety	<ul style="list-style-type: none"> receive posts from OKIB Fire Dept Operations Mgr about awareness training (house fires, carbon monoxide, fuels, fire safety) sharing information for prevention 	Ongoing
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"> post re: wildlife management with by-law officer draft by-laws are posted for comment by community by-law notices – range use 	Ongoing

Elder Abuse, safe communities	Support awareness of ongoing workshops and trainings	<ul style="list-style-type: none"> • supporting public safety and health & wellness department in their workshops and trainings on these topics 	Ongoing
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"> • support EOC when it is active • support awareness on emergency preparedness • support communication if an active event is occurring 	As need arises

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing))
RCMP and IPS – drug dealers, gangs, and GoC	Establish a relationship between IPS and GoC	<ul style="list-style-type: none"> Initiate an introduction between Const. Calamush and GoC 	Short
Education, awareness of First Responders	n/a	<ul style="list-style-type: none"> Open to participating in band safety training and education, when arises 	As available
OKIB Security, safety plans, lock-down etc.	To ensure safety of employees	<ul style="list-style-type: none"> Office security system Safety manual – working alone protocols, muster points Gravel pit – security – protocol to check in UXO – potential to look into safety protocols and check ins/aligning protocols Forestry – seek to understand safety protocols and how to align 	Ongoing
Bylaws, patrols, enforcement etc.	To ensure the safety protocols are identified and implemented for employee, site safety	<ul style="list-style-type: none"> Bylaw at gravel pits re: livestock; fencing to ensure safety of cattle and gravel pit Safety patrol – security cameras and/or hire a security company Gravel pit – security cameras: designate a staff/employee to review footage should an issue arise Establish section in safety manual of roles and responsibility 	Short As need arises

Road safety, street lights, community block-watch	To advocate for safety on sites and for employee safety	<ul style="list-style-type: none"> • Advocate for road maintenance, signage, as need arises • Advocate for safe work sites 	As need arises
Safe community preparedness	To ensure preparedness is included within the safety manual	<ul style="list-style-type: none"> • Safety manual update and maintained 	Ongoing

OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing))
RCMP and IPS – drug dealers, gangs,	Aim to increase relationship between IPS and schools/daycare	<ul style="list-style-type: none"> • Would like to see more relationship building between Indigenous Policing Services and Education overall <ul style="list-style-type: none"> ◦ Invitation has been shared with IPS to connect 	Ongoing
Traffic control	<p>On reserve bussing safety</p> <p>School zones in high population areas (i.e.: westside road, six mile)</p> <p>Expansion of housing and sub-communities</p>	<p>Dashboard cameras on school buses to identify and report safety issues</p> <p>Safety issues reported to Const. Kyle</p> <p>Collaborate with PWH, Const. Kyle</p> <p>Post signage for school zones</p> <p>Proactive thought towards safe communities (walkways/paths, school zone signage, snow plowing, maintenance, etc)</p> <p>Collaboration with leadership, PWH, Const. Kyle</p>	<p>Short term</p> <p>Short term</p> <p>Long term</p>
Education, awareness of First Responders	To stay on top of current safety protocols and processes	<ul style="list-style-type: none"> • The duty to report, MCFD • First aid training for all staff • Identify what you can treat on site vs. when you need an ambulance (charges occur when ambulance is called in) 	Ongoing

