

Issue 2
January - February
2023

Update on
Activities for
January &
February, 2023

KNC Report

Report to Citizens



Upcoming KNC Leadership Meetings:

Ktunaxa Nation Executive Council (KNEC): May 18, 2023.

Social Investment: May 11, 2023 from 9:00-11:00.

Education & Employment: May 11, 2023 from 11:00-2:00.

Economic & Investment: May 11, 2023 from 2:00-4:00.

Lands & Resources: June 1, 2023 10:30-4:30.

TKL: To be determined

Ktunaxa people are welcome to attend these meetings as observers. If you are interested in attending, please contact Crystal Phillips at crystal.phillips@ktunaxa.org 250-489-2464.

This year the Annual General Assembly (AGA) will return to in-person at yaqit ʔa·knuqʔi'it. Dates details are not yet available, ***information will be shared as it becomes available.***

Governance

There are a number of large and challenging governance conversations that must take place between the Directors of the Ktunaxa Nation Council Society (20 elected Leaders) and the Ktunaxa governments of ʔakisq̓nuk, ʔaq̓am, Yaq̓an nuʔkiy and yaq̓it ʔa·knuq̓iʔit. Leadership have been requesting and making space for open, honest and potentially difficult conversations to take place.

Background

At the KNEC meeting on November 18, 2021 the CAO was directed to make the KNCS Constitution and Bylaws work the number one priority. In order to do this Leadership commitment was required. It was determined that at these meetings the quorum would consist of 3 of the 5 members from each of the Chief and Councils.

Five Leadership meetings were held in January, February and March 2022. The first three meetings took place in January where the bulk of the progress was made in terms of determining governance and administrative topics that required addressing. There were 7 governance decisions that needed to be agreed upon in order for the CAO to have the necessary direction to proceed with drafting a new Constitution and Bylaws for the KNCS. There appeared to be agreement on many of the governance decisions.

At the fourth Leadership meeting in February, Leadership realized that the conversations were not progressing towards being able to reach a consensus, despite extensive effort and commitment to the process. The Leadership called question and it was determined that a consensus was not possible. It was decided among the Leadership that a vote of majority would take place on each of the 7 governance decisions to direct the CAO to draft a new KNCS Constitution and Bylaws based on the majority. The fifth meeting was scheduled for March 2022 for the vote to take place, quorum was not achieved to make the vote.

In May 2022, the CAO presented to the KNEC a plan for the CAO to work with each elected leader to complete a questionnaire on the 7 governance decisions. The CAO would, after completing all of the questionnaires, then take the majority to draft a new KNCS Constitution and Bylaws. There were challenges in getting the questionnaires completed and a new plan had to be formulated.

On September 1, 2022, the CAO presented a schedule for Leadership meetings, including Sector Council meetings. Unfortunately, Leadership schedules are very full and quorum was not able to be achieved.

On January 19th the CAO respectfully submitted a briefing to the KNEC, requesting Leadership commitment to come together monthly, in-person to have conversations grounded in ceremony. Topics included, but were not limited to Leadership concerns around:

- KNC operational frustrations and challenges
- KNCS Constitution and Bylaws

- yaqit ʔa-knuqʔi'it intent to withdraw from the KNCS March 31/24
- Ktunaxa ʔamakʔis
- ʔa-kanuxunik ʔamakʔis

Meetings were set to take place:

February – Yaqaan nuʔkiy at the Roundhouse

March – ʔaqaam

April – yaqit ʔa-knuqʔi'it

May – ʔakisq̓nuk

June – Yaqaan nuʔkiy at the Roundhouse

As a part of this work, the CAO struck a working group to support the development of the ceremonial and cultural foundations for these meetings that consists of 4 Elders, one from each of the 4 Ktunaxa First Nations who have served as Nasuʔkin for their respective Ktunaxa First Nation and are able to support the ceremonial and cultural aspects.

On February 16th Leadership met at the Roundhouse in the first of 5 Leadership meetings to take place over the coming months. This session was grounded in ceremony, and utilized ʔukiniʔwitiyaʔa, (a group having one heart). ʔukiniʔwitiyaʔa is the process of a group of problems solvers thinking with one heart or thinking toward a common good. Dr. Christopher Horsethief facilitated this session. The second session took place in ʔaqaam on March 30th. The Leadership were set to meet on April 27, 2023 which is being rescheduled to early May.



Sector	Date	Highlights
Lands & Resources Sector Council	January 26, 2023	<p>Kootenay Lake Recovery work</p> <p>Moved by Nasu?kin Don Sam, Seconded by Avery Gravelle Be it resolved that: the Lands and Resources Council (LRC) endorse the proposed recovery actions for 2023 as suggested by Yaqa Nu?kiy staff:</p> <ol style="list-style-type: none"> 1.Continued implementation of the (a) egg stocking, (b) anglers incentive, and (c) Rainbow Trout spawner reduction programs; 2.Increasing pressure on Rainbow Trout by (a) conducting additional trapping and netting of spawners in the Lardeau and Duncan Rivers in the spring; <p>While consultation with Yaqa Nu?kiy Nation members will be used to guide further work in the summer and subsequent years of the program until durable Kokanee recovery is confirmed.</p> <p>Qat'muk IPCA statement</p> <p>Moved by Nasu?kin Don Sam, Seconded by Robin Louie Be it resolved that: the Lands and Resources Council (LRC) approve the Ktunaxa Nation Statement for the establishment of the Qat'muk Indigenous Protected and Conserved Area (IPCA).</p> <p>South East Coal Permitting Program</p> <p>Moved by Nasu?kin Don Sam, Seconded by Robin Louie Be it resolved that: the Lands and Resources Council (LRC) document their approval to BC to have the South East Coal Permitting Program funding for 2022/2023 transferred to the Ktunaxa Nation Council. Further that: Subsequent funding agreements be contingent on engagement with the four Ktunaxa First Nations on allocation.</p> <p>CertainTeed IMBA</p> <p>The Lands and Resources Council (LRC) are agreeable to have the Ktunaxa Nation Council (KNC) staff proceed with the negotiation of an IMBA as per the 2016 LRC mandate, and confirmation from ?akisq̓nuk that they would like KNC staff to proceed with this initiative. Continuing collaboration with ?akisq̓nuk Leaders and Staff to ensure they are involved as well as keeping LRC apprised of all activities until they are ready to recommend it for decision by KNEC and KNCS.</p> <p>For information</p> <ul style="list-style-type: none"> • ?a?pu Project • CRT Benefit Sharing

Social Investment Sector Council	February 9, 2023	<ul style="list-style-type: none"> • Update on First Nations Health Authority Decentralization • Update on Gathering Wisdom • Update on Virtual Town Hall • Letter of Understanding: Ktunaxa and Interior Health
Education & Employment Sector Council	February 9, 2023	<p>The Education and Employment Sector Council met with the Selkirk College Board of Governors. Agenda included:</p> <ul style="list-style-type: none"> • Roundtable/Introductions • Presentation on the history, intergenerational trauma, strong Ktunaxa prior to contact and colonization and strong Ktunaxa today. • Share a meal together • Share strategic plans and priorities <p>The next Education and Employment Sector Council meeting is scheduled for March 9, 2023 from 11:00-2:00. This meeting will be a relationship meeting between the Sector Council and College of the Rockies Board of Governors.</p>
Lands & Resources Sector Council	February 23, 2023	<p>ᑭᓐᓴᓱᓱᓱ Project</p> <p>Moved by Robin Louie, Seconded by Avery Gravelle Be it resolved that: the Lands and Resources Council (LRC) approve of signing of a response letter to senior bureaucrats (Associate Deputy Ministers).</p> <p>Ledgend Exploration Program</p> <p>Moved by Robin Louie, Seconded by Avery Gravelle Be it resolved that: the Lands and Resources Council (LRC) agree to sign a letter of non-support for the Ledgend Multi Year Area Based (MYAB) Permitting for Mineral (Cobalt/Nickel) Exploration.</p> <p>Teck Coal Line Creek Dry Creek Next Steps</p> <p>The Lands and Resources Council (LRC) reiterate that by bringing forward interests of each of the Ktunaxa First Nations, having citizen voices heard as a collective governmental Nation, sharing a common goal will give strength to hold Teck and the government accountable for the impacts to ᑭᓐᓴᓴᓴᓴᓴ Ktunaxa that will be felt by future generations.</p> <p>This agenda Item was presented to the Lands and Resources Council (LRC) for discussion only. Staff will return to leadership (in March) with complete information to seek a formal decision on next steps.</p>

