

COMPREHENSIVE COMMUNITY PLAN (CCP)

2023

TL'AZT'EN NATION



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~ Jonas Morris	19
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Ts'uhoont'i' Whasahdil

WELCOME/INTRODUCTION



- 1.1 | INTRODUCTION
- 1.2 | WELCOME TO YOUR
TL'AZT'EN NATION CCP
- 1.3 | EXECUTIVE SUMMARY



1.1 Introduction

Nusde wheni soo cho lhazdooneh.
Netsowhudi hdzulh-ne lhat 'uhutni, "Ndi
'uda' dune bughuni, 'i whut'az ne'ts'oot'en;
'i whut'az ne'ts'ut'en de, soo la 'oya
lhuts'oodilh".

'Andit lhuna'oots'odilh 'ink'ez dustl'us
lhazdooleh ... soo 'uzoo' whe 'ink'ez duts'o
whe lhazdooleh; 'i tussi ne'uzke 'ink'ez
nechaike hilatoh ne'hoot'en.

Lhatdun 'uda' dune neba lhahodinla. Neyun
whudizulh whugha nuni hant'e' 'ink'ez
ne'hut'en. 'Ahoohyiz lhahudint'oh. Wheni
cha whuzun'a lhazdoot'e'.

Balhats k'oh ne'ts'ut'en. Whuzun'a 'uda'
dune nehonin'ai. 'Uzkeh-ne 'ahoolhyiz duloo
buts'un nehudilh. Lusilyoo, Lhts'umusyoo,
'ink'ez Kwunba Whut'en ts'udidoh. 'Andit
Lohjuboo hudidoh-ne cha netahunindil.
Ts'udidoh whe lhla'ts'ut'en.

Lhelhdun keyoh whuzdla : Tache, Dzitl'ainli
(Middle River), 'ink'ez K'uzche, 'et za dune
whuhut'i 'ink'ez nts'e la shih ha'uzdut'en
whuzah cha keyoh whuhulni.

Nusde wheni keyoh totsuk whe soo nts'ena
huka'uzninzun k'un'a neghuni lhawhuzdooleh.

'Awet za

Let us prepare well for our future. Our elders
have told us many times: "we need to follow
the words of our ancestors; if we follow their
words, we will walk into the future okay."

Now let us come together and complete
our messages... let the words be good and
strong; we hope that our children and our
grandchildren will follow and act on
these messages.

Our ancestors have prepared many ways for
us. They understood and followed the ways
of our land. They were always prepared. Let
us follow their ways as we prepare.

We follow our "Balhats" (potlatch) ways.
This is what our ancestors set up. Children
always become members of their mother's
"clan." We are all members of Lusilyoo,
Lhts'umusyoo and Kwun ba whut'en.
Recently Lohjuboo joined with us. Through
our clans we support and help each other.

We have communities in various places;
Tache, Dzitl'ainli (Middle River) (Middle
River) and K'uzche. This is where people
live. And where our people make their
livelihood there too, we call these keyoh as
well. For our future let us make plans we
need for each village and keyoh

That is all for now.

1.2 Welcome to your Tl'azt'en Nation Comprehensive Community Plan (CCP)

Welcome to your Tl'azt'en Nation Comprehensive Community Plan (CCP). Under the challenging circumstances of a pandemic, Tl'azt'en Youth, Elders, and general Membership came together from 'olulh (spring) 2021 to khit (winter) 2022 to share our long-term vision, goals, and tactical planning ideas to carry the Nation forward. Over the course of engagements, our Members outlined our shared values which will guide how we go about achieving our goals.

The priorities outlined in **"Section 9: How do we realize our vision and goals"** are informed by our shared values:

- Unity, belonging and working together
- Honesty, transparency and accountability
- Strong Dakelh language and culture
- Physical, emotional, mental and spiritual health of our Members

Tl'azt'en Nation administration including the Senior Band Manager Renata Monk, the CCP Coordinator Ruby Prince, Tl'azt'en Nation Departments, and the valuable guidance from your CCP Advisory Committee formed the foundation for successful community engagement and momentum over the length of this work. Thank you.

A special thanks to Tl'azt'en Leadership, including the Chief and Council.

Members of the CCP Advisory Committee included (in alphabetical order): Louisa Alexis, Councillor Chasity Aslin, Theresa Austin, Mina Homes (Chair), Ed John, Amelia Stark, Cheryl Schweizer, Youth Representative Jodie Pierre, and Youth Representative Christian Harpe.

We thank those that expressed early interest in this work: Stephanie Holmes, Councillor Vincent John, Councillor Olivia Roberts, and Paul Williams. A special in memorial acknowledgement to Danny Alexis.

The Tl'azt'en Nation CCP support team from Castlemain are (Alyssa Melnyk, Arturo Calvo, Lakshmi Lochan and Sabina Saran Singh).

Project funding for this project was derived from earmarked funds from Tl'azt'en Chief and Council and Indigenous Services Canada (ISC).

Alhgoth 'uts'ut'en - We all work together.



1.3 Executive Summary

From 'olulh (spring) 2021 to khit (winter) 2022 Tl'azt'en Youth, Elders, and general Membership came together to share our long-term visions, goals, and tactical planning ideas to carry our Nation forward. Over the course of engagements, our Members outlined our shared values which will guide how we go about achieving our goals. The priorities outlined in **"Section 9: How do we realize our vision and goals"** are informed by our shared values:

- Unity, belonging and working together
- Honesty, transparency and accountability
- Strong Dakelh language and culture
- Physical, emotional, mental and spiritual health of our Members

OUR TL'AZT'EN NATION CCP CAN BE SUMMARIZED BY THE FOLLOWING:

Sections 2: Who we are and **Section 3: Where we have been** outline who we are as Tl'azt'en-ne (The People of the Edge of the Bay), with descriptions of our traditional territory, our Balahts (traditional governance), our Clans system and the role and importance of our Netsowhudilhdzulh-ne (Community Elders/caretakers) and 'Uza'ne (Clan Leaders).

Section 4: What is a CCP

The CCP outlines the CCP planning process in general, demonstrating the work we have completed for Stage 1 and 2 and foreshadows the work ahead in Stage 3 – Implementation and Stage 4 – Evaluation and Monitoring.

Section 5: CCP Planning Process

Our CCP planning process describes the work we completed during our Tl'azt'en Nation CCP planning process, including establishing the Tl'azt'en Nation CCP Advisory Committee, capacity building in our community and summarizing our CCP Community Engagement sessions and work from 'olulh/shin (Spring/Summer 2021) up until t'ak'et/khit (Fall/Winter) 2022.

Section 5.2 lists our CCP Planning Areas:

- Dakelh Language and Culture
- Mental Wellness and Substance Use Services
- Education
- Economic Development
- Jobs and Training
- Children and Families
- Healthcare Services
- Land and Natural Resources
- Governance
- Tl'azt'en Nation Administration and Finance
- Housing and Infrastructure
- Community Justice Programming
- Emergency Management

Section 6: Previous Community Planning Work

summarizes the "root causes" and "root solutions" identified by the Membership in the Tl'azt'en Framework for Action 2018.

The thoughts and voices from Tl'azt'en-ne are captured in **Section 7: Our Vision, Section 8: Our Shared Values, and Section 9: How do we realize our vision and goals?**

Section 9 is where each planning area is addressed in more detail and can be used by department planning committees and others to hear the planning goals and activities shared by our Membership.

Mbe whe'uts'int'oh

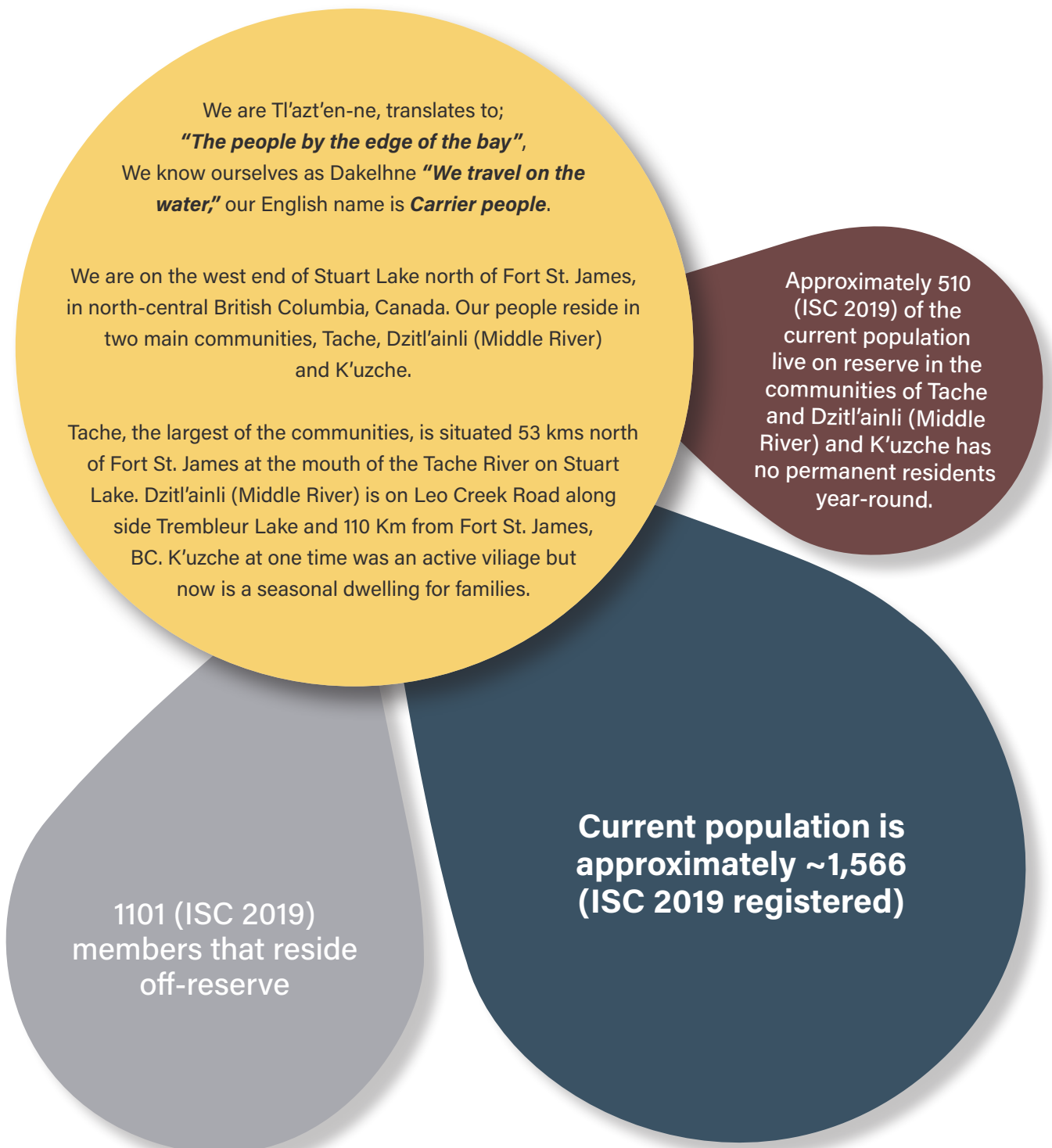
WHO WE ARE



- 2.1 TL'AZT'EN-NE (THE PEOPLE
OF THE EDGE OF THE BAY)
- 2.2 OUR TRADITIONAL
TERRITORY

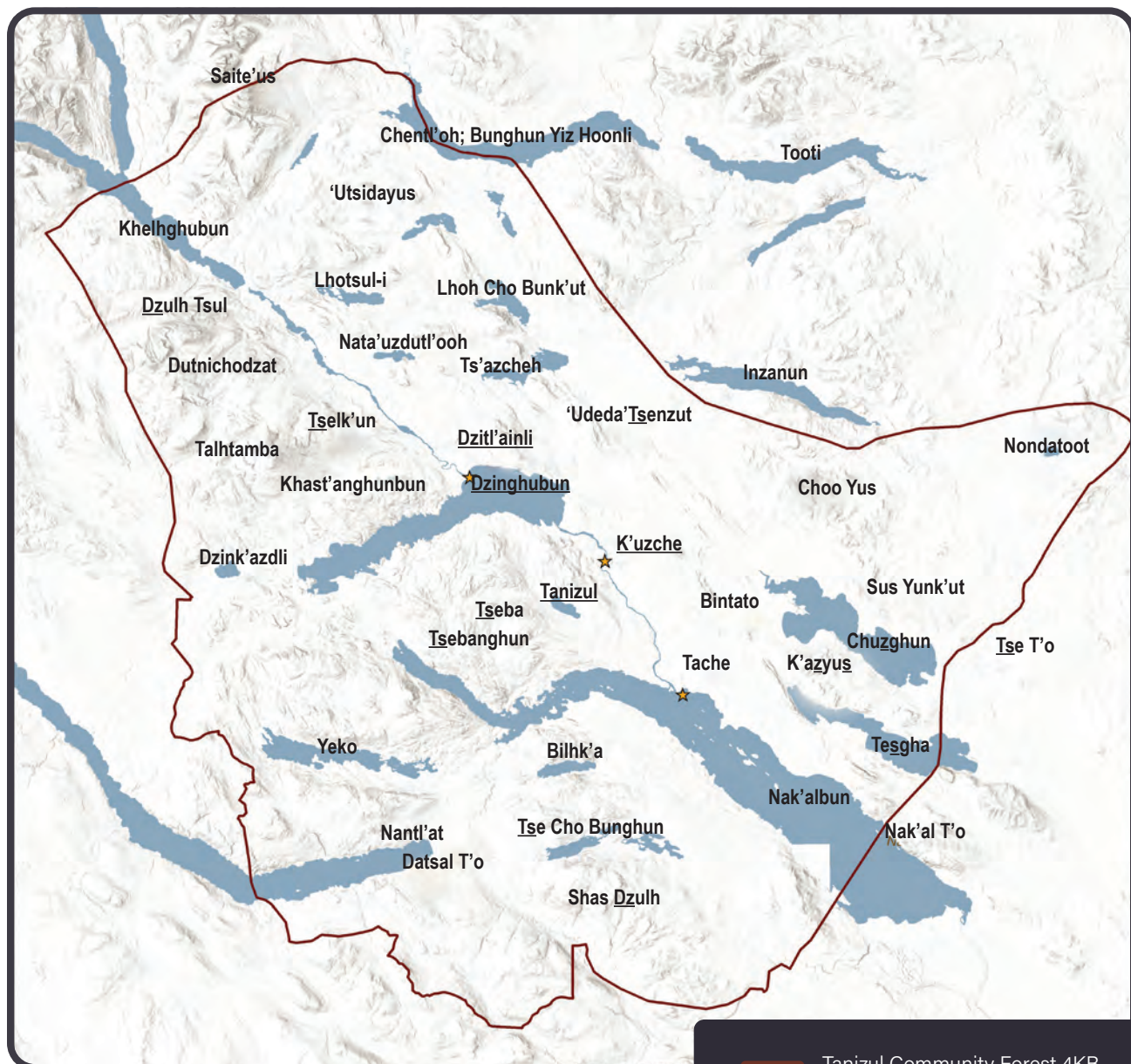
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2.1 Tl'azt'en-ne (The People of the Edge of the Bay)



2.2 Our Traditional Territory

Tl'azt'en traditional territory covered 7,016 km² covering the Upper Fraser Stuart Trembleur water shed.