OKIB Security, safety plans, lock-down etc.	To ensure safety protocols are clearly understood by students and staff	<ul style="list-style-type: none"> • RCMP would notify if to be declared on lock down for the school <ul style="list-style-type: none"> ◦ Clear pathway for process in case of emergency lock down • All school buildings have security cameras (24-hr feed) and alarms 	Ongoing
Bylaws, patrols, enforcement etc.	n/a	<ul style="list-style-type: none"> • Reaffirms need identified for mental health support – education has recently posted for one such position 	Ongoing
Elder Abuse, safe communities	To increase awareness of safety and potential risks in a student's everyday environment	<ul style="list-style-type: none"> • Provide education to the students as to what is a safe community 	Ongoing
Road safety, street lights, community block-watch	To increase safe access and community safety	<ul style="list-style-type: none"> • Public works and housing support education in road maintenance, brush removal • Would like to revisit the community block watch within the area to elevate safety in the community (block parent program) 	Ongoing
Cannabis Dispensaries	to increase awareness of the impacts of addiction	<ul style="list-style-type: none"> • Education department to take a more informal role of influencing addictive behaviours in children and youth <ul style="list-style-type: none"> ◦ Increase awareness and age-appropriate education about addiction 	Short
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"> • Developed Groundskeeper Position (1.0FTE) • 6 months pilot project 	Short Term – currently in progress

Safe community preparedness	As identified above	<ul style="list-style-type: none"> • Staff member on emergency preparedness team • Daycare has designated muster points • School to increase fire alarms testing, etc on a more regular basis with fire department 	As identified above
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing))
Community Safety Alert	n/a	<ul style="list-style-type: none"> Abide by alert process/protocol, as employees 	As need arises
Education, awareness of First Responders	Part of employee awareness HR policy and employee handbook outline safety protocols	<ul style="list-style-type: none"> Abide by protocols, as identified Critical incident report (employee) be sent to HR for investigation Safety policy within the HR policy and employee handbook 	Ongoing
OKIB Security, safety plans, lock-down etc.		<ul style="list-style-type: none"> Working alone policy for employees for safety 	Ongoing
Bylaws, patrols, enforcement etc.	Continue to update as new information and positions are received	<ul style="list-style-type: none"> By-law Officer job descriptions Policy & Strategic Initiatives Manager job descriptions 	Ongoing
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"> 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"> To add Elder abuse – how to recognize it, action plan and strategies Community safety topics - to add to rotation on a regular basis 	Ongoing Short (<i>added topics</i>)

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"> • Working on with JOHSC – muster point, evacuation plans, • JOHSC consists of employees from all departments • HR ensures action tracker is updated regularly and actions are completed • Knowing which employees are responsible for what in the case of an emergency – ongoing awareness and training 	Ongoing
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OPPORTUNITY (as identified in strategy)	GOAL/TASK	ACTION (how will we get there)	TIMELINE (short, medium, long, or ongoing)
RCMP and IPS – drug dealers, gangs,	Regular review of Cannabis Control Law	<ul style="list-style-type: none"> Hosted in-person Cannabis Control Law Review community session; review feedback, develop report of community engagement; action plan (potential amendment to CCL) Post of findings and amendments 	Ongoing
Community Safety Alert	n/a	<ul style="list-style-type: none"> Consulted for a review of Federal law: anti-spamming legislation in support of Communications safety alert initiative Supportive of the work happening, as needed 	As need arises
Education, awareness of First Responders	Increase awareness and understanding of the by-laws OKIB has, including what a by-law is and how it differs laws/policies	<ul style="list-style-type: none"> Articles in sen'klip newsletter re: the by-laws OKIB has Host information sessions re: by-laws Provide age-appropriate education for children/youth What laws there are and why we may make them, particularly in relation to OKIB <p>Currently sits on JOHSC</p> <ul style="list-style-type: none"> JOHSC developed plan and ensure that it is implemented at sites <p>Working on identifying muster points</p>	Medium
OKIB Security, safety plans, lock-down etc.	n/a	<ul style="list-style-type: none"> Supportive of the work, as required JOHSC members to support this work <ul style="list-style-type: none"> Practice fire drills, in collab with fire hall 	As need arises

Bylaws, patrols, enforcement etc.	Maintain, update, and create by-laws for safety of all members	<ul style="list-style-type: none"> • Fire department representative to review by-law <ul style="list-style-type: none"> ○ 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 • Range Use & Livestock by-law is in place, amending as need arises • Care and Control of Dogs On-Reserve by-law is in place, amending as need arises • Dangerous person and trespass by-law is in place, amending as need arises • 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 • Relationship with SPCA, as needed • Conduct property tax assessment review • Establish a report of findings for C&C to review 	Short
Cannabis Dispensaries	Continued review	<ul style="list-style-type: none"> • OKIB Cannabis Control Law Review: update law, seek community feedback, analysis of feedback, propose amendment to the Law to C&C 	Short