TKL Sector Council	March 2, 2023	Review & Approve budget.
Education & Employment Sector Council	March 2, 2023	Review & Approve budget.
Lands & Resources Sector Council	March 2, 2023	Review and Approve budget.
Social Investment Sector Council	March 9, 2023	Review and Approve budget.
Education & Employment Sector Council	March 9, 2023	The Education and Employment Sector Council met with the College of the Rockies Board of Governors. Agenda included: <ul style="list-style-type: none"> • Roundtable/Introductions • Presentation on the history, intergenerational trauma, strong Ktunaxa prior to contact and colonization and strong Ktunaxa today. • Share a meal together • Share strategic plans and priorities
Economic & Investment Sector Council	March 9, 2023	<ul style="list-style-type: none"> • Review and approve Budget & Workplan • Ktunaxa Business Certification Policy

Finance

- The last few months the Senior Management team worked diligently to complete their budgets and work plans for the 2023/24 fiscal year, including Sector Council's review and approval. On March 13th the Finance Board met to review each of the individual budgets and approved the consolidated budget for the KNC.
- ʔaᑭam submitted their signed copy of the Internal Revenue Sharing agreement. The other three Ktunaxa First Nations have not yet been received.
- Cross training continues to support the transfer of the oversight of KNC benefits from the Finance department to the HR department.
- Cross training continues within the Finance Department for payroll.

Key priorities and focus in next 3 months:

- Financial analysis of revenue agreements and financial impact
- Year end audit and internal control systems
- Review of annual budget process and direction of strategic priorities
- Review & update of financial policies and procedures

Human Resources

Weekly HR Meetings

The CAO holds weekly HR meetings with the HR team to address any questions, provide direction and make HR related decisions. Additionally, we have been working together to assess the functionality of the Department by documenting processes that can provide clarity to not only the HR team, but also managers and employees. Special projects are also reviewed at the weekly HR meetings. Projects include:

- Assessing remote work
- Policies: Social Media & Workplace Harassment and Violence Prevention
- Updating of the Employee Guide
- Planning for Manager Guide
- Employee Contracts
- KNC medical Leave procedures and steps (STD & LTD) – HR and Finance working on a procedure document to clarify roles of HR, Directors, Managers, Finance and the Employee.
- Onboarding processes of staff under review with a goal of creating consistency across the organization

Human Resources November 25, 2022 to January 20 2023	Human Resources January 21 to February 17, 2023
Employee Numbers Total number of KNC Employees = 141 Total number of Ktunaxa Staff = 68 Total number of Other Aboriginal Staff = 8	Employee Numbers Total number of KNC Employees = 143 Total number of Ktunaxa Staff = 67 Total number of Other Aboriginal Staff = 8

Communications

The Open House was held on February 2, 2023. This was an opportunity to invite the public into the KNC and understanding the programs and services that it offers. The open house was well attended and external partners provided gratitude and positive feedback for the opportunity to be curious and learn. Staff did an exceptional job in the planning and carrying out of this event.

We are pleased to welcome Rosemary Phillips to the Communications Team. Rosemary will be working on the development of a Communications Strategy as well as a Strategy for Encroachment/Strategic Relations with Neighboring Nations.

Communications Activities highlights:

- Ktunaxa Shorts – development of a concept for Communications team to solicit video stories to be shared via Social Media and Ktunaxahakqiyit.org.
 - Produce and distribute a minimum of 1 Ktunaxa Short per week totaling 52 per year
 - Creation of media accounts required to launch concept

- Creation of logo for project
- Video recording for: ʔa·knusti trapping, Tradition Burn Callout, Indigenous Artist/Entrepreneurs Call Out, and ʔaᑭamniᑭ School Students Song
- Tradition Burn Callout and ʔaᑭamniᑭ School Students Song have been posted
- Press Release and coverage Williams Lake First Nation
- Open House promotions on radio and marketing materials
- Citizen support business logo creation
- Increasing consistency with information sharing with Nation contacts
- Promotional support to ʔaᑭamniᑭ School Students Song project
- Ktuᑭᑭᑭᑭᑭᑭ story gathering
- New Projects: CAO report to citizens pilot and Ktunaxa Language resources
- Researching email outreach distribution options
- Ongoing: poster development, website updates, KNC directory updates, business cards
- Ongoing editing with projects: Indigenous Artist and Entrepreneurs Business Training video, Traditional Burns Gathering video and ʔa·knusti trapping video. Traditional Burns Gathering uploaded to YouTube/Hakqyt
- Sector supports for: social workbook printing, Community Connectivity outreach documents, Lunch and Learn, Truck decal, Interpretive Center sign, Bighorn call to gather, and Open House
- Media interface: Open House, TKL Solidarity Statement, Tech Compliance acknowledgement, and COTR events
- Preparing next Ktuᑭᑭᑭᑭᑭᑭ edition
- Working with IT on new DL to support external outreach
- Assistance to HR for fillable forms and new design for job postings
- Ongoing: poster development, website updates, KNC directory updates, business cards

Core Agreements:

- Internal meeting with staff to discuss approach to working with Teck as per the recommendation from BC.
- IMBA working groups work plans and budgets.
- Initial internal conversations and with Teck SR Management regarding move forward following the Dispute Resolution process
- Working group annual plans and budgets have been submitted and reviewed by Teck and KNC Senior Managers.
- IMBA 5 Year Review – received draft confidentiality documents needing review.
- Discussions with Mining team and Senior Managers regarding Teck consideration to appeal recent penalty and to seek a Compliance Agreement

Events:

- Open House (event held on Feb 2)
- Master Calendar and Events Calendar updates for coming year
- Planning for Elders Gathering
- Core Team day planning and hosting (Jan 25)

- Planning for May Celebration
- Planning for upcoming Buckskin TKL event

Directors have been tasked to update all events into the calendar so that effective and efficient planning and promotion can take place for all events.

Facilities & Operations

Ktunaxa Nation Government Building:

- 6 cubicle spaces have been made outside the HR area on the 3rd floor to accommodate Lands and Resources staff.
- Issues with Homeless have reappeared with the cold weather, fire in recycle bin January 28th caused by homeless person putting burning material into bin after overnighing on ramp.

Castlegar Building:

- Tenant information has been sent to prospective new property manager, awaiting proposal for services.

Complex Care House:

- Will be receiving quotes within a week or 2 for new egress door off the office and stairs as well as a water closet if feasible.

Ktunaxa Regional Health Centre:

- Building permit has been issued from the City; working with the architect to get tender out.

Invermere:

- Space has been secured for a 1-year lease in Invermere (Althamere). There are 2 units in the same building, one 250 sq. ft. and a 125 sq. ft. unit. TKL will be utilizing one space and Social will be utilizing the other. We will also have some space available for touchdown for

other staff.



I.T. Department

- Recent power outages both in town and on-reserve have knocked out some equipment and have expedited the need to upgrade some switches.
- Have looked into more options to begin establishing stronger security and password protections. Will look into a pilot group with added authentication steps and stronger password structure to see how it effects both the user and IT support.
- Have begun discussions about upgrading our MS365 license with IT department, developing a list of pros and cons.