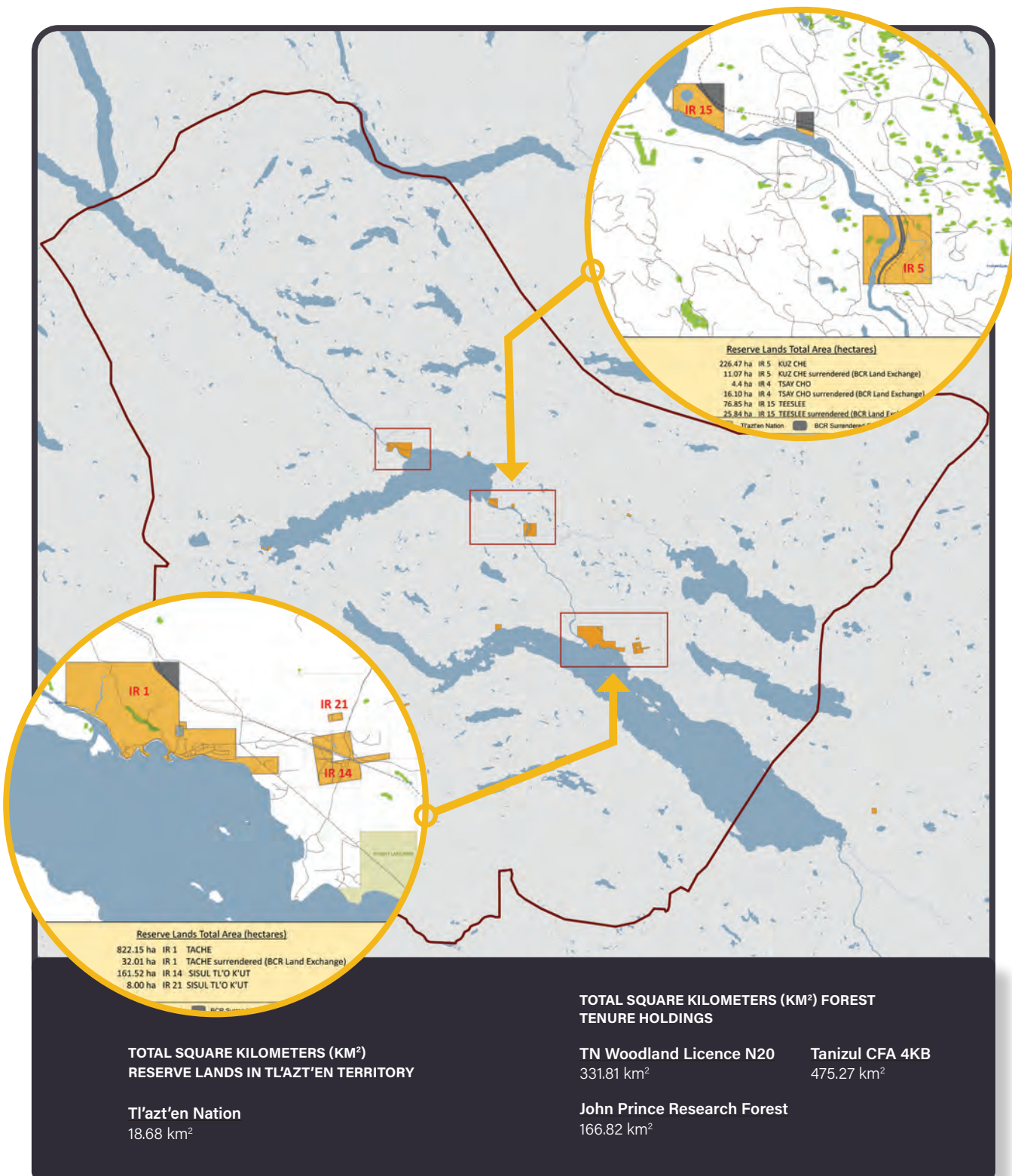


THE KEYOH (TRADITIONAL LANDS)

Keyoh means the land we live on. The land was cared for by Traditional Chiefs of a said land area, the land was divided between hereditaryness and managed within the Balhats system.

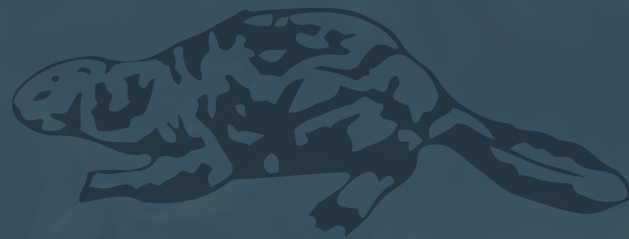
The Keyoh was managed by family units and the family head controlled the hunting, fishing, and gathering in his/her Keyoh. It was not until the late 1800's that Dakelhne began to gather in central communities in response to the fur trade and the dictates of the Roman Catholic Church.

- Tanizul Community Forest 4KB
- John Prince Research Forest (JPRF)
- Tl'azt'en Nation Woodlands License N2O (FNWLL)
- Parks & Protected Areas



Nts'e la nuts'uzdil

WHERE WE HAVE BEEN



- 3.1 | PRE-CONTACT
- 3.2 | TRADITIONAL GOVERNANCE
- 3.3 | SUSTAINABILITY
- 3.4 | CURRENT GOVERNANCE

3

3.1 Pre-Contact

Tl'azt'en was part of a bigger populous of Carriers called the Yinka Dene "People of the Earth" that encompassed the interior of British Columbia. Yinka Dene territory comprises approximately 76,000 km² in the Interior Plateau region of British Columbia (about 8% of BC's land mass), bounded on the east by the Rocky Mountains, in the north by the Omineca Mountains, and to the west by the Pacific Coast. It was said that the population of the Yinka dene was 150,000 or more before first contact. According to the 2016 census there are approximately 7,810 Carriers left.



3.2 Traditional Governance

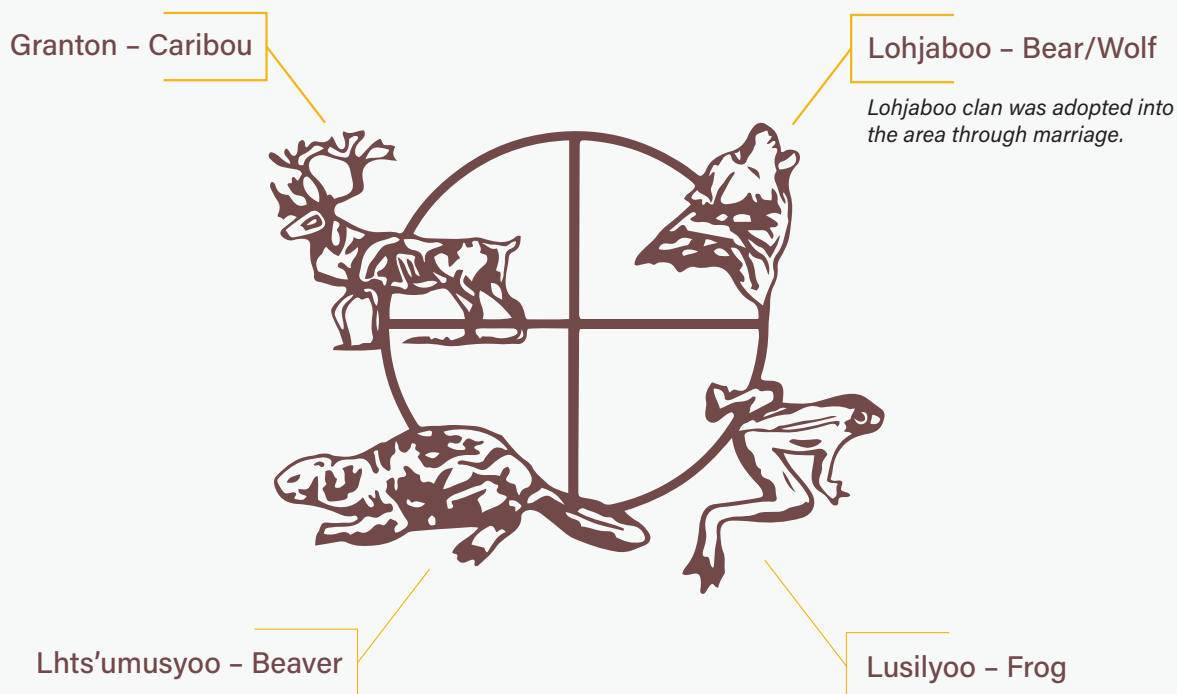
Our traditional governance is through hereditary leaders known by the role they played within our Balhats (potlatch), system. The Balhats is the Cultural law and Governance of the Dakelh people, that governs the people and land. The Balhats is governed by Clan Heads. The Balhats is a gathering that allows for witnessing of clan business.



CLANS

At birth, each Carrier descendant is given a Clan, our Clan system is passed down through the matrilineal line. This means that our bloodlines are passed through the mother's side. We have four clans, which are:

TL'AZT'EN NATION CLAN SYSTEM



NETSOWHUDILHDZULH-NE (COMMUNITY ELDERS/CARETAKERS)

The Netsowhudilhduh-ne are Elders responsible to guide our Clan Leaders ('Uza'-ne) and give the 'Uza'-ne direction on issues as needed.

'UZA'-NE (CLAN LEADERS)

'Uza'-ne (Clan leaders) are male and female, the voice of the people and have a responsibility to maintain, support and oversee our Members. 'Uza'-ne are chosen, there are a couple ways this happens; first by hereditary right, passed

down to a family member. The second is through the stature or characteristics of individuals; as Elders and 'Uza'-ne observe the people, they take note of people who are always giving, honest, do not gossip or offend, are respectful, have strong values, that they see working for the people and in the Balhats system.

In the Balhats 'Uza'-ne often consult with the respected Netsowhudilhduh-ne on issues that may arise, Netsowhudilhduh-ne were consulted concerning outcomes, solutions, and discipline.

3.3 Sustainability

Our people thrived off the land as they still do today. They hunt for moose, deer, bear, caribou, mountain goats, and small fur-bearing animals. They set nets for salmon, white fish, trout, kokanee, spring salmon, char, and lingcod. They collect plants, berries, roots, bark and herbs for food and medicines. The Dakelhne travel throughout the seasons to harvest. Today, we still go to our campgrounds in the summer and gather food for our winter storage.

The Dakelh people helped each other with sustainability, from food to home care, looking after the needs of the people in what they called Alhgoh (unity). The Dakelhne survived harsh winters, sickness, and colonization through their resilience and adaptivity to the environment.



3.4 Current Governance

Tl'azt'en is governed by a Chief and seven councillors that meet once a month, and meet with community members every three months. This structure is governed through Canada, administered through Indigenous Services Canada (ISC), and requires elections and an election code. Chief and council is currently under a custom election code that states seats are held staggered for four-year terms. The code is currently under Construction through an Election Code. Chief and Council is currently under a custom election code stating that seats are held staggered for four year terms.

The Nation is affiliated and partnered to the following:

Nezul Be Hunuyeh – formed joint effort between Nak'azdli whut'en and Tl'azt'en Nation in 1996. Its mandate is to support and work with families that are at high risk of child apprehensions. The goal is to move to a C6 delegation removing the Current system of Ministry of Children and Family Development.

John Prince Research Forest and Chuntoh Education Society – a partnership between the Nation and the University of Northern BC. This research forest is designated for research of wildlife habitats and is used for teaching students about ecosystems and habitats.

Tanizul Timber Ltd. – a Nation-owned business run by an appointed Board of Directors. Provides revenue for the Nation through forestry, silviculture, road maintenance and generates other forms of income.

Tl'azt'en Nation has joint or holdings in various other economic development projects that vary depending on needs and contracts.

- Ranch
- Forestry and fisheries
- Land guardianships
- Shuttle bus services

Ndai wheh 'unt'oh

WHAT IS A CCP?



"Traditional planning. Long ago, the Elders were called to give insight and direction for planning community needs; this is how it was done."

~ JONAS MORRIS

4

Our Tl'azt'en Nation CCP Framework is a community driven planning document that captures our shared long-term vision for our Nation. Our CCP process started in 2019 but was delayed over 2020 due to COVID-19 health restrictions. In 2021 we resumed community engagements and from 'olulh (spring) 2021 to khit (winter) 2022. We heard the vision and goals for our Nation directly from Elders, Youth and Membership.

Our CCP is not owned by Band Council, it is led and created by our community.

The entire CCP process is made up of four main steps, we have completed the first two steps:

- Pre-planning
- Planning (**we are here**)

The next steps include:

- Implementation
- Monitoring




DEVELOPING Comprehensive CCP Plan

1. PRE-PLANNING

- Assess Community Readiness
- Develop a budget, identify funding
- Build a planning team
- Research
- Build a workplan

2. PLANNING

- Gather background information
- Complete community analysis
- Create vision statement and values
- Build a **Comprehensive Strategic Framework**
- Identify activities and projects
- Create a **Comprehensive Community Plan**



IMPLEMENTING Comprehensive CCP Plan

3. IMPLEMENTATION

- Prioritize actions (policies, programs and projects)
- Identify project management team
- Obtain necessary approvals, establish good communications and reporting plans
- Identify potential partners to support the project
- Identify funding and other resources
- Create workplans, budgets, feasibility studies, and business plans
- Project management
- Develop best practices
- Maximize community training, mentorship, capacity building, employment

4. MONITORING AND EVALUATION

- Analyze results
- Review and recommend
- Revise and update
- Share and celebrate our community's accomplishments

'Andit Ihuna'oots'odilh

OUR CCP PLANNING PROCESS



- 5.1 | CCP PLANNING PROCESS
TIMELINE
- 5.2 | CCP ENGAGEMENT PROCESS
- 5.3 | PROJECT CAPACITY BUILDING
TOOLS

5

On March 23, 2021, Tl'azt'en Chief and Council introduced the CCP process to Tl'azt'en Membership via a community letter, posted on the Tl'azt'en Nation website, a CCP webpage was created to provide Membership with background information and updates throughout the planning process.

The CCP Support Team employed a community engagement-driven approach to gather planning information on key Tl'azt'en planning areas.