Safe community preparedness	n/a	<ul style="list-style-type: none"> EOC leads this work and as an employee will abide by process and protocol 	Ongoing
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** if it is a road that is not under the BC governments responsibility then we have no responsibility

**if it is a side road that is not under the BC governments then we do have responsibility and likely lands under the PW&H scope of responsibility

Ongoing Accountability



As part of the Contribution Agreement the OKIB has agreed to an Annual Review of the progress on these initiative's to be communicated to the membership.

It will be each Director's responsibility to track annual progress and report to membership for transparency and accountability.

A writing to Mike Ochoa

"You taught me that anyone can be a warrior."

- Fourth Grader from School District 22

Upcoming Event

House of Wolf & Associates Inc.

Indigenous Community Safety Summit 2022



**Scan here for
more
information
and to register**

House of Wolf & Associates Inc. in partnership with Preparing our Home and Indigenous Community Safety Partnership Program invites you to the Inaugural “Indigenous Community Safety Summit”. Dedicated to the Missing and Murdered Indigenous Women, Girls, Men, Boys and Two-Spirited People’s safety and rooted in a Northern Indigenous worldview, the inaugural Indigenous Community Safety Partnership Program offers a transformative approach to Community Safety, Emergency Preparedness, and Social Justice through the revitalization of traditional law. It empowers Indigenous Communities to address root causes of inter-generational trauma, violence, and vulnerability by reclaiming community safety and bringing it back to where it belongs. This is the first-of-its-kind Indigenous-led summit which will include sharing best practices and lessons learned from our “ground-breaking” Community Safety Officer Programs. Please register at your earliest convenience due to the limited in-person capacity of 200.

This is how the people of n'kmaplqs came together to re-envision a safe community and the story of how the good work has been done so far.

Together we collectively raised our voices to contribute to the safety and well-being of those we cherish in our homelands.

Acknowledging our Youth, our Mothers, our Fathers, and our Elders for ensuring these conversations take place in a good way.

And for as long as the sun shines, the rain falls, and the people's hearts beat, the well-being of the syilx Peoples will be collectively cared for.



Public Safety
Canada

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Canada



limt lemt to Public Safety Dept., Jami Tonasket and Mike Ochoa 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.

senk'lip gives the dream to ntytyix...

senk'lip has played many roles in our stories, but one thing they always are is a teacher.

One day senk'lip got a vision transferred to him, by the people when the people went to the water to pray. senk'lip was sitting by the water too, hoping to catch some trout to eat. senk'lip grew so hungry he started to whine and howl, then it sounded like he could hear crying moving closer to join him. So senk'lip paused.

But the crying continued.

Now senk'lip thought to himself, hmmm that sounds a lot like n'kmaplqs people? That's when he saw ntytyix coming up the creek, just beside the firehall.

He stopped ntytyix and told him, the people are crying, and they keep sending me a dream but I gotta move on now, I'm going to let you have their dream and you can figure it out. I need to get going, there's a plan I've been devising and need to get to it.

ntytyix not wanting to hear whatever it was that senk'lip was working on, because- well...you know. He took the peoples dream and swam up the creek by the dam to meet the people. He could hear them weeping.

He saw them dropping tobacco into the waters and that's when it came to him, these are the dreams to stop the heartaches of the people. These are there prayers.

The people wanted to be one again, they wanted equity, they wanted a safe place to be a community again. And ntytyix knew just what to do.

He started to call upon the spirits of the people, not just sqilx'w people, but all the people who contributed to the community. He entered their dreams, their workplace, their homes, and put the hopes on their hearts.

That's when the people that so loved the community started to write out the dreams given to them and implementing them.