Quality Assurance

Monthly Administrative Support Meetings

The primary purpose of these meetings is to share information and support each other with best practices, and discuss common topics such as:

- Upcoming Contract Safe training for Executive Assistants (EA)
- The shared admin network drive
- Briefing Note changes
- Aprio, Collabspace, and records management
- Administrative Support when there are vacancies
- Standardization and Administration of Sector Council meeting packages and training
- Training and development of materials to assist Executive and Administrative Assistants with:
 - A guide on best practices and how-to is being developed to better assist for how information is laid out and what points go where on the template.
 - Guide to include Draft Motion writing
 - Roll out of a Record of Decision Template based on fiscal calendar year to be updated quarterly.
 - Audit SharePoint documents and create guides to where things are and what exists

Aprio Board Management Software

To date the contracts information, Sector Council and Leadership meetings and associated templates/libraries have been created and Executive Assistants have completed their training and recently began uploading of documents and resources for their Sectors. Leadership have been

contacted through email with options for training on the program with the Aprio administrator or with Crystal Phillips.

Records Management

The most frequent question raised in regards to Records Management is how to create a file plan for Sector Network Drives. Previously, KNC was adopting a file plan based on the Local Government Management Association (LGMA) in preparation to directly link KNC servers to CollabSpace so working and final copies of documents would be uploaded and searchable. The first server organized by this file plan was in Lands and Resources. However, challenges with duplicate files, folder and files names being too long and staff capacity to manage any cleanup efforts, delayed any movement to connecting to CollabSpace and the server file plan remains structured as a variation of the LGMA.

File plan development is a large undertaking that requires further research and planning out milestones for implementation once a file plan is presented and selected.

CollabSpace

CollabSpace features automated records storage for compliance, saves server/file space with automated duplicate file removal and archive inactive files, high powered search ability across multiple platforms (KNC servers, MS Teams, email, Contract Safe for example), system scan of files and auto-transcription of videos & images making their content searchable for users.

The CollabSpace file share server has been successfully created and is up and running. The migration plan for where files from Content verse will move in the current CollabSpace file plan is complete and files are now being uploaded to CollabSpace. These files are being monitored and assessed to ensure they are uploading accurately. As CollabSpace will only house final records that pertain to the organization (not working copies or files from non Ktunaxa organizations), we are reviewing and assessing the Content verse files to ensure they meet the criteria for upload to CollabSpace. While this is underway, the determined final records not in Content verse will be uploaded in tandem.

We are nearing the next phase of the CollabSpace project to develop a training plan. CollabSpace will be mandatory so that effective and consistent records management is taking place and can be relied upon for being current and accurate.

We are now opening files from Content verse analyzing if they are final copies and dropping them into the file plan folders. This is time consuming as on average, it takes about 1 minute to open and assess a file, then drag and drop to the folder for 60 files per hour. Content Verse has approximately 7,000-7,500 files for assessment and upload or approximately 117-125 hours of time.

With these numbers and file assessments, we are 133/7000 files or 2% of the upload of the ContentVerse files. This does not include the uploading of final documents from 2019-current for final documents that need to be uploaded. Adam Nicholas and Crystal Phillips are meeting to map out what this implementation looks like and recruit a team dedicated to a timeline with goals for this.

Power BI (Business Intelligence)

Power BI is a Microsoft product that functions to pull data from already existing sources then compiles and presents it in a user-friendly visual. The program does not create information or data itself but the user tells Power BI which data to use for reports and dashboards.

After the Power BI was presented at the last ISDC Meeting, names were provided for a smaller group of users to participate in pilot training. The 14 users completed training facilitated by the College of the Rockies instructor on February 21 and 28th, 2023. These users will now meet to determine what data sources they will be using to build reports that will be automated with updates and build these data sets to be used for upcoming report development training. This training will occur on March 28th, 2023 with another 30-35 KNC users to participate in Power BI report development with the same COTR Facilitator.

Economic & Investment Sector Activities

1: Strategic Pillar One: Eliminate Economic Barriers

Community Connective Initiative

The Economic & Investment Sector staff have been engaging with the Ktunaxa First Nations (ʔakisq̓nuk, ʔaq̓am, Yaqan Nuʔkiy, Yaq̓it ʔa·knuq̓i'it) to provide free internet to all houses on reserve through the Community Connectivity Initiative. At the December 2022 Economic & Investment Sector Council Meeting, the Sector Council approved the funding to support the initiative. The Economic & Investment Sector are currently working on the following tasks to implement the Community Connectivity Initiative:

- Process for roll-out of initiative
- Application forms
- Informative Posters for the initiative
- Financial management/planning
- Flexi-net Accounts to be free as of April 2023

Ktunaxa Nation Council Open House

The Economic & Investment Sector staff participated in the Ktunaxa Nation Council open house that was held on February 2, 2023.

Ktunaxa Business Development Grants

In May of 2022, the Economic & Investment Sector approved funding for \$60,000 for Ktunaxa Business Development Grants. The Business Development Grants provide funding to Ktunaxaniṁtik to start or expand their business for up to \$5,000. To date, 13 Ktunaxaniṁtik have accessed the Business Development Grant program.

Ktunaxa Micro-Loan

The Economic & Investment Sector administer the Ktunaxa Microloan program that provides funding to Ktunaxa entrepreneurs to develop or expand their businesses. Ktunaxaniṁtik can access up to \$10,000 in initial funding and up to \$25,000 over a lifetime. During the 2022/23 fiscal year, eight Ktunaxa entrepreneurs accessed the Microloan program.

Business Development Support

The Business Development Office continues to provide support to Ktunaxa and Indigenous entrepreneurs at all stages of business development. Economic Staff are currently providing the following support to Ktunaxa and Indigenous entrepreneurs:

- Providing invoicing support for Ktunaxa business
- Weekly one-on-one business support for Ktunaxa business
- Develop business plan for an Indigenous entrepreneur
- Budgeting support and assist Ktunaxa business to be legally registered as a business
- Business website development support
- Assisting individuals to apply for funding opportunities

2: Strategic Pillar Two: Maximize Economic Presence

Skinkuꞵ Treasures

The Skinkuꞵ Treasures online gift shop is live and staff are continuing to provide support to ensure all inventory is listed and has promotional pictures. <https://skinkuctreasures.ca/> Economic & Investment Staff are currently working with the Finance and IT Department for online payment options.

Ktunaxa Ready/Portal Development

The Economic & Investment Sector Staff are creating a business portal to share procurement opportunities with Ktunaxa Businesses and Ktunaxa Affiliate Businesses. The goal is to house the business portal on the Ktunaxa Ready website to streamline information in an efficient manner that will best support Ktunaxaniṁtik. Funding has been confirmed in the amount of \$20,000 to support portal development.

Procurement

Economic & Investment Staff are working with industry partners as well as other governments to develop and to provide input into procurement policies that will benefit Ktunaxa businesses.

Economic & Investment Sector staff are working with BC Hydro to develop a process for Ktunaxa competitive direct awards; The Sector staff are hoping to be able to have a process agreed to with BC Hydro at the beginning of the next fiscal year.

Land Dispositions

The Economic & Investment Sector have engaged with the Ktunaxa First Nations for guidance on how they would like to be involved on how the province deals with land dispositions. There was support from the Ktunaxa First Nations that the Ktunaxa should have the first right of refusal of lands within ʔamakʔis Ktunaxa that are being disposed of by the province. Economic & Investment Sector staff will meet with Lands Managers within each of the Ktunaxa First Nations to determine how they wish to participate in this engagement.

3: Strategic Pillar Three: Build Sustainable “Ktunaxa Economy”

Ktunaxa Business Certification Process

Since 2021, the Economic & Investment Sector have been working to explore and create a Ktunaxa Business Certification Policy. The overall goal of this policy is to support and improve the Ktunaxa economic presence and economy in ʔamakʔis Ktunaxa by:

- 1) Ensuring that economic opportunities benefit in priority and substantially Ktunaxa businesses rather than non-Ktunaxa businesses.
- 2) Strengthening the Ktunaxa self-determination and governance through the control and regulation of the definition of “Ktunaxa business”.

The Economic & Investment Sector Council have reviewed the definition of a Ktunaxa Business several times since October of 2021 and approved the following definition at the November 2022 Sector Council Meeting:

Ktunaxa Business -Any partnership between Ktunaxa business and non-Ktunaxa business is acknowledged as a Ktunaxa business if the business is at least 51% owned by a Ktunaxa partner and the Ktunaxa partner has power of decision.

The Economic & Investment Sector Staff are preparing a draft policy for the Sector Council to review at the March 2023 Sector Council meeting.