Tl'azt'en Membership through the following channels:

IN-PERSON CCP ENGAGEMENT SESSIONS

- Youth Engagement
- Ages 25 – 55 CCP World Café
- Prince George Community Engagement
- Dzit'ainli (Middle River) CCP Engagement
- Elder's Tea

VIRTUAL CCP ENGAGEMENTS SURVEY (2021)

Virtual sessions were also implemented to accommodate Members' work schedules, create more inclusivity for Members living in and away from community, and to adhere to any COVID-19 related restrictions:

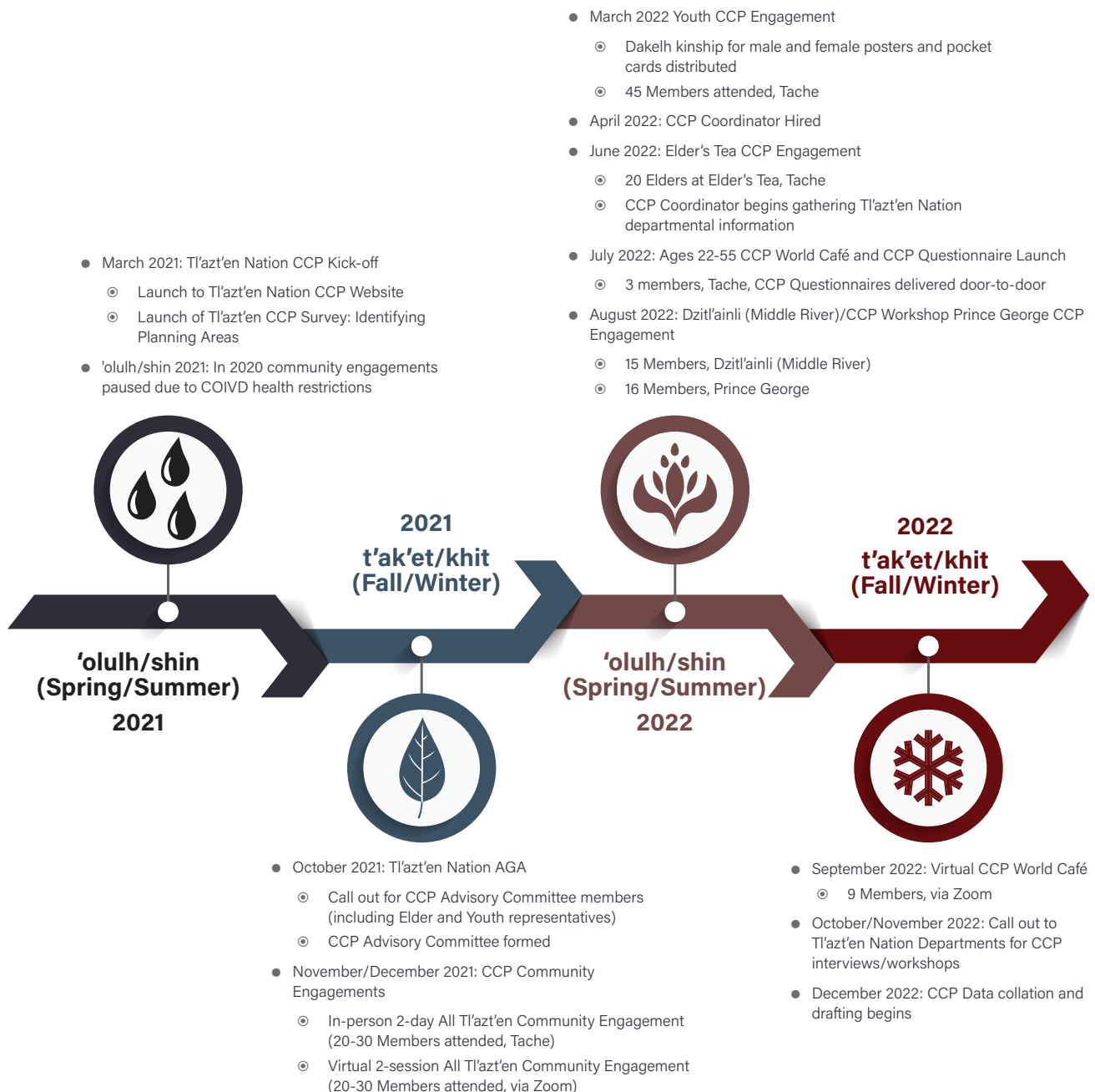
- Summer 2022 All Tl'azt'en CCP Virtual Session
- Winter 2021 All Tl'azt'en CCP Virtual Session

SURVEY (2021)

QUESTIONNAIRE (2022)

TL'AZT'EN NATION DEPARTMENTAL INTERVIEWS AND WORKSHOPS

5.1 CCP Planning Process Timeline



5.2 How We Collected Community Input

Over the course of several months we gathered community input from two community surveys, one departmental questionnaire, several in-person engagements in Tache, Dzitl'ainli (Middle River), and Prince George, several virtual sessions, and departmental interviews and workshops.

Over the course of community engagements Members were prompted with the following questions:

- What makes you proud to be a Tl'azt'en Member?
- What are our shared values?
- What do you see for our Nation in the future?

During in-person sessions, Members contributed their thoughts on large flip charts, and sticky notes and voiced their contributions and ideas as our CCP support team captured their ideas. In virtual sessions, Members contributed to virtual whiteboards and had in-depth conversations with each other in lively discussions about our shared values, priorities and what we can do to "get the work done."



OUR PLANNING AREAS

In October 2022, a streamlined Tl'azt'en CCP Questionnaire was launched to gain insight into how the Members would prioritize the CCP planning areas, 58 members responded to the questionnaire.

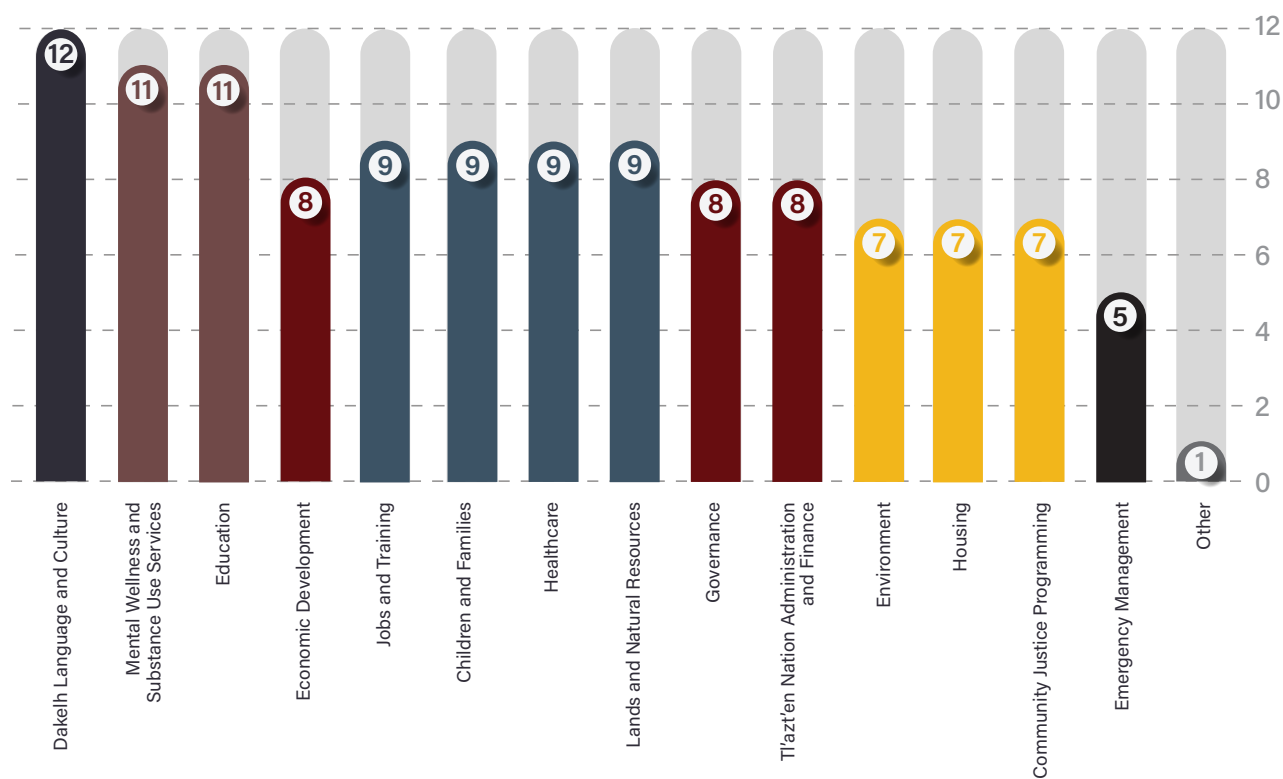
Members were asked: What planning areas of the greatest priority to Tl'azt'en? The graph below shows from left to right what Membership thought were the most important to the least important. One member selected "other" as a planning area, though they did not specify a planning area.

Over the course of reviewing community input, it became clear during discussions on Governance, that another planning area of Tl'azt'en Administration and Finance was emerging, it has been included in the priority listing alongside Governance below.

The planning area, Environment, was rolled into Lands and Natural Resources in the Planning Area tables.

Priorities are not set in stone and may shift over time and according to changing needs and initiatives of our Nation. The information here offers a "snapshot" of what Membership today view as planning areas to work on first. Work in all planning areas can absolutely happen at the same time.

Visioning, goal and activity data from the questionnaire are collated with information presented in planning framework tables in **Section 9: How do we realize our vision and goals.**



5.3 Project Capacity Building and Tools

The development of our CCP Framework depended on the existing and enhancing capacity from our community. In addition to Membership participating in the various CCP engagement, Members also contributed through the CCP Advisory Committee, fulfilling the role of CCP Coordinator, Youth representatives and fulfilling roles for hire during in-person engagement events.

CCP Advisory Committee

Throughout this process, your CCP Advisory Committee has attended monthly meetings, community engagement and update and provided valuable guidance, and insight on how to best engage our Membership. The CCP Advisory Committee was established in October 2021, and is representative group of Tl'azt'en Members including Elders, Youth, Dakelh language support and knowledge holders.

Members of the CCP Advisory Committee included (in alphabetical order): Louisa Alexis, Councillor Chasity Aslin, Theresa Austin, Mina Homes (Chair), Ed John, Amelia Stark, Cheryl Schweizer, Youth Representative Jodie Pierre, and Youth Representative Christian Harpe.

We thank those that expressed early interest in this work: Stephanie Holmes, Councillor Vincent John, Councillor Olivia Roberts, and Paul Williams.

A special in memorial acknowledgment of Danny Alexis.

CCP Coordinator

In early 2022 The CCP Advisory Committee established a CCP Hiring Sub-committee to hire Ruby Prince as CCP Coordinator from among Tl'az'ten membership, who had demonstrated community engagement and planning experience. In April 2022, A CCP Coordinator was hired to join the CCP Support Team to carry out CCP engagement, data collection and guidance.

Youth Advisory Committee Members

Since October 2021, the CCP Advisory Committee has sought a Youth representative. In the winter of 2023 two Youth representatives, Jodie Pierre, and Christian Harpe expressed interest and joined the Advisory Committee and supported in engaging Youth, and guiding the drafting and final engagement process.

Facilities and Hiring Youth to support in-person engagements

At several in-person CCP community engagement in Tache and Prince George, the CCP Support team relied on local catering services, renting out the Eugene Joseph Elementary School facilities, and a Community Engagement facility in Prince George. During engagements Youth from Tache were hired for the day to support CCP engagement and gained experience.

Balhats k'oh ne'ts'ut'en
PREVIOUS COMMUNITY PLANNING WORK



6.1 Tl'azt'en Framework for Action 2018

Throughout the CCP engagements Members expressed the desire to work together and emphasized the importance of "getting this work off the ground." Several Members observed that the need to work together was a cornerstone in realizing the vision and goals people were hearing from each other. Members articulated existing challenges that Tl'azt'en families and individuals are facing, and some commented on "root causes" and "root solutions" that significantly manifest in factors for success in implementing this and other plans. One such plan that has recently captured the context, and "root causes" and "root solutions" has been the community-driven Tl'azt'en Framework for Action from 2018.

TL'AZT'EN FRAMEWORK FOR ACTION

In previous planning work, we developed a Tl'azt'en Framework for Action in 2018. This framework identified key objectives and priority actions that centred Tl'azt'en language and culture. The Framework is intended to guide the Nation in its development of a new community based approach that builds "root solutions" to address 1) the suicide crisis among Tl'azt'en children, youth and adults, and 2) the number of Tl'azt'en children and youth currently under BC Ministry of Children and Family Development (MCFD) continuing care orders.

The Tl'azt'en Framework for Action contextualized our Nations planning work and identified "root causes" and "root solutions:"

Intergenerational Trauma

During the time of residential schools, Tl'azt'en children were forbidden from speaking their own language, resulting in many Tl'azt'en children being unable to communicate with their families when they returned home. Today, we understand the intergenerational impacts, and one of these impacts is how the loss of language served to disconnect Tl'azt'en children, their communities and their traditional culture. This Framework recognizes the intergenerational trauma that has resulted and that continues to be perpetuated and is therefore focused on restoring Tl'azt'en cultural teachings in the lives of all Tl'azt'en people. Exposure of Tl'azt'en people to their ancestral language is a critical aspect of cultural identity. The Framework recognizes that Tl'azt'en language planning needs to sit at the forefront and that special attention needs to be paid to revitalizing the language threatened by a long history of colonization. During the CCP process, inner child work was also highlighted as a crucial part of healing from intergenerational trauma.

Suicide

The Nation is challenged by a high number of suicides among Tl'azt'en youth and adults. High rates of Tl'azt'en citizens identified as at risk. In October 2017, approximately 20 Tl'azt'en Youth and 57 Tl'azt'en adults were identified as actively suicidal or at high risk. While suicide is a complex issue with many and often complex contributing factors, it is well documented that intergenerational trauma does put individuals at a higher risk. Conversely, secure cultural identity and connectedness to family and community are among those factors that have been identified in numerous studies as contributing to greater resilience in individuals to suicidal behaviour.

Children and Youth in Care

The high number of Tl'azt'en children and youth in care continues a pattern of disconnect between Tl'azt'en people and Tl'azt'en language, culture and lands. The sense of disconnect and in particular the loss of the Dakelh language need to be addressed. At present, 68 Tl'azt'en children or youth are under MCFD continuing care orders. The Nation is looking to reduce the number of Tl'azt'en children and youth in care, and to better support those Tl'azt'en children and youth that remain in care. It is critical that all Tl'azt'en children and youth have the opportunity to retain a strong tie to their culture, language and community.

Root Causes and Root Solutions

Significantly reducing the number of suicides and the numbers of Tl'azt'en children and youth in care will require Tl'azt'en parents, families, communities, Tl'azt'en service providers, and the federal and provincial governments to work together to address the underlying root causes and position themselves as part of the root solutions. This Framework, as noted earlier, prioritizes root solutions.

The Tl'azt'en Nation CCP expands on the work to include other planning areas outlined in the CCP Actions Plans in section 9.2: CCP Planning Area Action Plans.

'Uda' dune bughuni

OUR VISION



7



Collectively our Membership envisions a unified, self-sufficient, mentally and physically healthy, and healing Nation.

To help us realize our vision, Membership came together to share and affirm our values, which include unity, respect, honesty, and our relationship with the land.

Our Nation's vision holds that we are stronger together. Our CCP planning process respects the voices of our Elders including their teachings and stories. Elders expressed the importance of "slowing down and listening," to our Elders and knowledge keepers to remind us of our shared values that have guided previous generations of Tl'azt'en. A strong foundation of values will support future generations in bringing Dakelh understanding while navigating today's opportunities and priorities. Youth and other Members have echoed the values of Elders when bringing unity, respect, honesty and our relationship with the land.