4: Strategic Pillar Four: Strengthen Sector Governance

Ktunaxa First Nations Support

Seven Nations Soaring Eagle Treatment Centre

The Economic & Investment Sector continue to provide project management support to the Social Investment Sector as well as Yaqaan Nuʔkiy for the Seven Nations Soaring Eagle Treatment Centre. Currently, the collaborative group is exploring funding opportunities to address costs that have increased due to the current construction market. The project has seen an increase in costs and the collaborative group is currently navigating on how to access additional funding and reviewing the design of the project.

Ktunaxa Nation Council Communication

The Economic & Investment Sector continues to distribute the Sector's newsletter to Ktunaxa First Nations and Ktunaxaniintik in digital and print form. The Sector is also supporting the KNC communication team with the creation of a new KNC website.

ʔaqaam Investment Management Policy

Economic & Investment Sector staff have provided support to ʔaqaam with regards to the Ktunaxa First Nation's Investment Policy.

Education & Employment/BladeRunner Collaboration

The Economic & Investment Sector will be providing support to the upcoming BladeRunner cohort that the Education & Employment Sector is hosting. The Sector will be providing a two-day workshop that focuses on entrepreneurs.

Education & Employment Sector Activities

Education and Employment annual work plans are based on the Education and Employment Strategic Pillars:

- **Pillar One:** Empowering Ktunaxa-centered Education
- **Pillar Two:** Workforce Training for Ktunaxa-centered Employment
- **Pillar Three:** Ktunaxa-informed Educational Governance
- **Pillar Four:** Community Engagement in Ktunaxa-centered Lifelong Learning

College of the Rockies

I have been working with the College of the Rockies in their recruitment of an Executive Director for Human Resources. Initially this process began in the fall of last year. A great candidate was secured and then due to unforeseen circumstances the candidate was not able to accept the position. Because of this a new recruitment process began. I participated in a meeting of the recruitment committee where we determined dates and steps to begin the process again. The shortlisting will take place in March and the interviews will take place in April.

The Education and Employment Sector Council has governance goals to work with both post-secondary institutions and public school district boards to create governance relationships. On February 9, 2023, the Education and Employment Sector Council met with the Board of Governors for Selkirk College. This was the first introductory meeting in the formation of this relationship. The Selkirk Board of Governors travelled from the West Kootenays to meet with the Education and Employment Sector Council in the Council Chambers at the KNC. This meeting began with introductions, followed by a presentation from Dr. Horsethief on the history, trauma, and resilience of the Ktunaxa people, then we shared a meal and concluded with sharing each other's priorities. The Education and Employment Sector Council's next governance relationship meeting will take place on March 9, 2023, with the College of the Rockies Board of Governors.

Bears Lair

Bears a reality series on APTN that features entrepreneurs as they pitch their business plans, similar to the Dragons' Den on CBC. KNC will be offering a Youth Dream Camp from Bears Lair that will create an opportunities and learning for youth:

“Every aspect of the Youth Dream Camps is designed to acknowledge and then use inspiration and information to dismantle the perceived (internal) and systemic (external) barriers often facing young Indigenous entrepreneurs. The Bears’ Lair TV Youth Dream Camps provide up to 25 Indigenous Youth ages 12 to 18 with opportunities to explore the world of small business, life as an entrepreneur and ways to pave their path to self-reliance. Over three fun-filled, interactive days, Youth work in teams with Coaches/Mentors to tackle five team challenges, boost their confidence and develop ‘Business FUNdamentals’ skills. (<https://bearslairtv.com/youth-camps/>)

Training Center

Education and Employment is currently developing a Training Center. This training center will provide individuals with the opportunity to try different trades and careers through virtual reality, as well as access to different ‘Science Center’ type exploration tools such as a 3D Printer, and Mind Storm robot kits. This space will host numerous cohorts for clients as well as provide a training space for KNC staff. The majority of the aspects of this training center will be portable so we can deliver training within each of the Ktunaxa First Nations.

Education & Employment 2023/24 Budget

The Education and Employment Sector budget was completed in the month of February, with a special meeting of the Education and Employment Sector Council on March 2, 2023 where the budget was presented and approved. The budget was forwarded on to be rolled up into the KNC consolidated budget for review by the Finance Board on March 13, 2023.

Indigenous Skills Employment & Training Strategy (ISETS)

Currently funding 12 ISET Post-Secondary students in the following programs:

- Bachelor of Social Work
- Hairstylist
- Business Admin – Accounting
- Biological Sciences
- 2 Automotive Service Technician
- Aboriginal University Studies
- Environmental Sciences
- 2 Office Administration
- Heavy Duty Mechanic
- Bachelor of Education

We have funded 32 job start supports and 11 Industry trainings.

Indigenous Early Learning and Child Care (IELCC) Repair and Renovation Grants have been approved. Working with the daycares to get their needs assessments arranged and forwarding funds as they are received.

Fall Economic Statement (FES) Funds

Education and Employment staff are working with each Ktunaxa First nation to identify community priorities that can fit the eligibility requirements for this funding. Priority requests to date include: mentorship funding, guardianship program funds, laptops for community training interests, life skills and women's groups.

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Bladerunners

- 19 completed participants so far, and 28 participants in progress.
- The Introduction to Drone and Videography is currently underway and has 7 participants
- Customer Service Representative Cohort starts March 13
- The trapping cohort with RezDawgs will be held at the end of March.
- Currently supporting 1 client with a wage subsidy.
- In discussions with Kootenay Career Development Society (KCDS) to run a cohort in the west Kootenays.

YESS Agreement

- Currently have 3 full-time participants in the program and are working with RezDawgs to recruit 3 more mentorship roles, as well as a potential 3 more through Shuswap band.
- We will be extending this contract with Service Canada for funding for an additional 10 participants with a renewed budget of up to \$150,000 for wages, work gear/additional supports (mileage, meals accommodation etc.) through to March 31, 2024.

Work BC

Ministry of SDPR just announced that it is their intention to extend all WorkBC contracts by 3 years. As our current contract runs until 31 March 2024 the extension will take us to 31 March 2027.

Case Load – 60 Clients (Cranbrook, Fernie, Invermere) with 10 clients in post-secondary.

Teck – ETG (Employment Task Group)

Work plan for 2023-2024 is underway, EE requested annual on-going support of \$50,000 for the Ktunaxa Training Fund.

Youth Summit

Planning for the Youth Summit Trek 2023 is underway. Currently meeting with key people to work out dates, plan, how Lands and Resources and TKL would like to be a part of the trek. This trek will take place over the year and throughout the ʔamakʔis Ktunaxa.

SEEMs (Social Education Employment Meeting)

We have booked a SEEMS meeting with each of the First Nations workers for March 2, 2023. We will discuss the Ktunaxa Nation Census data at this meeting as per Sector Councils request.

Lands & Resources

Sector Activities

Lands and Resources annual work plans

are based on the Lands and Resources Strategic Pillars:

- **Pillar One:** Governance & Jurisdiction Clarity
 - Ktunaxa can exercise jurisdiction to steward the lands and resources of ʔamakʔis Ktunaxa now and for future generations.
- **Pillar Two:** Community and Citizen Engagement
 - Strong and clear working relationships, connection and communication between communities and the KNC, so that Lands and Resources Sector activity is relevant and based on the principle: Ǫapi qapsin kin ʔitkin hin ʔisti Ktunaxa.
- **Pillar Three:** Organizational Management
 - Operational excellence so that the Lands and Resources Sector can realize the strategic goals and objectives.
- **Pillar Four:** Capacity Development
 - Ktunaxa speaking for Ktunaxa.