'Alhgoh uzdilhti'

OUR SHARED VALUES



8.1 | OUR SHARED VALUES

8



OUR SHARED VALUES

Unity, belonging and working together

As a Nation, we must move our initiatives forward together, celebrate successes, and involve all Members of our society including, Elders, Youth and those that live on and off-reserve. Together we will focus on what is ahead of us to protect our community and build a stronger one.

Honesty, transparency, accountability

We show each other that we “show-up” for one another. We value clear and honest communication in our families, and within our governance structures.

Strong Dakelh language and culture

“The best thing I have is my language.” Our language, culture and traditional governance and our landbase is a source of pride for our Nation. Our initiatives are guided by our Teachings and the ways of our Elders.

Physical, emotional, mental and spiritual health of our Members

As a Nation we will work together to heal, get drugs out of our communities, and build a healthy Nation.

'Alhgoh 'uts'ut'en

HOW DO WE REALIZE OUR VISION AND GOALS



- 9.1 | HOW TO USE THIS REPORT
- 9.2 | CCP PLANNING AREA
ACTION PLANS

9.1 How to Use this Report

This report is intended to provide practical and realistic goals and activities to move Tl'azt'en forward in meeting our longer-term vision under each planning area. Over the course of our CCP community engagements, members identified the following planning areas.

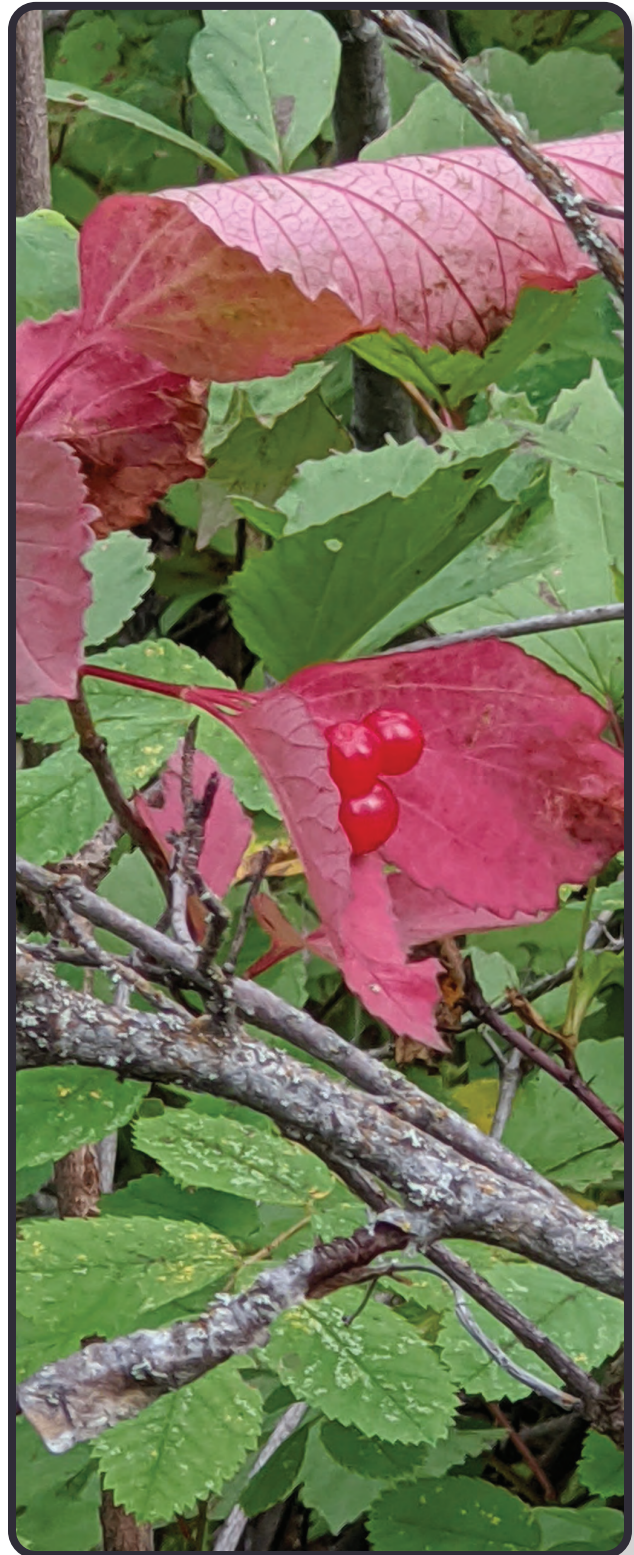
- Dakelh Language and Culture
- Mental Wellness and Substance Use Services
- Education
- Economic Development
- Jobs and Training
- Children and Families
- Healthcare Services
- Lands and Natural Resources
- Governance
- Tl'azt'en Nation Administration and Finance
- Housing and Infrastructure
- Community Justice Programming
- Emergency Management

Under each is a visionary statement of what we said success looks like for our Nation, following by is a list of relevant Tl'azt'en Nation departments and/or any committees, followed by objectives/measurable outcomes and supporting activities.

These tables offer a planning framework for planning committees, departments and/or leadership to gain insight into community-driven planning priorities, goals and steps to achieve those goals outlined by our Members.

For example, during strategic planning development for the Education Department, planners can reference the Education planning area for community direction and guidance on where to focus and implement planning. Several departments may already have plans and/or have started initiatives that are in alignment with community-driven goals.

Throughout CCP engagements, many Members expressed questions about what Tl'azt'en Nation departments exist and what they do. In response to Membership needs, we have included a list of our Nation's departments as of May 2023 in Appendix A, each with their roles and responsibilities, and programs and services. For further information, please see Appendix B for Tl'azt'en Nation Organizational Chart dated May 2023.



9.2 CCP Planning Area Action Plans

This section outlines the goals of each CCP planning area after Tl'azt'en Membership identified the planning areas in the Tl'azt'en CCP Survey in 2021, we used those planning areas to ask Membership what activities and/or initiatives are currently working, what is not not-working and what they would like to see started for the future.

Across planning areas, there are the principles:

- Dakelh is to be incorporated and included in all areas of planning
- Building a sense of unity and togetherness among members
- Including voices and addressing the unique needs of Members who live off-reserve



DAKELH LANGUAGE AND CULTURE

VISIONARY STATEMENT:

- Dakelh history is rich with traditional knowledge; as Tl'azt'en-ne we acknowledge that our identity is rooted in our language fluency, culture, and traditional practices.
- We recognize our ancestor's spiritual and ceremonial beliefs and relationship to the land and all things within it, this is the foundation of our Dakelh worldview and our responsibilities to our environment and each other.
- Tl'azt'en-ne are working together to uphold our language, supporting silent speakers, and creating safe and inclusive environments for learners to become fluent in Dakelh.
- Tl'azt'en Nation is committed to continuing to implement a model that pursues a Dakelh traditional governance system.
- Tl'azt'en Nation is practicing our Balhats (potlatch) that governs the people, land, and plays a major role in seeking solutions, restoring relationships, and holding people accountable.
- Tl'azt'en recognizes that our Netsowhudilhdzulh-ne (Elders) and their wisdom have a very important role in the Nation's decision-making.
- The 'Uza'-ne (Clan Leaders), respected Netsowhudilhdzulh-ne (Elders), and leadership will regularly work together on all matters related to people, land, and resources.
- Tl'azt'en Nation's governance will be transparent, accountable and listen and hear from our 'Uza'-ne and Netsowhudilhdzulh-ne when making decisions for membership.

Building off the Tl'azt'en Framework for Action Plan (2018), we will be "growing strength through fluency," and "healing through culture." Under the areas of Dakelh and culture, previous planning outlined a focus on:

- A focus on Balhats knowledge and practices
- Didoh-ne
- Balhats
- `Uza'
- Healing practices, including ceremonies and ritual for health and healing, and Shun (songs)

Relevant Department(s): All Tl'az'ten Nation departments, with key focus from Education Department

Relevant Committee(s): Language Revitalization Committee, Recreation Committee

Relevant Initiative(s): Tl'azt'en Nation AGM motion to support Language Revitalization

Goal 1: Increasing number of Dakelh speakers in our Nation through education initiatives

Goal 2: "Get back on the land" as a way to heal, pass on traditional knowledge and culture, and create opportunities to learn and Dakelh

Goal 3: Maximize on funding opportunities to support Dakelh language revitalization initiatives

Goal 4: Take concrete steps to reviving our Balhats and strengthen our Clan system

Goal 5: Increase the role, presence and voice of our Netsowhudilhdzulh-ne (Elders) in governance matters

Goal 1: Increasing number of Dakelh speakers in our Nation through education and cultural initiatives

Objective 1: Increase level of fluency in Dakelh among Tl'azt'en Youth

- Activity 1: Hire/involve fluent Dakelh speakers in the Head Start programming
- Activity 2: Identify approaches that have increased language fluency from other First Nations
- Activity 3: Hire more knowledgeable and/or fluent Carrier teachers at Eugene Joseph Elementary School and utilize language resources from our own community
- Activity 4: Include a Carrier syllabics component in the school curriculum, and in culture and language initiatives
- Activity 5: Implement a long-term language and culture immersion course or training process for members – children, Youth, and young adults

Objective 2: Create more inclusive and safe opportunities for Members to speak and learn Dakelh and learn our traditional and cultural ways

- Activity 1: Hold cultural gatherings in community to bring fluent Dakelh speakers together with learners where there are high levels of Tl'azt'en Members (e.g., Prince George, Ft St James and Tache)
- Activity 2: In accordance with Balhats hold more potlatches in recognition of the role of potlatch in sharing and learning cultural knowledge and Dakelh, ceremonies, Teachings and naming ceremonies, etc.
- Activity 3: Incorporate Dakelh into day-to-day communications (e.g., Newsletter, signage etc.)
- Activity 4: Bring back Clan songs and dances
- Activity 5: Hold cultural camps/teachings for all seasons for on and off-reserve members
- Activity 6: Develop and launch an online website/portal for Members to share cultural practices, house information on history, and practice Dakelh
- Activity 7: The Recreation Committee to implement a modern and traditional sports program to engage Youth
- Activity 8: Encourage Youth to share singing, rapping, drumming on social media to remove any cultural stigma and increase pride
- Activity 9: Hold regalia-making workshops in-person and virtually
- Activity 10: Have shuttle for events (e.g., Cultural gatherings, AGAs etc.)

Objective 3: Honour the role of Elders in language revitalization

- Activity 1: As part of community/cultural gatherings provide an opportunity for Elders to share stories, knowledge and Teachings.
- Activity 2: Hold weekly Elder's language lessons for Members to attend
- Activity 3: Where appropriate, gather (via audio recordings, written records) stories of our traditional ways and culture from Elders
- Activity 4: Seek advice from Elders on how to "modernize" potlatch system
- Activity 5: Implement an Elders' Program to support relationship building between Elders and Youth in day-to-day activities

Goal 2: “Get back on the land” as a way to heal, pass on traditional knowledge and culture, and create opportunities to learn Dakelh

Objective 1: Increase Youth participation on the land/in the bush activities

- Activity 1: Hold cultural camps for Youth that include activities like hunting, fishing, drying fish, trapping, sewing, beading, moose and/or hide preparation, canning etc.
- Activity 2: Conduct a strategic planning exercise to create appropriate programs and camps that are focused on getting Youth back on the land

Objective 2: Increase opportunities for Members to participate in language and culture activities on the land

- Activity 1: Hold cultural camps all summer (host 10 families) that include activities like hunting, fishing, drying fish, trapping, sewing, beading, moose and/or hide preparation, canning etc.
- Activity 2: Teach Smoke House traditions (e.g., smoking skin, drying berries, drying fish and meat etc.)
- Activity 3: Hold Dakelh language camps

Goal 3: Maximize on funding opportunities to support Dakelh language and cultural revitalization initiatives.

Objective 1: Prioritize applying for language revitalization grants and knowledge transmission grants

- Activity 1: The Lands Revitalization Committee research and apply to grant and funding opportunities.

Objective 2: Increase record-keeping of language, culture, and traditions

- Activity 1: Record stories, histories
- Activity 2: Record and share learning on Dakelh kinship terms
- Activity 3: Develop a Tl'azt'en Nation “master book of legends, family histories/kinship, potlatch system etc.)
- Activity 4: Plan and develop traditional Dakelh sports days for all seasons to prepare Youth, adults and families to be prepared for being, living and working on the land
- Activity 5: Implement an exercise program that incorporate modern and traditional activities
- Activity 6: Hold virtual Carrier language and cultural lessons to increase accessibility and unity among Members

Goal 4: Take concrete steps to revive our Balhats and strengthen our Clan system

Objective 1: Increase Clan/family-based representation in governance

- Activity 1: Establish a practice where two representatives from each family to elect Chief

Objective 2: Breathe life and strengthen our Clan system

- Activity 1: 'Uza'ne and Clan members to call regular Clan meetings when necessary for potlatch and decision making
- Activity 2: Hold more Clan/family meetings for people to increase a sense of unity, togetherness and pride.
- Activity 3: Hold a meeting for all-Clans

Goal 5: Increase the role, presence and voice of our Netsowhudilhdzulh-ne (Elders) in governance matters

Objective 1: Revive/establish polices to increase Netsowhudilhdzulh-ne participation in day-to-day governance

Activity 1: Revive practice of an Elder representative on Council

Activity 2: Have a physical space for Elders to sit and listen and provide advice in the Tl'azt'en Administration offices



MENTAL WELLNESS AND SUBSTANCE USE SERVICES

VISIONARY STATEMENT:

- Our vision is that our people are physically, emotionally, mentally, and spiritually fulfilled in their daily lives.
- Tl'azt'en-ne will work together to encourage and promote healthy living that leads to a balanced lifestyle Tl'azt'en Nation will work together to build trust in each other to promote health and wellness amongst our people.
- Our people are deeply connected to the land in mind, body, and spirit.
- Membership has access to resources that support our mental well-being.

Relevant Department(s): Health, Natural Resources, Community Justice, Education

Relevant Committee(s): Tl'azt'en Healing Society – Chief and Council to create mandated yet to be formed

Goal 1: Support our Members to be spiritually, mentally, and physically healthy and have a healthy land base.

Goal 2: Increase participation in activities, and programs among Tl'azt'en Membership to prevent substance use

Goal 1: Support people to be spiritually, mentally, and physically healthy and have a healthy land base.

Objective 1: Prioritize healing for Tl'azt'en Members from the effects of generational trauma within various structures (clans, families, wellness, teams, getting back to the land).

Activity 1: Develop a Health and Healing Plan, that incorporates healthy coping mechanisms, strategies to reduce lateral violence, healing circles, safe ways to talk about trauma, and on-the-land-healing, etc.

Objective 2: Provide more resources on wellness – living a healthy lifestyle, helping each other, and lateral violence.

Activity 1: Increased and varied programs for after-treatment and detox

Activity 2: Establish wellness teams that function and help people heal and access wellness support and funding

Objective 3: Host healing programs on the land throughout each season.

Activity 1: Create and host various mental health awareness programs for Tl'azt'en Members, including children and Youth.

Goal 2: Increase participation in activities, and programs among Tl'azt'en Membership to prevent substance use

Objective 1: Prevent drug accessibility

Activity 1: Think about processes we need to prepare for to stop the entry of opioids into the community

Objective 2: Have ongoing programs in departments for children and Youth so they don't have to choose drugs and alcohol.

Activity 1: Start mental health community groups on virtual platforms (e.g., Facebook) to increase supports for off-reserve members (e.g., moccasin making, drumming, storytelling etc.

Activity 2: Start using multimedia education tools

Objective 3: Addressing our concerns on the drug crisis and its effects on our Youth membership.

Activity 1: Create healthy and safe activities that provide alternative ways to have fun, and avoid drinking and partying



EDUCATION

VISIONARY STATEMENT:

- Tl'azt'en-ne are motivated, engaged, and lifelong learners who imagine and achieve their educational aspirations with the support of a progressive and well-resourced educational system.
- Our Nation's approach to education system benefits from thriving mentorship programs, and maximizes on the variety of learning styles.
- Our Membership pursues and completes high school and academic trades related to post-secondary programs and apprenticeships to fill employment needs in the community, industry from institutions in and outside of Tl'azt'en.

Relevant Department(s): Education, Jobs and Training

Relevant Committee(s): Education Advisory Committee

Goal 1: To provide support to families to instill structure, discipline, value life-long learning and study-time for early learners (e.g., at home, in daycare, those in Head Start etc.)

Goal 2: To increase capacity for Membership to complete training in trades and apprentice programs through to completion.

Goal 3: Increase transparency and awareness of Tl'azt'en Nation education support available to members

Goal 1: Provide support for families that instill structure, discipline, value of life-long learning, and study time starting with early learners (e.g., at home, in daycare, those in Head Start etc.)

Objective 1: Develop K-12 language curriculum and program, and incorporate it in the Head Start program

Activity 1: Hire more Carrier teachers

Objective 2: Increase knowledge and support for "life-skills" and/or home-economics

Activity 1: Hold in-person and virtual classes on household finances, cooking, and Dakelh

Activity 2: Create life skills programming and workshops for Youths and young adults, e.g. (cooking skills, budgeting and paying bills, etc.)

Activity 3: Increase support for obtaining a BC Diver's Learners Permit (L and N) and Class 5 BC Driver's License

Objective 3: Increase accessibility to traditional lessons and teachings

Activity 1: Hold virtual Dakelh and drumming classes for the Members

Activity 2: Acquire more First Nations literature and incorporate a more hands-on approach to learning

Objective 4: Have Tl'azt'en cultural, Dakelh and traditional education count toward high-school credits (e.g., Bladerunners Program)

Activity 1: Assess the high-school graduation requirements in BC to determine how traditional cultural (e.g., hunting, fishing, medicine knowledge etc.,) and Dakelh may qualify for high-school credit

Goal 2: Increase capacity for Membership to complete Otraining in trades and apprenticeship programs through to completion

Objective 1: Increase capacity for Tl'azt'en-ne who are pursuing post-secondary studies and trades

- Activity 1: Conduct an employment skills and education gap analysis among Membership
- Activity 2: Negotiate more funding sources to support post-secondary education, trades, and apprenticeships
- Activity 3: Provide more funding support for off-reserve Members for post-secondary studies
- Activity 4: Have mental health supports in place for students, extend time frames for funding supports for those that may require a semester off for mental health
- Activity 5: Identify barriers to post-secondary education completion among Members
- Activity 6: Collaborate with post-secondary institution Boards to strategize ways to modify curriculum and teaching delivery methods to accommodate students who may be experiencing developmental delays

Objective 2: Celebrate our successes

- Activity 1: Hold a celebration for graduating students and those who complete education-related milestones and achievements
- Activity 2: Recognizing and celebrate role-models, their challenges and what they did to achieve success (e.g., poster series)

Goal 3: Increase transparency and awareness of Tl'azt'en Nation education support available to members living on and off-reserve

Objective 1: Increase transparency of funding allocation of education funding to the community

- Activity 1: Tl'azt'en Education and Finance Department to provide regular (e.g., quarterly) updates to the community on education funding allocation
- Activity 2: Increase funding supports to include virtual classes and full-time and part-time studies
- Activity 3: Compensate Elders, Knowledge keepers and other teachers
- Activity 4: Education Committee to visit and present to all Members, so they know what Tl'azt'en Nation offers in education support and activities

ECONOMIC DEVELOPMENT

VISIONARY STATEMENT:

Tl'azt'en Nation will make economic decisions to build capacity for a values-aligned, self-sufficient circular economy that supports the development of an independent Tl'azt'en Nation economic development corporation, entrepreneurship, women, sectoral partnerships (e.g. forestry, tourism, etc.), and economic prosperity for all our Members.

Relevant Department(s): Tl'azt'en Nation Administration, cross departmental approach (e.g., Employment and Training, Natural Resources)

Relevant Committee(s): To be established

Nation Owned Businesses: Tanizul Timber Ltd., Sum Yaz Daycare, Tache Holdings [TBC], Cinnabar Resort in partnership with University of Norther BC

Goal 1: Establish a stand-alone Tl'azt'en Economic Development Corporation

Goal 2: Develop a Tl'azt'en Nation Economic Development Plan

Goal 3: Establish a self-sustaining economic system within Tl'azt'en Nation

Goal 4: Increase levels of financial literacy and economic development education among Tl'azt'en Nation families and leadership

Goal 1: Establish a stand-alone Tl'azt'en Nation economic development corporation

Objective 1: Establish a stand-alone Tl'azt'en Nation economic development corporation

Activity 1: Inquire if Members are interested in or have expertise in economic development

Activity 2: Hire an Economic Development Coordinator

Activity 3: Identify the process for establishing a Tl'azt'en Nation Economic Development Corporation

Objective 2: Increase support for Tl'azt'en Member entrepreneurship

Activity 1: Once established, the Tl'azt'en Economic Development Corporation to connect Tl'azt'en entrepreneurs with financial support (e.g., loans, partnerships, etc.)

Goal 2: Develop a Tl'azt'en Nation Economic Development Plan

Objective 1: Once established task the Economic Development Committee and Economic Development Coordinator with developing the Economic Development Plan

Activity 1: Once established, the Economic Development Committee and Economic Development Coordinator to include the following specific elements identified by Membership in the Tl'azt'en Nation Economic Development Plan:

- Creation of an incubator entrepreneurship and/or business program for Tl'azt'en Members living on and off-reserve
- Prioritize development and support of small Tl'azt'en Nation Member-owned businesses that bring revenue into the community
- Identify ways Members can earn benefits/dividends from Tl'azt'en Nation investments and business activities

Activity 2: Connect those developing the Tl'azt'en Nation Economic Development Plan with those developing the Tl'azt'en Nation Land Use Plan, and the Department of Natural Resources to identify any land related economic development opportunities

Objective 2: Identify current economic development opportunities

Activity 1: Conduct an audit/analysis that includes identification of the best location (e.g. Tache, Ft St James) for Tl'azt'en Nation-owned business/infrastructure opportunities:

Business opportunities identified by Membership included:

- Establishing a Tl'azt'en Nation-owned grocery store
- Opening a Tl'azt'en Nation-owned restaurant/dining hall
- Opening a Tl'azt'en Nation-owned mechanic shop, including oil and tire changes
- Opening a Tl'azt'en Nation-owned gas station
- Opening a Tl'azt'en Nation-owned hotel
- Opening a Tl'azt'en Nation visitor's information centre

Infrastructure development opportunities identified by Membership included:

- Converting the old sawmill into an office space
- Developing a portable mill-site
- Developing a ranch support facility
- Developing a game centre
- Building a barn

Activity 2: Collaborate with the Aboriginal Tourism Association of Canada to explore tourism opportunities

Tourism opportunities identified by Membership included

- Eco-tourism related revenue-generating opportunities (e.g., ranching, equine therapy, etc.)

Goal 3: Establish a self-sustaining economic system within Tl'azt'en Nation

Objective 1: Support activities that enhance economic self-sufficiency

Activity 1: Establish year-round ranching practices as a source of pride for our community

Ranching practices identified by Membership included:

- Learning to care for horses
- Learning to care for livestock
- Farming

Activity 2: Increase levels of domestic production of lumber and encourage priority purchase of local lumber

Goal 4: Increase levels of financial literacy and economic development education among Tl'az'ten Nation families and leadership

Objective 1: Support informed attitudes toward economic development and wealth management

Activity 1: Hold educational and informational sessions for Membership to attend on financial literacy

Activity 2: Hold education and informational sessions for Tl'azt'en leadership on Nation-level economic development opportunities and financial management practices



JOBS AND TRAINING

VISIONARY STATEMENT:

- Tl'azt'en Nation will strengthen and align our Membership's capacity to meet job-skills and training demands and opportunities
- Our nations will strategically diversify our employment skills and experience by identifying current and future workforce needs
- Tl'azt'en Nation will continue to build capacity for all Members by pursuing capacity for jobs and training

Relevant Department(s): Administration and Finance Department, Social Development and Education Department

Relevant Committee(s): Ft St James Advisory Employment and Training Group

Goal 1: Ensure that all Tl'azt'en Members have equal opportunity to access employment and training opportunities

Goal 2: Increase the number of employable and qualified Tl'azt'en Members for employment opportunities

Goal 3: Create opportunities for children and Youth to understand the steps to identify and achieve their unique educational paths and professional training

Goal 1: Ensure that all Tl'azt'en Members have equal opportunity to access capacity-building education and training

Objective 1: Increase opportunities for job shadowing, mentorship and internship programming for Tl'azt'en Members seeking employment with Tl'azt'en Nation and industries in and outside of Tl'azt'en Nation

Activity 1: Develop targeted Tl'azt'en Member job shadowing, mentorship and/or internship programming under specific positions and/or areas including:

- Cooks
- Heavy equipment operators
- Ranch hands
- Carpenters
- Water plant operators
- Natural resources
- Fishing
- Other

Activity 2: Develop and implement seasonal student internship programming

Activity 3: Education department to establish a database of all existing and emerging funding programs for Members' applications

Activity 4: Increase Members's communications on all existing and emerging funding programs, grants and loans

Activity 5: Develop a planning project to identify emerging employment opportunities and required funding and resources

Activity 6: In anticipation of future employment opportunities, incorporate strategic training and education programming for Members

Activity 7: Create opportunities for Youth to job shadow at the Nation's facilities on reserve

- Activity 8: Hire off-reserve Members for summer jobs on reserve
- Activity 9: Create HR policy that incorporates cultural activities for onboarding new hires (learning the language, attending cultural events and activities)
- Activity 10: Create a resource listing that includes available job opportunities and ensure that Tl'azt'en members are the first point of contact for new job opportunities in Tl'azt'en

Goal 2: Increase the number of employable and qualified Tl'azt'en members for employment opportunities

Objective 1: Increase the number of Tl'azt'en Members who are qualified to enter trades and apprenticeships

- Activity 1: Co-develop partnerships with post-secondary schools and/or programs to support trades education and training
- Activity 2: Design funding and resourcing bursaries for Members to obtain trades education, training and qualifications
- Activity 3: Identify Nation trades employees to provide mentorship to qualified Members or new graduates
- Activity 4: Forecast new or long-term trades employment opportunities and plan for strategic Members recruitment

Objective 2: Increase adequate funding and resources to support Members' education and training

- Activity 1: Nation to build relationships with key apprenticeship stakeholders, including local employers, to increase available apprenticeship supports and programs
- Activity 2: Nation to build relationships with post-secondary schools to increase Members success and transition into post-secondary education and training

Goal 3: Increase the pathways of success for Youth to define and achieve their professional goals and ambitions

Objective 1: Create opportunities for children and Youth to identify their unique professional training and educational paths and understand the steps to get there

- Activity 1: Early engagement with children and Youth at all levels of education on future professional opportunities
- Activity 2: Create relationships with post-secondary schools to begin bridging children and Youth with future education and training options

Objective 2: Increase children and Youth exposure to available cultural, environmental and traditional programming and professions

- Activity 1: Create children and Youth cultural programming – including medicine gathering, harvesting and fish and animal hunting
- Activity 2: Educate children and Youth on natural resources and environmental restorative professions

Objective 3: Increase children and Youth exposure to available trades education, training and professions

- Activity 1: Develop trades-specific internship and mentorship opportunities
- Activity 2: Seek funding for successful Youth transitions from high school to post-secondary trades education and training
- Activity 3: Create opportunities for Youth and young adults to travel to conferences and events for professional exposure

CHILDREN AND FAMILIES

VISIONARY STATEMENT:

- Our Nation continues to work towards full jurisdiction for children and families, and that jurisdiction flows directly from our Clan system.
- Tl'azt'en Nation ensures that our children are at the center of our cultural values and are loved, confident, and have the necessary tools for a prosperous future.
- Our respected Elders address the need for unity and care for each other, who are responsible for keeping our children out of care.
- Tl'azt'en-ne will work together to recognize and address historical and intergenerational trauma, restoring traditional family values, and promoting a sense of belonging.
- We all have an important role to play in advocating and protecting our children and families, and Tl'azt'en Nation will provide wrap-around services for families and keep their children in the community

Nezul Be Hunuyeh (NBH): Our Nation's Delegated Aboriginal Agency was established in 2002 to provide Child and Family services to the communities of Tl'azt'en and Nak'azdli. The head office is located in Fort St James with a satellite office location in Prince George. The Agency is governed by a Board of Directors appointed by the leadership of Tl'azt'en and Nak'azdli.

The agency aims to build trust with the communities by working towards the restoration and support of the traditional family and ensuring that children residing outside their homes maintain connections to their family, identity, culture and community. The communities will be empowered to carry forward the traditions to the next generation and will be guided by the teaching of the Elders

Relevant Department(s): Social Development, Nezul Be Hunuyeh (NBH)

Relevant Committee(s): No committee as of this writing

Relevant Initiative(s): Nezul Be Hunuyeh initiatives (i.e., 0-5 parent support group; culture and language preservation group)

Goal 1: Draw down full jurisdiction, which flows directly from our Clan system, over the wellbeing of our children and families

Goal 2: Prevent our children from entering the child welfare system by instilling cultural family values and empowering parents and extended family members to safely reach out to access support from traditional family support systems

Goal 3: Increase access and awareness of existing supports available to children who are in care and their families through Tl'azt'en Nation and NBH (e.g., Extended Family Care Program to support extended family members caring for children who are in the home of a relative)

Goal 4: Increase community support for individuals leaving care

Goal 1: Draw down full jurisdiction, which flows directly from our Clan system, over the wellbeing of our children and families

Objective 1: Breathe more life into our Clan system to return full jurisdiction over our children and families

Activity 1: Establish a Children and Families Committee to seek funding and other supports to identify steps and develop a strategic plan to regain jurisdiction over our children and families

Activity 2: Identify other examples of Nations that are embarking on work to draw down full jurisdiction of children and families

Activity 3: Advocate politically for the autonomy of and concerns raised by Tl'azt'en Children and Families dealing with the provincial child welfare system.