Guardian Teams – Land and Water

GUARDIAN LAND:

Forestry Projects

- Developing training for ʔa-knusti and other Lands staff to collect data related to Ktunaxa's cultural and conservation value forest initiative. The training will focus on data collection methods, learning about forest ecology, learning about Ktunaxa plant use and harvest, how to record cultural and archaeological sites if they are found during fieldwork, etc.
- Continue to meet with BC and industry on the following topics:
 - Implementation of Ktunaxa Forest Standards Documents
 - Caribou Recovery in the Revelstoke/Selkirk area (related to old growth management)
 - Reviewing upcoming forest harvest plans for Canfor and other operators
- Attended White Pine Workshop put on by Environment and Climate Change Canada to learn more about stewardship and protection initiatives for this endangered species
- Working with BC and Ktunaxa First Nations on Wildfire Recovery planning
- Discussions with other First Nations and BC on road rehabilitation planning in the Selkirk forest district.

Referrals and Forestry Support

- Provide comments on referrals related to conservation lands designations
- Meetings with RDCK and City of Castlegar re: Official Community Plan processes

Geographic Information System (GIS) Mapping Activities

- ArcGis Enterprise development & field data collection strategy
- Working with Traditional Knowledge and Language Sector on: Place Names mapping database, territory and traditional district boundaries - discussion & spatial data strategy
- Kootenay Connect Working group – supporting KNC involvement in identifying connectivity corridors for wildlife
- Part of the team to conduct a winter survey within Qat'muk
- Various mapping requests (Referral Management System, Land Stewardship planning)

The ʔačpu Project

- Cumulative effects modeling for the “North Slokan” region completed based on current information available.
- Final project reporting is underway.
- Continuation of technical and planning team meetings.
- Findings shared with KNC LRC on Feb 23, 2023 and motion to not support development projects was passed. Final technical report and supporting documentation for leadership decision being finalized and to be shared with province
- Expansion of development of cumulative effects assessment framework to other areas of ʔamakʔis Ktunaxa on hold until information needs and data gaps are addressed. Implementation of a CE project being led by TKL may help to address information and community engagement needs.

Kicking Horse Canyon Phase 4

Twinning of the TransCanada Highway through the Kicking Horse Canyon

- Met with MoTi and TiCorp for construction update on Feb 21st
- Met with the entire team on Feb 22nd for a BHS/fencing plan update
- Met with the team on Feb 22nd and design plans are still not finalized. Considering options to increase meaningful engagement
- Requested that if there is additional monitoring to take place that we would need additional funding to support our involvement in that as it is above our already agreed upon monitoring budget

Foothills Zone 8 West Path Delivery (Yahk and Elko Expansion)

- Met with Proponent to discuss upcoming work on Yahk and Elko expansion
- Meeting with NRCan in regards to foothills request for 24 additional hectares in the DCB (lands owned by Canada)
- Met with Nupqu in regards to the request from Foothills to use an additional 24 hectares within their forest tenure in the DCB to see if they needed our support in any way
- Received a new funding support avenue from proponent to support training and Ktunaxa involvement in Environmental monitoring

GUARDIAN WATER:

Columbia River Treaty (CRT)

- Secure FY24 funding for the CRT Ecosystem Function work and for all other aspects of KNC engagement in CRT renewal
- CRT Performance Measures (PM) Joint Steering Team meetings:
 - work to implement the LIDAR survey for Arrow Reservoir is underway;
 - development of the PM for Ecosystem Function (EF) entrainment and dissolved gas
 - Development of a mechanism for accounting for 'Specified Operation' volumes in CRT PM
- Active participation with other governments on the development of a basin-wide ecosystem function scenario: conceptually and at coding team
- Work with other indigenous nations to finalize the CRT 'Indigenous Cultural Values' workplan
- Contribute to the development of responses to US questions about CAN3 proposal; Negotiation Working Group meetings
- Participate in one US:Canada 'Intersessional' meeting
- Prepare for Canada:US Libby sub-group meeting. One meeting of sub-group
- Ongoing training to learn how to write code in the CRT Planning Model

Parks Canada Aquatic Stewardship Plan (ASP):

- Coordinating with TKL to plan site visits to Kootenay National Park this summer

Columbia River Salmon Reintroduction Initiative (CRSRI):

- Indigenous Knowledge Counsel
- Collaborating on work plan, research projects;
- Contributed to development of proposal for DFO Salmon Restoration and Innovation Fund for 3 –years with TWG;
- KNC internal discussions continue on Ktunaxa-focused research and activities related to salmon

- Executive Working Group
- Organizing discussions for sustaining CRSRI, including formation of independent entity, long-term funding, commitment;
- Decision-making on transboundary collaboration;
- EWG-IT meeting scheduled March 20;
- Visioning workshop scheduled April 26

- Implementation Team
- Developing knowledge sharing protocol/agreement;
- CRSRI funding action committee continues to explore and follow- up on continued funding options;
- Coordinating structure and process for collaboration with US Tribes and CRT Negotiation technical teams, which has included some political challenges;
- Coordinating logistics and agenda for EWG-IT meeting scheduled March 20;
- Coordinating in-person CRSRI collective visioning/planning meeting for April 26

- Technical Working Group
- Finalizing first round of technical studies and entered into a peer-review process (includes 5 governments, US Tribes, BC Hydro, Columbia Power Corp, academics);
- Finalizing studies aimed to monitor Chinook moving upstream into Canada from UCUT releases;
- Planning experimental sockeye release, including securing funding for spring activities;
- Meeting with UCUT to initiate collaboration on technical studies (initial meeting scheduled for March 16);
- Meeting with CRITFC held on Jan 26 with more in-depth technical discussions planned for March 2023 to discuss scope of collaboration
- Communications Advisory Group
- Received 3-year grant from DFO for \$225k/y;
- Released Salmon Warriors statement; Developing documentary of CRSRI;
- Produced a Bringing the Salmon Home webinar featuring the Outreach & Engagement team, Indigenous Knowledge Counsel and Youth Salmon Warriors;
- Planning Bringing the Salmon Home Festival for May 2-3, 2023

Chinook Habitat and Adaptive Management Framework

- Finalization of technical reports that will be presented to TWG of CRSRI in April 2023 and synthesized in a final report July 2023

Fish and Wildlife Compensation Program (FWCP)

- **Board – guides and directs work of FWCP**
- Annual grant proposal reviews
- AGM held Feb 7 – 9, 2023
- Follow up on actions from AGM in January 2023 (e.g., funding, feedback on land securement project with NTBC, notice of project updates, workshops to FNWG)
- Internal discussions about expanded FWCP Board, FNWG appointments
- KNC staff (Naya Duteau, Kris Belanger, Tanis Richmond, Misun Kang) had a follow-up meeting with staff from Nature Trust of BC to gain a better understanding of the mandate and operations of NTBC, to build relationships with the aim to improve communication and methods used by NTBC on land purchases and conservation. Recent meetings stemmed from a funding request from NTBC to FWCP about land securement of a parcel located in Columbia Lake - North wetland complex - KNC staff wanted to ensure Ktunaxa values and stewardship principles are being implemented in the operations of land securement groups like NTBC as meaningful relationships have not been built with these groups to date.
- First Nations Working Group - strengthen First Nations engagement in decision-making, leadership, operations, and project delivery
- Coordinating FN participation in annual and ongoing projects, annual grant projects;
- KNC reps have encountered issues related to the use of capacity funds for the creation and implementation of a Ktunaxa portal to share information about contract opportunities with Ktunaxa citizens and businesses as FWCP/BC Hydro feels that the use is out of scope and does not meet the intended use for training and capacity development; BC Hydro provided funding for the portal outside of the FWCP budget via the KNC Economic sector

- ONA staff continue to express interest and pursue contracts for work that occur within exclusive ʔamakʔis Ktunaxa; feedback to FWCP has been that this is an Indigenous Nation leaderships discussion and not a matter for FWCP to address

Engagement on Fisheries and Aquatic Projects – BC

- Recover Kokanee populations and protect fishery in Kootenay Lake through participation in Kootenay Lake Advisory Team (KLAT)
- Planning and coordination for the Gerrard Rainbow Trout reduction program with Yaqan Nuʔkiy, including logistics and budgeting for field work starting at the end of March 2023
- Recover Burbot populations in Upper Kootenay River
- Planning logistics for March field work on Kootenay River with ʔaknusti
- Monitor Kokanee populations in Koocanusa reservoir
- Project management and provided an update to the Montana Wildlife and Parks Biologist about recent trends in the Kokanee population
- Create protection areas (i.e., Fisheries Sensitive Watersheds) in the Wigwam and White rivers to protect Bull Trout and Westslope Cutthroat Trout populations
- Signed new contract with the province for 2023 re: Wigwam/White River FSW
- Planned fieldwork to collect hydrometric measurements. This will involve ʔaknusti and approximately 20 days fieldwork in the spring and summer of 2023
- Restore Wildhorse River fish habitat
- One team meeting in February
- Request for Proposals for securing the restoration construction and planning contractor

Engagement on Fisheries and Aquatic Projects - Canada

- Weekly phone calls with contractor working on this file. Contractor has been attending bi-weekly meetings and completed a full review of the project. He submitted a list of technical questions and comments to the proponent that are being addressed, particularly on the scientific limitations of the environmental impact study.
- KNC submitted comments on the review of referrals related to the DFO Fisheries act

Engagement on Projects - BC Hydro

- **WUP ORs**
 - Walter Hardman WUP OR -
 - Contractor provided a review of the technical reports on behalf of KNC
 - Comments identified a number of issues related to study design, sample sizes, and collection of data required to answer hypotheses appropriately to address impacts to fish and fish habitat and so the studies were generally inconclusive
 - Comments were be passed onto BCH and they acknowledged receipt of our comments and revised their priority issues list, recommendations, report to the Comptroller of Water Rights
 - Columbia River WUP OR -

- Pre-initiation is planned for the next 2 years and will require substantial resources from KNC for reviews to assess impacts to fish, wildlife, heritage, cultural values, recreation, access, title and rights, other Ktunaxa values
- Current timeline for WUP OR engagement is Sept 2024 to Mar 2027;
- KNC to provide a budget to cover the costs of engagement on the WUP OR's and this will need substantial inter-sectoral input
- **Fish Entrainment Working Groups**
 - Mica/Revelstoke Fish Entrainment Working Group -
 - LRC briefing postponed to March LRC meeting for direction of compensation option
 - Aberfeldie Fish Entrainment Working Group -
 - Delays to restoration planned for Galbraith Creek due to COVID, safety issues with structures, construction costs impacted by inflation;
 - Challenges with funding being discussed by BCH and province
- **COFAC**
 - Contractor provided notes on the meeting held on Jan 17, 2023 regarding monitoring of Kokanee of the west arm of Kootenay Lake
 - A key comment by Chris was that recommendations to address uncertainties related to mitigation of fall drawdown by hydro facilities along this stretch of the Kootenay have not been implemented
 - KNC recommended that the study design of the monitoring study be re-evaluated, developed with clear goals and objectives, and submitted for review by KNC
 - FortisBC has identified funding as a limitation to the monitoring study and that a defined plan would help with securing the adequate funding needed for the study
 - FortisBC agreed with developing a study design and leading the program
 - DFO shared concerns over Kokanee redd dewatering and if not mitigated, habitat offsetting will be required under the Fisheries Act; KNC noted the scale of the dewatering is uncertain and needs to be quantified for if offsetting is required
 - Possible mitigation/offsetting strategies were discussed

Fishery Guardian Program

- Working with Paper Excellence - Skookumchuck Pulp Operations to reduce their aquatic impacts and ensure compliance with fisheries protection and water use regulations to reduce impacts to fish and aquatic habitat in Skookumchuck Creek and Kootenay River.
- Working with ʔaąam to ensure the City of Kimberley's new waste water treatment plant reduces impacts to the St. Mary River.
- Working with Yaąit ʔa·knuąi'it and Yaąan Nuʔkiy to provide fisheries protection and compliance oversight for Trans Canada Energy Elko and Yahk natural gas line expansion
- Working with Kootenay Lake Partnership Coordinator to develop enhanced protection measures for protecting Kootenay Lake shoreline fish and aquatic habitat
- Fisheries referral reviews

ʔa·knusti

ʔa·knusti Monthly Planning

At Lands Advisory Working Group guidance was given for each ʔa·knusti to choose a traditional land district in ʔamakʔis Ktunaxa to watch over

- getting to know the landscape, history, current state, etc.
- talking to Ktunaxa land users and knowledge holders about that area
- getting out on the land to really get to know the landscape, ecology, history, etc. of the district,
- review any applications to impact that area and conduct patrols to monitor and report back on the health and wellness of the district
- seek guidance from Ktunaxa First Nations regarding their concerns and goals for the districts

The following districts were chosen:

- Jesse Thomas and Cisco Luke-Jimmy – Mižqaqas ʔamakʔis
- Jaydon Francis and Lance Thomas – aḷpu ʔamakʔis
- Dean Nicholas and Jeff Williams – kyawaḷ ʔamakʔis
- Jared Cayenne and Darrell Luke – sharing Qukin and ḷamna ʔamakʔis
- All - ʔaknuḷuḷam

Fieldwork

- Checking trap lines at ʔaḷam and Premiere ridge
- Big Horn Sheep monitoring in the Kicking Horse Canyon
- Archaeology monitoring at the Natal Substation
- Prepping for upcoming fisheries studies

Training

- Continued in-house training online
- Some ʔa·knusti upgraded their First Aid
- S100z training to keep forest fire fighting certification.

Planning

ʔamakʔis Ktunaxa Land Stewardship Plan (LSP)

DRIPA Section 7 Research:

- Bi-weekly check ins
- Summary report prepared.
- Booking meetings for presentations to KNC Directors & BC CSI staff
- Prepare to submit final report as per STOB 80 Funding Agreement.

State of Territory Research:

- One meeting with David Suzuki Foundation staff and Herb Hammond to discuss preparation of a current state analysis to support ʔamakʔis Ktunaxa Land Stewardship Plan development and Forest Landscape Plans and Timber Supply Reviews.
- Exploring options to tailor analysis towards identifying areas required to maintain long-term ecosystem function, ecological thresholds for working landscapes, and connectivity corridors (ties in with work being done by Proctor et al, climate science, all living things, and supports CEF).

Qukin ʔamakʔis & Łamna ʔamakʔis Collaborative Land Stewardship Plan

- Presented to LAWG on approach, key concepts that drive process (see state of territory research) and upcoming conversations related to DCBs & potential Ktunaxa protected areas (PAs or OECMs)
- Project Charter signed off by Lands Director
- Coordinated meeting with BC CSI staff to discuss BC sign off and agreement to initiate planning process including pre-conditions and interim measures.
- Met with KNC and BC EVCEMF staff twice to discuss interim measures for protecting cultural and ecological values on the ground now – prior to completion of EVCEMF Objectives and QACA LSP.
- Met BC staff to discuss options for STOB 80 funding for FY 23-24 (\$50,000 for a Ktunaxa project/research, related to LSP)

Columbia Lake East Side Land Stewardship Plan

- Presentation to LAWG for Columbia Lake East Side: approach to planning was presented as an integrated way to approach planning at all scales
- Presented to LAWG a summary of conversations and potential follow up to Call to Gather related to cultural burning and fire ecology.
- Present at ʔa·knusti meeting on development of recreation monitoring strategy for the east side of Columbia Lake.
- Two follow up meetings with fire ecologist, ʔa·knusti staff, others from KNC related to developing foundations for returning fire to the east side of Columbia Lake.
- Met with BC Wildfire service staff working in new position (cultural and fire prescription specialist) to discuss evolving the CLES Wildfire Response Plan to a CLES Wildfire Management Plan (shifting from a reactive response plan to a plan that considers what actions to take if / when wildfire affects the landscape (areas to let burn, areas to protect, etc.).
- Participate in Kootenay Connect WG meeting.
- Prepare draft presentation for next WG meeting on linkages between Ktunaxa CLES planning, CSI CLES planning and Kootenay Connect WG.
- Met with BC staff on CLES Ktunaxa planning and Kootenay Connect / Together for Wildlife and proposed BC work on un-administered Conservation Lands around CLES.