Activity 4: In the interim, establish a working group to streamline the process of bringing children back to the community

Goal 2: Prevent our children from entering the child welfare system by instilling cultural family values and empowering parents and extended family members to safely reach out to access support to traditional family support systems

Objective 1: Equip our families with appropriate planning and personnel infrastructure to support children who are at risk of entering care and their families

- Activity 1: Task the Children and Families Committee (once established) to develop a plan, including finding and allocating funding to support a home for at-risk Youth
- Activity 2: Hire a Youth Coordinator to hold after-school activities (e.g., contemporary sports, traditional activities)
- Activity 3: Offer a pre and post-natal care guidance and supports to new parents
- Activity 4: Establish a healing and wellness circle for families who have children at risk of entering care

Objective 2: Establish community social, physical and mental wellness support for families

- Activity 1: Increase programming and funding supports for family counselling services for members living on and off-reserve
- Activity 2: Engage Youth on social media to stay more connected
- Activity 3: Offer children and families learning opportunities and extended activities, including language and cultural workshops that are held off-reserve, and support them to attend these activities

Objective 3: Build on our current ways of supporting parents whose children are in care or whose children may be at risk of entering care

- Activity 1: Develop a program to facilitate parental healing, building their self-esteem as parents, and nurturing a sense of being (e.g., through counselling, healing circles, Elder mentorship, a community of other parents etc.)
- Activity 2: Acquire and distribute financial support for single parent households
- Activity 3: Provide more education and service supports to parents who have children with special needs and/or disabilities
- Activity 4: Establish and hold regular virtual AA meetings

Goal 3: Increase access and awareness of existing supports available to children who are in care and their families through Tl'azt'en Nation and NBH (e.g., Extended Family Care Program to support extended family members caring for children who are in the home of a relative)

Objective 1: Increase awareness and access to supports, services and programs offered by Tl'azt'en Nation and NBH to children at risk of entering care and their families

- Activity 1: Task the Children and Families Committee (once established) and/or NBH representatives to make presentations to members living on and off reserve on available support and the process to access them

Goal 4: Increase community support for individuals leaving care

Objective 1: Equip those leaving care with more social community support and infrastructure

- Activity 1: Establish a mentorship program to connect those existing care with a mentor in the community
- Activity 2: Build a transition house for Youth leaving care

HEALTHCARE SERVICES

VISIONARY STATEMENT:

According to the Shih ha'uzdut'en `uzdujih: Dakelh Wellness Model, our Nation will incorporate our Teachings, culture and ceremonies as we deliver healthcare services to our Membership.

The Shih ha'uzdut'en `uzdujih: Dakelh Wellness Model

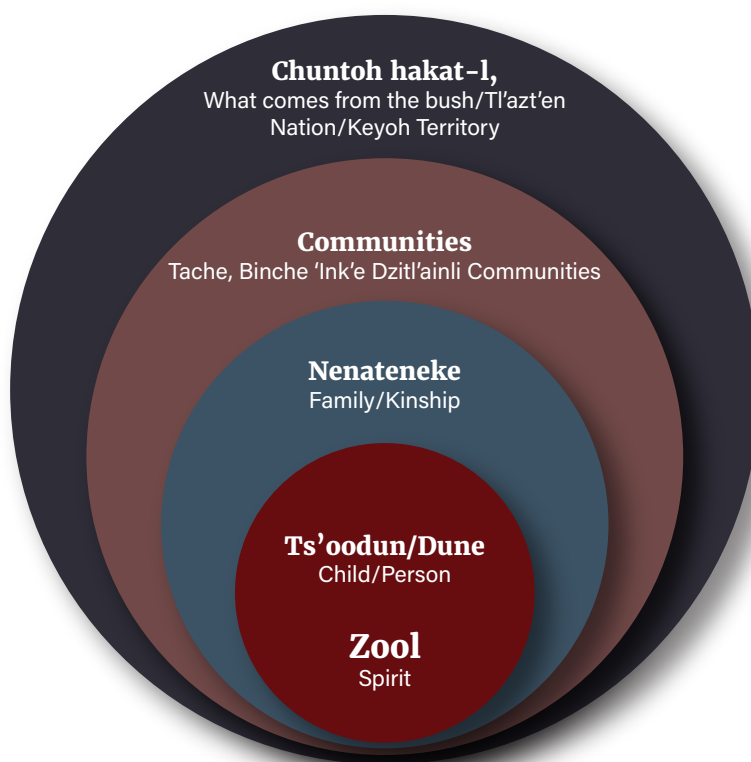
In 2018, Tl'azt'en Nation undertook Health and Wellness Planning based on Shih ha'uzdut'en `uzdujih: Dakelh Wellness Model and Dakelh ways of knowing. Our wellness planning outlines health and wellness indicators using a life-course and holistic approach to each of the layers in the nested approach (e.g., child/person/family community and Land/Nation).

**Khuni
nzoo-l be
'uzdujih**

**“With our life’s
breath we will
heal”**

**Tl'azt'en
Wellness Model:**

Nation Health & Wellness
Planning 2017



Relevant Department(s): Health Department and a cross-departmental approach

Relevant Committee(s): Tl'azt'en Nation Healing Society

Relevant Initiative(s): Men's Wellness Group, Chuzghun (a safe, land-based healing space)

Goal 1: Increase access to health infrastructure and supports

Goal 2: Increase clarity about health benefits available to Members from Tl'azt'en Nation

Goal 3: Apply a more holistic approach to healthcare that includes physical, emotional, spiritual and mental health

Goal 1: Increase access to health infrastructure and immediate supports for those in crisis

Objective 1: Increase availability of and access to healthcare infrastructure

- Activity 1: Advocate for a larger hospital in Ft St James with greater levels of holistic care for mental health services
- Activity 2: Build a satellite health center in community and/or Elder's care facility that offers a range of services (e.g., acupuncture, traditional healing, medicine, weekly women's and men's activities)
- Activity 3: Increase monitoring and medical check-ups for Membership with a focus on younger generations
- Activity 4: Have Members trained in emergency response/healthcare in our own community

Goal 2: Increase availability of and access to healthcare infrastructure

Objective 1: Increase access to and communication to Membership on available health benefits

- Activity 1: Create communication channels to let Membership know about health and dental benefits
- Activity 2: Implement health care plans that can be self-directed and based on the current health status of the patient with check-ups by a healthcare professional
- Activity 3: Provide support for physical activities membership for Members, especially children and elders (on and off-reserve)

Goal 3: Apply a more holistic approach to healthcare that includes physical, emotional, spiritual and mental health

Objective 1: Increase holistic approaches to healthcare among healthcare practitioners

- Activity 1: Hire a healthcare advocate to advocate for holistic care of Members at all governmental levels, including funding to support the initiative
- Activity 2: Educate health practitioners on our Nation's holistic approaches to our health and wellness
- Activity 3: Ensure health practitioners working with Members and/or in the hospital in Ft St John are aware of "root causes" of health outcomes for those seeking care from our community
- Activity 4: Create more opportunities to use traditional medicines or natural medicine



LAND AND NATURAL RESOURCES

VISIONARY STATEMENT:

- A healthy land base is directly connected to our Nation's physical, emotional, mental and spiritual health, ensuring our people are connected to the land.
- Our Nation will increase our means and efforts to protect and care for our lands and natural resources including the livestock and fish and take more responsibility for our lands as per our inherent rights and title.
- Tl'azt'en-ne will uphold our traditional land use practices to support a healthy environment and balance multiple interests while caring for the land and resources for future generations.
- Proactively, plan, mitigate and adapt to address the impacts of climate change

Relevant Department(s): Natural Resources, Fisheries and Environmental Stewardship, Agriculture

Relevant Committee(s): Community Advisory Committee

Relevant Initiative(s): John Prince Research Forest, Ranching, Tanizul Timber Ltd., Chuzghun (a safe, land-based healing space), Chuntoh Education Society

Goal 1: Exercise our inherent rights, title and interests through responsible management and decision-making of our lands and natural resources

Goal 2: Increase Membership's hands-on experience on the land that incorporates traditional and modern land-based knowledge to contribute to the well-being and management of our natural resources

Goal 3: Create a comprehensive atlas and/or database of our traditional territories for, traditional and current uses

Goal 1: Exercise our inherent rights, title and interests through responsible management and decision-making of our lands and natural resources

Objective 1: Increase our Nation's land and resource planning and decision-making efforts and initiatives

- Activity 1: Have an active Land Use Plan and update the Land Use Plan regularly
- Activity 2: Take a greater role in decision making over resource extraction in our territories
- Activity 3: Develop a system to includes women's voices in planning for the land

Objective 2: Develop initiatives to care for livestock and animals

- Activity 1: Develop a strategic plan to care for animals and livestock that includes training our Members, barn construction, and caring for meadows
- Activity 2: Develop a plan or protocol to ensure Members living off-reserve participate in food distributions

Objective 3: Increase the protection and enhancement of our fisheries, and consistent distribution of fish to Members living on and off-reserve

- Activity 1: Fisheries Department to look into developing a program to share fish with neighbouring First Nations (e.g., Lake Babine) to support Members living off-reserve
- Activity 2: Develop mentorship programs for Members interested in working in the Natural Resources and/or Fisheries Department
Members identified the following specific mentorship opportunities:
- ride-alongs with fish crews when they are closer to home
 - opportunities for members living off-reserve to set-net
- Activity 3: Develop a plan or protocol to ensure Members living off-reserve participate in fish distributions
Activity 4: Restore and enhance vital Sockeye spawning creeks to address dwindling sockeye stocks

Objective 4: Increase monitoring efforts on our lands

- Activity 1: Develop a training program for land users to act as Natural Resource Guardians for the Nation
- Activity 2: Establish a remote camp to monitor activities on the south end of Stuart Lake to ensure consistent monitoring along the traditional boundaries of our Nation
- Activity 3: Create and enforce regulations that protect the land against pollutants

Objective 5: Strengthen our referral system / decision-making over economic development activities on our territories

- Activity 1: Gain insights into Tl'azt'en Nation economic development priorities (rather than government priorities) to act as guidelines for assessing projects
- Activity 2: Build relationships with non-Tl'azt'en businesses and/or settler governments to ensure that their initiatives align with the values, laws and vision of our Nation
- Activity 3: Take steps to gain 100% control over forest activities on our territories
Specific forestry activities include:
- logging
 - negotiating total allowable cuts with license-holders
 - other
- Activity 4: Enhance our Nation's voice in decision-making in other resource-use areas, including mining

Goal 2: Increase Membership's hands-on experience on the land that incorporates traditional and modern land based knowledge to contribute to the well-being and management of our natural resources

Objective 1: Increase efforts to share traditional and contemporary knowledge about our lands

- Activity 1: Hold more meetings with keyoh holders
- Activity 2: Increase opportunities for Members and Youth to learn about the fish hatcheries activities
- Activity 3: Create opportunities for Members and Youth to learn about seasonal activities
Specific seasonal activities Members identified include:
- hunting
 - berry picking
 - fishing
 - smokehouse activities
 - drying fish
 - other

- Activity 4: Develop a harvesting/hunting program that includes a community freezer to reduce our reliance on commercial stores
- Activity 5: Conduct an assessment on the infrastructure needed on lands (e.g., docks, a minimum standard of “livability” with needs for ongoing maintenance)
- Specific infrastructure Members identified included:
- docks
 - cabins
 - other
- Activity 6: Create more communication materials concerning the land and share them with Members

Objective 2: Ensure that staff employed by our Nation are knowledgeable about our lands

- Activity 1: Increase time on lands with staff employed by our Nation

Objective 3: Increase Members’ and Youth’s time on the land and in the bush

- Activity 1: Introduce programming to hold day trips to traplines
- Activity 2: Increase availability of transportation to Elders and staff and those who may be unable to drive a boat
- Activity 3: Establish weekend and build up to 4-5 day-long canoe tours where Youth live off the land

Objective 3: Develop a deeper connection between a healthy land base and the spiritual and mental health of our people

- Activity 1: Teach Members how to know the land
- Activity 2: Increase opportunities for Members to “get back on the land” as caretakers

Goal 3: Create a comprehensive atlas and/or database of our traditional territories, traditional and current uses

Objective 1: Create an inventory of our lands and waters

- Activity 1: The Natural Resource Department to update Membership on the status of the Dakelh lands atlas
- Activity 2: Develop a digital lands and natural resource map that details how our Nation relates to the environment
- Membership identified that the resources to be included include:
- Main spawning creek for Sockeye salmon-cabins
 - Current commercial and industrial uses and activities



GOVERNANCE

VISIONARY STATEMENT:

- Tl'azt'en current governance structure holds up our traditional governance values of transparency, accountability, respect, fairness, and honour.
- Tl'azt'en creates collaborative spaces to connect contemporary and traditional governance systems to become a self-governing Nation that upholds traditional Dakelh governance values.

Relevant Department(s): Tl'azt'en Nation Chief and Council, Tl'az'ten Nation Administration

Relevant Committee(s): Election Code Committee, Carrier Sekani First Nations, Youth Council

Goal 1: Increase transparency and communication between Tl'azt'en Nation Chief and Council and Tl'azt'en Membership

Goal 2: Pursue Tl'azt'en Nation self-governance, independence, and decision-making as per our inherent rights

Goal 3: Increase the role, presence and voice of our Netsowhudilhdzulh-ne (Elders) in governance matters

Goal 1: Increase transparency and communication between Tl'azt'en Nation Chief and Council and Tl'azt'en Membership

Objective 1: Increase Clan/family-based representation in governance

- Activity 1: During election time, require at least one Council representative who lives off-reserve
- Activity 2: Chief and Council to make an initial meet-and-greet in off-reserve communities to better understand the needs of Members living off-reserve
- Activity 3: Create a structure that promotes and includes clan and family representatives in the governance system

Objective 2: Increase coordination and planning between Tl'azt'en Nation Chief and Council and Tl'azt'en Nation Administration

- Activity 1: Have regular (e.g., monthly) meetings between Tl'azt'en Nation Chief and Council and Tl'azt'en Nation Administration for updates and reporting and coordinating planning efforts
- Activity 2: Hold regular (monthly) meetings for Membership living on and off-reserve to discuss Chief and Council expenditures, and how those expenditures benefit Tl'azt'en Membership

Goal 2: Pursue Tl'azt'en Nation self-governance, independence, and decision-making as per our inherent rights

Objective 1: Complete Tl'azt'en Nation Election Code

- Activity 1: Task the Election Code Committee to complete the Election Code
- Activity 2: Task the Election Code Committee to plan for Tl'azt'en Nation Election Code Membership ratification

Objective 2: Identify opportunities that support a path toward self-governance

Activity 1: Establish a Governance Working Group to start the conversation with the community on self-governance

Activity 2: Examine requirements to pursue reverting the jurisdiction of governance to Tl'azt'en Nation

Objective 3: Increase Youth participation in governance to prepare them for future leadership roles

Activity 1: Distribute portfolios to Youth Council representatives to shadow current Chief and Council portfolios

Activity 2: Create opportunities for Youths to receive governance training as well as participate in governance meetings and activities with Councils

Goal 3: Increase the role, presence and voice of our Net̓sowhudilhdzulh-ne (Elders) in governance matters

Objective 1: Revive/establish polices to increase Net̓sowhudilhdzulh-ne participation in day-to-day governance

Activity 1: Establish an Elders Council

Activity 2: Have an Elder representative sitting in on Chief and Council meetings



TL'AZT'EN NATION ADMINISTRATION AND FINANCE

VISIONARY STATEMENT:

Tl'azt'en Nation will build capacity within our Nation's administration to become self-sufficient.