Mining

Fording River Extension (FRX) Project

- BC made a final decision on the FRX readiness decision – Teck to revise their Detailed Project Description
- Teck will need to engage with Ktunaxa on revisions

NWP's Crown Mountain Project

- Staff have reviewed the transition order and joint engagement plan and are working on providing input on the federal conformity review

Mining Referrals

The Mining Team continues to review mining referrals for all of ʔamakʔis Ktunaxa. Referrals include but are not limited to gravel pits, exploration, major mine development and water treatment projects. A few projects of note include:

- Line Creek Dry Creek Environmental Management Act (EMA) Permit Amendment
- Fording River Legacy Tailings relocation
- Fording River Licence to Cut
- Fording North Saturated Rock Fill
- Bull River Mine Mines Act and EMA permit amendments
- Ta ta Creek gravel pit
- Legdend exploration program
- Various exploration projects throughout ʔamakʔis Ktunaxa
- Mine's Act amalgamation and amendment process for Teck Coal Mines

Elk Valley Cumulative Effects Management Framework (CEMF)

- Mining Team staff continue to make progress with BC on the implementation of the Elk Valley CEMF
- Major focus is currently on the development of objectives for the Valued Components (VCs) to better inform recovery actions and decision-making as well as seeking interim opportunities to make aspects of CEMF legally enforceable.
- Expert groups are being formed for each VC including big horn sheep, riparian areas, westslope cutthroat trout, grizzly bear, mature and old growth forests and high elevation grasslands.

International Joint Commission Reference

- Staff continue to push for IJC through discussions with CSKT/KTOI, US governments and Canada (ECCC and GAC)

Westslope Cutthroat Trout Recovery

Mining Team staff have been contributing authors to the Upper Fording River Westslope Cutthroat Trout Recovery plan and objectives. KNC is working with BC on next steps to finalize and roll out the implementation of these documents with the hopes to better inform decision making in the area.

Social Investment Sector Activities

Cultural Safety & Humility:

The sector has been participating in developing and presenting 'Cultural Safety and Humility' trainings, orientations, and new this year module style implementation of the Practice Framework. This work has primarily been done with new hires from Interior Health or the Divisions of Family Practice, with the exception of the practice framework presentations, as recently the sector had been invited to Victoria to present to the Ministry of Indigenous Relation and Reconciliation. Physicians in Creston have reached out to the sector to develop a 'Cultural Safety and Humility' training that can be accredited to allow physicians to receive professional development hours by attending.

We are currently working with 2 physicians, Ktunaxa Kinbasket C&F, and our health partners to develop content to submit for accreditation approval, and anticipate this work will be done by Spring 2023.

This accredited 'Cultural Safety and Humility' training is to be one of the first of its kind, as the only other Indigenous developed training comes from Haida Gwaii.

Practice Framework:

As mentioned above, we are continuing to advance implementation of the Social Sectors Practice Framework. The framework practice approaches will be broken down and taught as modules to Interior Health and the Divisions PCN (Primary Care Network) staff, with the intent of developing a 'Certificate of Completion' to acknowledge commitment to learning our Ktunaxa framework.

One video resource has been developed to assist in presentation delivery, and a second video is underway.

During our visit to Victoria to present to MIRR, 3 other Ministries were in attendance and so we continue to advance that work at a provincial level.

Terms

Opioid agonist treatment is a safe and effective medication-based treatment for people who are dependent on opioid drugs such as heroin, oxycodone, hydromorphone (Dilaudid), fentanyl and Percocet. The treatment helps clients and patients who live with opioid addiction improve their day-to-day functioning, find stability, manage withdrawal symptoms, and work toward recovery. It can lower the risk of drug-related harms, including hepatitis C and HIV transmission as well as fatal overdose. It can also help people stay in treatment and engage in their care.

Safer supply refers to providing prescribed medications as a safer alternative to the toxic illegal drug supply to people who are at high risk of overdose. Safer supply services can help prevent overdoses, save lives, and connect people who use drugs to other health and social services.

Harm Reduction Supplies refers to sterile single use injection and inhalation supplies as well as safe disposal of used drug equipment and helps to prevent the spread of disease or other infections.

Point Form Opioid Strategy:

- Training and Education – A number of our staff have taken Not Just Naloxone Train the Trainer Courses (FNHA provides this) and are able to offer Naloxone training to any Band members/staff, partner organizations. We have run public sessions for KNC staff, Adult Probations, to clients at Street Angel, in their homes, all Social Sector Staff, as well as any clients we provide addictions support to.
- We have an outreach Psych Nurse, who is the first nurse through FNHA to be able to prescribe OAT (Opioid Agonist Therapy). This Nurse works closely with Interior Health OAT prescribers and the Urgent Primary Care Center to ensure there is adequate OAT clinic options in Cranbrook.
- We are actively working with Interior Health and our own clinic resources to set up OAT support in outlying communities (ʔakisq̓nuk, Yaqaan Nukiy, yaq̓it ʔa-knuq̓i'it). Either through Nurse Practitioners or Interior Health Physicians.
- Not all Nurse Practitioners are comfortable with OAT, so we made it a pre-requisite for any new NP hires, that they be willing to work towards becoming prescribers for OAT and Safe Supply or other Medication assisted treatment options to help individuals with opioid use disorders manage their addictions.
- We have an outreach health van that our Psych nurse takes to the Travelodge/Tent City and other hangout area's and hands out harm reduction supplies, provides Naloxone Training and Kits and works to connect to services.
- We have a number of Staff who are in Recovery themselves who guide and direct a lot of our addictions planning and strategies.
- We have multiple ways for people to get harm reduction supplies (these are sanitary needles/sanitary crack/meth supplies/needle sharps containers that we pick up and empty) as well, anytime we hand out supplies we ensure they have Naloxone and know how to use it, even if opioids aren't their drug of choice.
 - We drop these off at active party houses.
 - They are available at the health clinic/Street Angel
 - Available during outreach visits
 - We drop these off to homes on reserve
 - We ensure large quantities of Naloxone kits are provided to homes
 - We have peers who we support with food vouchers to deliver harm reduction supplies to people who are worried about anyone knowing and they regularly bring back full sharps containers for proper disposals.
 - Options for Fentanyl testing strips for people to test their drugs.
- All of our front line staff/outreach staff know the process for detox and treatment – that way, if someone is ready we can start the process right then and there, rather than having to book in with a professional staff member.
- We created a process with RCMP so that if RCMP are worried about anyone going into active withdrawal in cells, someone from Interior Health Substance Use Outreach Team or our Psych

Nurse can provide withdrawal management support, can share about OAT and other medically assisted options to prevent overdose, do a psych assessment in cells.

- We meet weekly with East Kootenay Addictions/Ankors/Community Connections and Interior Health on a collaborative meeting to get updates on overdose information/drug toxicity/any trainings or new policies that are being developed.
- We also check in on people and make sure they have tents/sleeping bags/warm boots/socks
- We provide wound care via outreach or in clinic (frostbite/stabbings etc.).
- Our Aboriginal Care Navigators are almost all Ktunaxa and they are often the bridge between community members and professional staff.
- Our Aboriginal Patient Navigator is now called in if an Indigenous person presents at ER and can link and refer to services
- We sit on the Intake Panel for Detox
- We work with the Food Recovery Program to get food that we can hand out to clients.

We have our complex housing which individuals can access while high or intoxicated and provides them a safe place to sleep for the night.

Gathering Wisdom XII

Gathering Wisdom XII, Reclaiming Our Wellness, Remembering our Future, is a gathering of elected leadership and technical staff of all of the First Nations across BC. This event is hosted by FNHC (First Nations Health Council) and FNHA (First Nations Health Authority).

The Gathering Wisdom forum in 2023 featured discussions on health and wellness including mental health specifically as we gather in-person for the first time since before the pandemic. This First Nations Health Council (FNHC)-hosted gathering is an opportunity for Chiefs, leaders, Health Directors and wellness leads to hear updates and engage in discussions with the First Nations Health Council (FNHC), First Nations Health Authority (FNHA) and the First Nations Health Directors Association (FNHDA) and other health system and government partners.