Relevant Department(s): Administration and Finance Department, Education Department

Relevant Committee(s): Ft St James Advisory Employment and Training Group

Goal 1: Seek adequate funding and resources to recruit and retain a happy, healthy and well paid Tl'azt'en Nation workforce

Goal 2: Enhance Human Resource management including career planning for Tl'azt'en Nation staff

Goal 3: Increase transparency and communication between Tl'azt'en Administration and Tl'azt'en Membership

Goal 4: Increase the presence and voice of our Net̓sowhudilhdzulh-ne (Elders) in Tl'azt'en Nation departments

Goal 1: Seek adequate funding and resources to recruit and retain a happy, healthy and well-paid Tl'azt'en Nation workforce

Objective 1: Increase opportunities for job shadowing, mentorship and internship programming for Tl'azt'en Members who are in or pursuing employment within Tl'azt'en Nation

Activity 1: Develop targeted Tl'azt'en Member job shadowing, mentorship and/or internship programming with Nation employees
Specific positions and/or areas identified by Members included:

- Office administrators
- Cooks
- Heavy equipment operators
- Ranch hands
- Carpenters
- Water plant operators
- Natural resources
- Fishing

Activity 2: Create a yearly Tl'azt'en Nation job fair to showcase department employment opportunities for Members

Activity 3: Develop a bank of job descriptions based on current and/or future administrative needs and/or employment opportunities

Objective 2: Prioritize seeking funding for a competitive salary and wage matching to employ and retain qualified Tl'azt'en Nation employees

Activity 1: Research competitive salary wages to appropriately match Nation positions Activity 2. Advocate for equal and/or adequate government funding for Nation positions, Activity 3. Provide equitable wages to both non-Member and Member employees

Goal 2: Enhance Human Resource management, including career planning for Tl'azt'en Nation staff

Objective 1: Increase flexibility for current and future Tl'azt'en Nation employees to work-from-home

Activity 1: Seek funding and resources for employee-specific housing

Activity 2: Implement remote/work-from-home housing policies and procedures

Objective 2: Employ sufficient numbers of Tl'azt'en Nation staff

Activity 1: Develop successful communications mechanisms to share and broadcast new employment opportunities

Activity 2: Provide competitive salaries, benefits and supports to hire and maintain Nation employees

Goal 3: Increase the role, presence and voice of our Netsowhudilhdzulh-ne (Elders) in Tl'azt'en Nation Departments

Objective 1: Revive/establish policies to increase Netsowhudilhdzulh-ne participation in day-to-day governance

Activity 1: Have a physical space for Elders to sit and listen and provide advice in the Tl'azt'en Administration offices

Goal 4: Increase transparency, communication and accountability between Tl'azt'en Administration, and Membership

Objective 1: Increase transparency around policy and procedures

Activity 1: Each Tl'azt'en Nation department to develop and/or share clear procedures and protocols within Tl'azt'en Nation Departments and with Membership

Activity 2: Establish and share with all Members current practices around voting and the ways Administration reaches out to Membership (e.g., mail, email, online portal, texting, word-of-mouth, and virtual meetings to increase trust and transparency)

Objective 2: Increase the level of communication between Tl'azt'en Administration departments

Activity 1: Have more all-staff meetings and sessions to increase inclusivity and information sharing among Tl'azt'en Nation Departments

Objective 3: Increase level of communication between Tl'azt'en Administration and Chief and Council

Activity 1: Have regular (e.g., monthly) meetings between Tl'azt'en Administration and Chief and Council for updates and reporting out

Activity 2: Develop a communications strategy to create two-way communication with all of the Members

Activity 3: Develop a call log to note the Members who call the Band office and the details of their inquiry

Objective 4: Increase transparency over Tl'azt'en Nation expenditures

Activity 1: Establish regular (monthly) reports to Membership on Nation expenditures

Activity 2: Form a finance committee to report to the community any distribution payments to Members and compensation to the elected leaders

Activity 3: Finance Department to make regular reports on how monies received benefit Tl'azt'en Membership

Activity 4: Be advised of any funding streams that may be or become available

HOUSING AND INFRASTRUCTURE

VISIONARY STATEMENT:

- Tl'azt'en Nation Housing Department will ensure that there is affordable, sustainable and well-maintained housing for all Members and that there is an enduring fair and equitable process for Members to secure housing.
- Tl'azt'en Nation Housing Department increases information sharing to connect on and off-reserve Members to resources (e.g., lending, grants, etc.) to encourage homeownership
- Tl'azt'en Nation Housing Department will continue to support and utilize our tradespeople competitively.

Relevant Department(s): Tl'azt'en Nation Housing Department, Public Works Employment and Training

Relevant Committee(s): Tl'azt'en Nation Housing Committee

Goal 1: Increase availability of safe and up-to-date housing units for Tl'azt'en families, including off-grid homes/cabins

Goal 2: Increase access to housing for Tl'azt'en by supporting existing new affordable housing options

Goal 3: Support sustainable housing and infrastructure development initiatives and maintenance practices

Goal 1: Increase availability of safe and up-to-date housing units for Tl'azt'en families, including off-grid homes/cabins

Objective 1: Conduct an assessment to plan for our Nation's current and future housing needs

- Activity 1: Conduct a maintenance assessment and complete necessary renovations and/or upgrades on existing houses, starting with homes where Elder's live
- Activity 2: Conduct a housing stock assessment, and anticipate upcoming housing needs in the short, medium and long term
- Activity 3: Develop a digital inventory (e.g., public buildings, residents, cabins, etc.) of all community infrastructure that is user friendly for Tl'azt'en Nation Administration
- Activity 4: Develop a Physical Development Plan on reserve and for the IR in Fort St James that includes conducting a "zoning exercise"

Objective 2: Build more safe homes/shelters/sites

- Activity 1: Secure a transition/healing/recovery/safe space in Prince George for Youth and others "getting back on their feet"
- Activity 2: Build housing specialized for Elder safety (e.g., without stairs) and care that is accessible to Elders living off-reserve (there are 32 Elders now)
- Activity 3: Build a homecare facility for those who are unable to care for themselves
- Activity 4: Provide security for on-reserve members

Goal 2: Increase access to housing for Tl'azt'en by supporting existing new affordable housing options

Objective 1: Increase access to housing to address any unique needs of Tl'azt'en Membership

- Activity 1: Ensure that all members have safe, long-term housing
- Activity 2: Build a homecare facility for those who are unable to care for themselves
- Activity 3: Address the need for housing for workers
- Activity 4: Encourage new homes to be owned by the First Nation population by keeping up-to-date on current housing supports for First Nations (e.g., agencies, funding supports, grants, loans, etc.)

Goal 3: Support sustainable housing and infrastructure development initiatives and maintenance practices

Objective 1: Proceed with construction on community spaces for Membership use

- Activity 1: Build a community recreation facility
- Activity 2: Build a barn for the animals and train the Members to care for it
- Activity 3: Provide an update to the community the on status of the hockey rink
- Activity 4: Build more cabins on our territory to accommodate members when they visit the community
- Activity 5: Secure office space in Prince George that is accessible to the Members

Objective 2: Support local tradespeople and suppliers for housing and infrastructure materials and labour

- Activity 1: Source local lumber to build houses and other infrastructure
- Activity 2: Develop a pre-fabrication housing program that can serve Tl'azt'en Nation and surrounding communities. Plan for modern houses that are made for northern weather.
- Activity 3: Initiate a project to improve the appearance and cleanliness of our village. Get rid of the garbage and broken-down vehicles (show pride in our Carrier culture)

Objective 3: Implement practices to have a self-sustaining community with key infrastructure

- Activity 1: Members identified the need for the development, construction and maintenance of the following infrastructure:
- Community fridge to store seasonal food items, including meats
 - Update utility infrastructure in Middle River (e.g., water plant)
 - Increase sustainable energy infrastructure (e.g., solar panels)
 - Teach the Members how to maintain their homes and yards

COMMUNITY JUSTICE PROGRAMMING

VISIONARY STATEMENT:

- Tl'azt'en Nation Community Justice Department will encourage Membership to find wellness and healthy ways of living that are grounded in our Shih ha'uzdut'en `uzdujih: Dakelh Wellness Model and Dakelh ways of knowing.
- Our Nation will support harm-reduction strategies that are individual and community-based, including accessible pathways to healing that address the impacts of intergenerational trauma; and identify and fairly apply restorative justice practices.
- Tl'azt'en Nation will restore traditional Dakelh legal systems and structures and develop protocols and agreements with the current justice system in recognition of the BC First Nations Justice Strategy.
- Tl'azt'en Nation will develop crime prevention initiatives and safety planning that addresses the needs of victims, families, and those impacted by harmful behaviour.

Relevant Department(s): Community Justice Department, Social Development, Natural Resources, Health and Wellness, Education and Training – in the event of a crisis multiple departments are expected to apply a collaborative, interdepartmental approach

Relevant Committee(s): Social Development Committee, Community Consultative Group (CCG) (Not yet established), Tl'azt'en Nation Restorative Justice Committee (yet to be established)

Goal 1: Increase capacity to restore traditional Dakelh legal systems as part of Tl'azt'en Nation Community Justice Program delivery

Goal 2: Increase participation and capacity for Tl'azt'en Nation Membership to engage in Tl'azt'en Nation Community Justice initiatives

Goal 3: Increasing and implementing steps to reduce overall harm in our community and prevent Tl'azt'en Members from entering into the Canadian criminal system

Goal 4: Establish Tl'azt'en Nation victim support services and increase capacity for victim service delivery

Goal 5: Provide adequate healing and support programming for Members involved in the Canadian criminal justice system and/or Members affected by criminal related harm

Goal 1: Increase capacity to restore traditional Dakelh legal systems as part of the Tl'azt'en Nation Community Justice Program delivery

Objective 1: Establish Tl'azt'en Nation Restorative Justice Committee

- Activity 1: Initiate a call out to Membership who have expertise or interest in restorative justice
- Specific seats identified on the Tl'azt'en Nation Restorative Justice Committee include:
- Elders' Council representative (s)
 - Youth Council representative(s)
 - Duneza'
 - Ts'ekeza'
 - Trained expert(s)
 - Other

Objective 2: Develop and implement a Tl'azt'en Nation Community Justice Plan

Activity 1: Once established, task the Tl'azt'en Nation with developing a Tl'azt'en Nation Community Justice Plan

Specific areas to explore in the Tl'azt'en Nation Community Justice Plan include:

- Establishing a community work service program
- Ways to work with the Elders Group
- Finding ways to use restorative justice as a key form of conflict resolution in the community

*Dakelh traditional legal systems and structures can be found in Dakelh Language and Culture (page 36)

Objective 3: Increase capacity for Community Justice Program delivery and supports for Tl'azt'en Nation staff

Activity 1: Provide mandatory community and social justice training for Nation employees

Activity 2: Seek funding opportunities and resources to enhance Tl'azt'en Nation Community Justice delivery

Specific initiatives mentioned for further support included:

- Funding to support healing families and communities from criminal harm, including in-person and virtual supports
- Capacity to support transportation to Membership to fulfill their obligations to the courts (e.g., in Ft St James, Prince George)
- Capacity to host in-community justice services
- Secure physical space that ensures confidentiality, safety and respect to fulfill community justice needs

Goal 2: Increase participation and capacity for Tl'azt'en Nation Membership to engage in Tl'azt'en Nation Community Justice initiatives

Objective 1: Increase accessibility of Tl'azt'en Nation Community Justice programming and initiatives to Membership

Activity 1: Seek funding and resources for providing community justice programming.

Activity 2: Provide pathways for Membership living away from the community to access community justice support

Specific pathway initiatives identified include:

- Tl'azt'en Nation Community Justice website/online portal for Members
- Tl'azt'en Nation Community Justice program information book
- Other

Activity 3: Increase information sharing to Members in community justice initiatives

Specific community justice education initiatives include

- Information on the BC First Nations Justice Strategy
- Information on the broader policy-related landscape (see page xx)

Activity 4: Increase capacity for Membership to participate in traditional Dakelh conflict resolution practices

Specific instances of conflict include:

- Vandalism
- Inter-departmental disagreement
- Conflict between Youth
- Other

Goal 3: Increasing and implement steps to reduce overall harm in our community and prevent Tl'azt'en Members from entering the Canadian criminal system

Objective 1: Increase accessibility to Tl'azt'en Membership living on and off-reserve to Community Justice Programming and/or traditional Dakelh restorative justice models

Activity 1: Seek funding and resources to provide adequate healing and rehabilitation programming that is culturally relevant

*Dakelh traditional legal systems and structures can be found in Dakelh Language and Culture (page 36)

Objective 2: Recognizing and addressing any concerning behaviours to reduce reoffending and prevent Members from becoming involved in the Canadian criminal justice system

Activity 1: Create a Tl'azt'en Nation Healing Plan to address root causes of any concerning behaviour (e.g., grief, impacts from intergenerational trauma, trauma from poverty, impacts from colonialism including the legacy of residential schools, and day schools and the Sixty's-scoop, mental health and wellness, addictions, etc.)

Goal 4: Establish Tl'azt'en Nation victim support services and increase capacity for victim service delivery

Objective 1: Increase the incorporation of traditional teachings to support Members healing from harm and damaged relationships

Activity 1: Seek funding to support for service delivery support to victims of crime

Specific supports identified include:

- Transportation
- Grief and loss of support
- Spousal abuse
- Assault

Activity 2: Seek funding to implement the Federal Pathways to Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQQAI+ people

Specific supports identified include:

- Transportation
- Grief and loss of support
- Spousal abuse
- Assault

Activity 3: Develop a guidebook for Members that references appropriate victim support services

Goal 5: Provide adequate healing and support programming for Members involved in the Canadian criminal justice system and/or Members affected by criminal-related harm

Objective 1: Increase incorporation of traditional teachings to support Members healing form harm and damaged relationships

Activity 1: Implement more traditional healing programming, such as healing circles, for Members to communicate and resolve issues in a safe, respectful and cooperative space

*Dakelh traditional legal systems and structures can be found in Dakelh Language and Culture (page 36)

EMERGENCY MANAGEMENT

VISIONARY STATEMENT:

- Tl'azt'en Nation's emergency management plan is proactive with adaptive measures to ensure all Members residing in the community have a sense of safety and preparedness.
- Tl'azt'en Nation ensures the community is safeguarded and has a strategic emergency plan in place in the event of an emergency or natural disaster, and all Tl'azt'en-ne are aware of the emergency management procedures and processes.
- Tl'azt'en Nation Emergency Management Plan is proactive with adaptive measures to address and enhance its response to an emergency so community members feel safe and know what to do in the event of an emergency.