Chiefs, leaders and Health directors reviewed and discussed a Ten-Year Strategy on the Social Determinants of Health, participated in drafting the resolution to vote on adoption and support for the 10-year Strategy on the Social Determinants of Health. The strategy is intended to improve mental health and wellness for BC First Nations, in a way that supports and enables the implementation of Nation- based health and wellness plans.

Each of the Community Governments of the Ktunaxa were represented with Chief's and Health supports.

ʔaǰam: Dallas Cardinal

Yaǰit ʔa·knuǰi'it: Heidi Gravelle, Michael Spoonhunter, and Garrett Gravelle

ʔakisǰnuk: Donald Sam and Samantha Sam

Yaǰan Nukiy: Jason Louie and Rhonda Basil

- The Resolution on the 10-Year Strategy on the Social Determinants of Health
The Leadership of the Ktunaxa Nation demonstrated public resistance on day 1 to the Resolution on the 10-Year strategy. Each Leadership representative took a stand in the middle of the stage in front of all delegates, to state their concerns. Each community government of the Ktunaxa Nation voted in opposition for the 10-year strategy as the strategy. The resolution and support for the 10-Year strategy was passed with majority.

Other Actions

- Shawna to set up virtual meetings with FNHA and ʔaąam and FNHA and ʔakisq̓nuk regarding the contract negotiations and direct contracts with FNHA for April 1.
- FNHA recommended public health be included in the community disengagement amounts.
- Shawna to set up a meeting with KNC to move through KNC processes to support the disengagement.
- Presentation from Justin Trudeau and BC Premier David Eby
- 2023 Announcement of 2 billion Aboriginal Health Equity Fund
- 2023 Announcement for 1 billion additional into Mental Wellness
- Doubled on-reserve housing budget
- Accelerated inflation resource fund to support improvements, enhancements, and cost pressures for existing 8 treatment centers.

TRADITIONAL KNOWLEDGE & LANGUAGE SECTOR ACTIVITIES

Initiative 1: Processing and digitizing records

Initiative 2: Development of language curriculum

Initiative 3: Creating a Resource Library

Initiative 4: Research Priorities

Initiative 5: Language Apprenticeship program

Initiative 6: Cultural Activities

Initiative 7: Financial Resources

Initiative 1: Processing and digitizing records

- Completed labelling the first batch of documents has been completed; will be reaching out to Andronot to set up the next steps to upload them into the software. The intention is to have the Andronot's support staff provide an orientation to all TKL Staff.
- Staff signed up for an on-line records management course through First Nations Public Services Society
- Paintings on walls - Adding names, dates of birth and dates passed away dates and added which band they are from – missing information for three people (Malyan, Frank S and Matt D)
- Adding more memorial cards to our all soul's days displays – any memorial cards for those that passed during covid – a lot of those are missing
- Organizing archives area
- Recipe for the magazine project
- Emailed andornot to set up a date to get started using the software.
- Have set up training with FNPSS for records management
- Digitizing documents.

Initiative 2: Development of language curriculum

- Nothing new to report
-

Initiative 3: Creating a Resource Library

Creating Resources:

The Education Outreach Coordinator has brought 4 stories (of the 10 stories) to the TKLAC for review. A sub group made up of Malu and Hilly was created to review the Ktunaxa. These will be brought back to the TKLAC in March for formal approval to print.

Crow and moss

As told by needs to be determined, the audio for this story is not available. Need to look into the Larry Morgan collection to determine who originally shared this story.

Illustration is done by Darby Gravelle

Malu has reviewed the Ktunaxa

Next step is to get a graphic designer to do the lay out and then we can go to printing.

Chickadee, wolf and frog

As told by Catherine Gravelle – from the Larry Morgan collection

Illustrated by Darcy Luke

There were 7 more illustration to complete – since Darcy's returned to work this is now complete.

Malu has checked the Ktunaxa

Next step is to get a graphic designer to do the lay out and then we can go to printing

Coyote and the maidens

As told by Elizabeth Gravelle

And illustrated by Marissa Phillips

It is already published on First Voices but has not been printed.

Malu has double checked the Ktunaxa spelling.

Next step is to get a graphic designer to re-do the lay out so it is formatted like the rest of the stories and then we can go to printing

Mosquito, Gnat and horsefly

As told by Annie Pierre

Illustrated by Darby Gravelle

Malu has double checked the Ktunaxa spelling.

Next step is to get a graphic designer to do the lay out and then we can go to print

The primary reader

Written by Elizabeth Gravelle

Illustrated by Lillian Ignatius

Malu will double check the Ktunaxa spelling.

Then we will get a graphic designer to re-do the lay out

We are in a position to write the final report to the funder (FPCC) based on these four stories. We will then determine the next steps on the remaining six stories, requesting fund to complete the next phase. Swaqmu story book has been printed – ready for distribution and sale at Skinkuḡ Treasures.

We are still looking for contributions for the Ktunaxa magazine Project, Martina completed 7 interviews with Ktunaxaniḡtik. We are striving to achieve our deadline of March 31, although the funder is flexible, I would like for this to be complete and out there as a resource. Since the deadline is fast approaching, I have asked Lillian to focus her time and energy on getting this complete and I will be bringing on a few Ktunaxa contractors to support getting this done. We provided a project update to the TKLAC in December.

A few of the staff are supporting the recordings for the creation of Language Apps. Met with ʔaḡam on “M-files” and the resources they have digitized. Will need to determine what can and can not be shared.

Initiative 4: Research Priorities

ʔamakʔis Ktunaxa map – districts. Located a document (June 15, 2005) that references how the districts were determined.

Research Project that are being considered:

- Ktunaxa Economy
- Research citation policy
- Signage policy
- Cultural management plan , access management, wild foods, cumulative impacts and compliance and enforcement
- Xaḡqanaḡ ʔitkiniḡ - supporting Christopher
- Cultural component to Salmon Reintroduction

Initiative 5: Language Apprenticeship program

Barbara has been working on this -developing a plan that outlines the activities by month. We prepared a very high level budget to operate this Initiative. Barbara is working on a Briefing note and then we will request time on each KFN Council to provide an update.

The expression of interest looking for those that are interested in participating in this initiative, is prepared and will go out once a funding source is confirmed. We are exploring options to get both financial and in-kind support for this initiative. We plan to roll this out in the new fiscal year.

Initiative 6: Cultural Activities

- Lunch and learns at KNGB have started, there was a great turn out for the first session on February 16th. Barbara plans to hold these in-person, bi-weekly at KNGB.
 - KNGB Open house had Dawn and Darcy demonstrate their beading. Lillian displayed baskets
 - Hosting monthly TKLAC meetings as well as quarterly “large’ group TKLAC meetings.
 - Feather workshop – hosted jointly with Child and Family and ʔaǰam - happening in March. Feather workshop – hosted jointly by Child and Family, ʔaǰam and TKL - happening on March 2nd and 3rd.
 - Hide preparation during spring break followed by a drum making workshop – being hosted jointly with ʔakisǰnuk
-

Initiative 7: Financial Resources

- The reporting with FPCC and CBT - extensions have been granted to meet our deliverables.
- Ongoing discussion with the new Residential school survivors Society to discuss their plans for the KIRS 50 year celebration.

Staffing

- Mara Nelson, joining our team as a temporary Ktunaxa contractor
- Darcy Luke returned to work from a maternity leave and will be a TKL Project Officer with responsibility for the Elders secretariat.
- A staff planning session is in the works, we originally had it planned for Feb 9 & 10, however we had to reschedule due to funeral services held that week. I intend to include KFN staff,

Sector representatives and Child and Family in the invite, hoping we can collaborate more to ensure TKL are aware of initiatives/projects they are working on, to determine how TKL can support.

Other work

- Continue to support with the Residential School Survivors society and the unmarked graves work. Hosted a dinner to support Survivors with the Williams Lake announcement
- Hosted a lunch to support Survivors with the Tshehat announcement
- There will be one more announcement coming in March.

If anyone knows of those that took the Residential School Trauma Trainers Course, please have them contact me if they are interested in supporting us in these sessions.

Elders Gathering August 15 - 17 Vancouver – Rachelle Sebastian is taking the lead on this planning and has submitted our group registration.