Relevant Department(s): Emergency Response, Health Department, Security Department

Relevant Committee(s): Emergency Response Coordinator?

Goal 1: Pro-actively address the growing impacts of climate change and extreme seasonal weather conditions

Goal 2: Increase levels of emergency rescue and response preparedness

Goal 3: Increase safety precautions for residents living in community

Goal 1: Pro-actively address the growing impacts of climate change and extreme seasonal weather conditions

Objective 1: Increase staffing and financial support dedicated to emergency planning and preparedness

Activity 1: Secure long-term funding to employ an Emergency Management Coordinator

Activity 2: Secure funding for the following climate adaptation and emergency management funding (e.g., via the Assembly of First Nations, the BC Assembly of First Nations, and other sources)..

Activity 3: Secure funding for emergency preparedness infrastructure

Specific emergency preparedness infrastructure identified by Members include:

- Compassionate care funds for emergency travel and other needs
- Safe drinking water projects (e.g., water plant construction)
- Watershed management
- Upgrading fire hydrants
- Back-up electricity generator
- Radio tower and install radios in homes in the community
- Safety equipment storage facility in the community
- Create a first responders team based in the community
- Create emergency exits for all buildings in the community

Objective 2: Increase planning efforts around emergency planning and preparedness

Activity 1: Develop a long-term Emergency Management Action Plan

Specific planning topics identified by Membership included

- Conducting an analysis on water management and accessibility practices

Objective 3: Increase Member awareness and preparedness of Tl'azt'en Nation and related departments' emergency and emergency preparedness plans

- Activity 1: Develop a Dakelh Survival Guide
- Activity 2: Update community members on the fire-guard construction status
- Activity 3: Present and distribute evacuation plans to members to increase awareness of emergency protocols and procedures
- Activity 4: Establish communication channels to use in the event of an emergency for residents living on-reserve
- Activity 5: Designate emergency muster stations to gather in the event of an emergency/natural disaster
- Activity 6: Develop and distribute household fire evacuation plans
- Activity 7: Equip residents with emergency provision packages
- Specific emergency scenarios for provision packages identified by Members include
- Falling through ice
 - Earthquake
 - Fire

Goal 2: Increase levels of emergency rescue and response preparedness

Objective 1: Increase preparedness for public health emergencies

- Activity 1: Develop a strategic plan as a proactive measure to address protocols in the event of a public health emergency (e.g., lessons learned from COVID)

Objective 2: Increase planning and learning opportunities to support community emergency response efforts

- Activity 1: Implement more search and rescue training and hold more emergency response training sessions
- Specific emergency response training sessions identified by Members include
- Occupational First Aid level 1-3
 - Swift Water Rescue Training
 - Emergency Operation Centre (EOC) training
 - Community disaster training
 - Drone operation training
- Activity 2: Conduct an assessment/audit to evaluate outcomes from past community emergency response efforts to inform future emergency response and preparedness plans
- Activity 3: Establish a protocol and plan to address emergencies in the community that require ambulatory or police services that may take more than an hour to respond

Goal 3: Increase safety precautions for residents living in the community

Objective 1: Increase the presence of security measures in the community

- Activity 1: Task the Security Department and Health Department to collaboratively increase oversight efforts during high-risk times in the community (e.g., certain days of the week, month, and or year)
- Activity 2: Install 24/7 surveillance measures in response to past vandalism and arson

Whuzun'a nets'utit'elh

IMPLEMENTATION GUIDE



- 10.1 | SETTING UP FOR SUCCESS
- 10.2 | GETTING STARTED
- 10.3 | STEP-BY-STEP IMPLEMENTATION

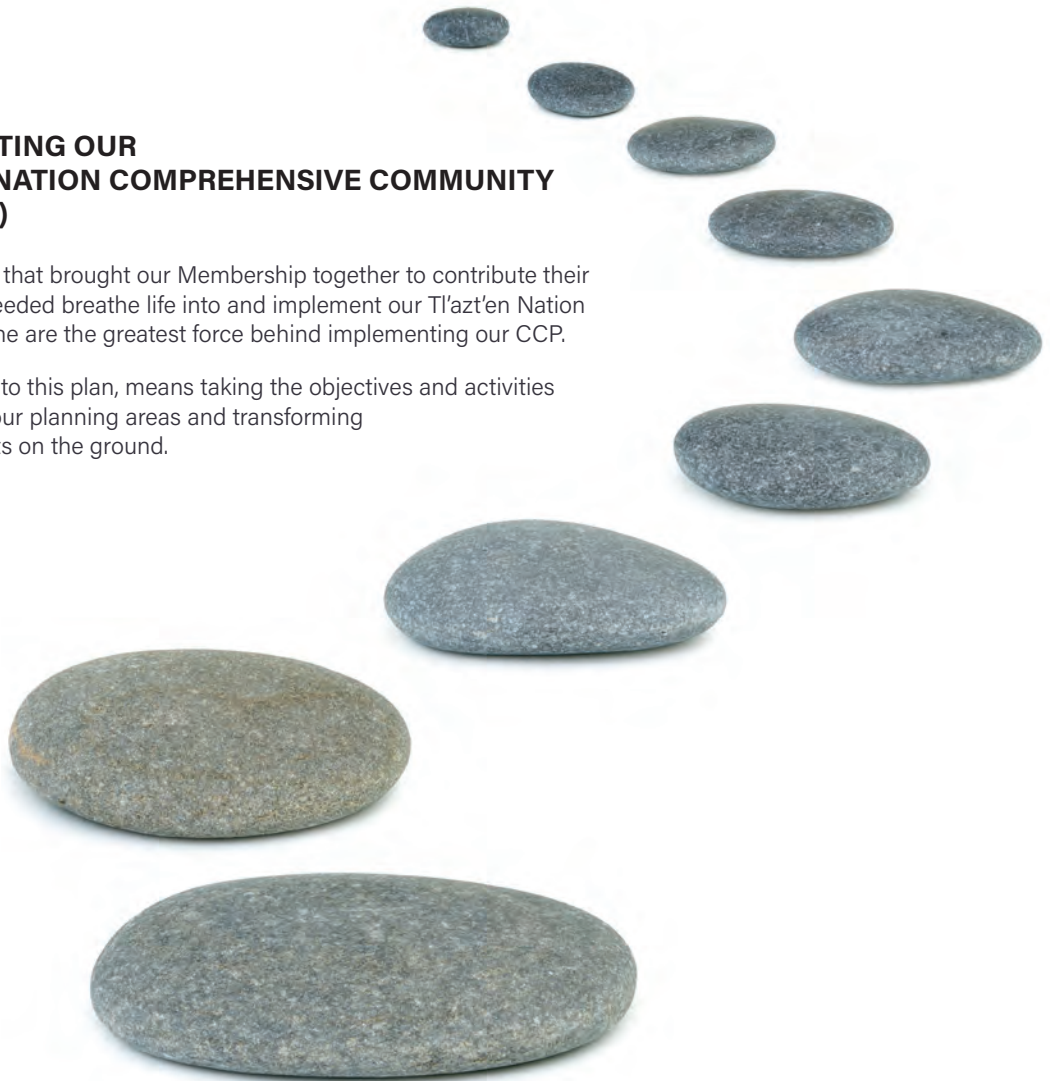
10

ALHGOH 'UTS'UT'EN - WE ALL WORK TOGETHER

IMPLEMENTING OUR TL'AZT'EN NATION COMPREHENSIVE COMMUNITY PLAN (CCP)

The same spirit that brought our Membership together to contribute their ideas, will be needed breathe life into and implement our Tl'azt'en Nation CCP. Tl'azt'en-ne are the greatest force behind implementing our CCP.

Breathing life into this plan, means taking the objectives and activities priorities from our planning areas and transforming them into results on the ground.



FACTORS FOR SUCCESS



CAPACITY ELEMENTS

Identify and call upon Tl'azt'en Implementation Champions

- This is a powerful way to maintain momentum during implementation phases
- A champion may be a councillor, community or staff member, or anyone who has a passion, expertise or skills (or is prepared to acquire them) to ensure a project's success

Collaboration of Tl'azt'en Nation Administration, including departments, managers and staff:

- Chief and Council, with support from the membership, may oversee the implementation but can often delegate the day-to-day tasks to a staff member or project champion.

STRATEGIC ELEMENTS

Manage expectations:

- Often there may be the expectation that the CCP itself will create immediate results, however implementation may take planning and time to meet longer-term goals
- One way of balancing longer-term goals with the desire for immediate results is to identify quick start projects, or projects that can be implemented right away and completed in a few months.

Criteria to identify quick-start projects:

- The project requires few to no financial resources or can be completed with resources that your community has on hand within its budget.
- There is a project champion or a group of community volunteers available and willing to organize and implement the project.
- There is widespread community support for the project.
- The project does not require staffing additions or can be supported by existing staff without compromising existing programs and services.
- The project can be completed within a few months.

Seeing immediate progress on smaller projects will support the following:

- Create enthusiasm and momentum and demonstrate to our community that we can do this
- Demonstrate to membership that implementation process has started
- Demonstrate to membership that their contributions are resulting in change

INFORMATIONAL APPENDICES

TO SET UP FOR THE NEXT STEP: TL'AZT'EN NATION CCP IMPLEMENTATION

The following outlines the current policy landscape and is for informational purposes only. Below is an outline of some recent policy changes in BC that may be relevant to the Tl'azt'en Nation.



- A | TL'AZT'EN NATION DEPARTMENTS
- B | ORGANIZATIONAL CHART
- C | RECENT POLICY DEVELOPMENTS/
POLICY LANDSCAPE

APPENDIX A - Tl'azt'en Nation Departments as of May 2023

Throughout CCP engagements many Members expressed questions about what Tl'azt'en Nation Departments exist and what they do. **In response to Membership needs, we have included a list of our Nation's departments, each with their roles and responsibilities, and programs and services.**



ADMINISTRATION AND FINANCE

- Responsibilities: planning, management, stewardship, and safe-keeping of our human, financial, physical, and environmental assets.



EDUCATION

- The Strategic Plan for the Education Department is: Leading Education through Advocacy and Recognition of New Possibilities
- Responsibilities: providing educational services to all community members of Tl'azt'en Nation. To address the educational needs of our kindergarten to grade twelve programs, post-secondary students, and adults.



SOCIAL DEVELOPMENT

- Responsibilities: developing, managing, and delivering supportive programs that enhance our community. Providing services, such as income support, skill development, and learning resources to help our communities thrive.



HEALTH

- Responsibilities: providing holistic health programs which encourage their spiritual, mental, emotional and physical wellbeing.
- Tl'azt'en Health Offers a wide range of services to members living on reserve.



NATURAL RESOURCES

- Responsibilities: protection and sustainable management of the natural resources in the territory.
- Works with traditional land users and knowledge holders in the stewardship of the land and waters in order for our Nation's member to continue to meaningfully exercise our rights, title and interests.



EMERGENCY RESPONSE

- Working to implement a comprehensive program that protects the people, property, and environment of Tl'azt'en Nation and our traditional territories.



PUBLIC WORKS

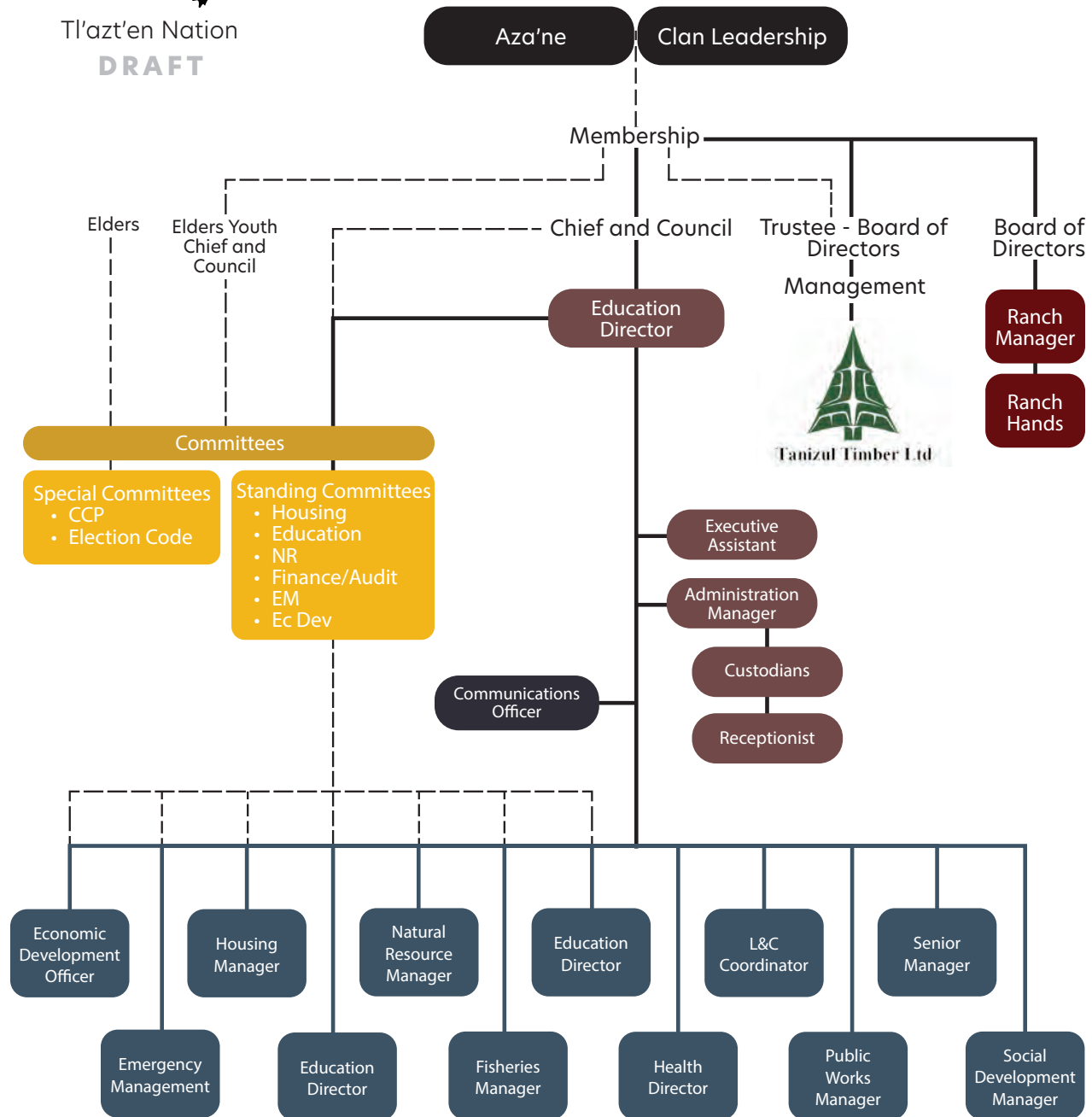
- Responsibilities: the day-to-day operations of the water plant, lift station, housing construction/maintenance, fire department, garbage pickup, snow removal and general cleanup.

APPENDIX B - Tl'azt'en Nation Organizational Chart as of May 2023



Tl'azt'en Nation
DRAFT

ORGANIZATIONAL CHART



APPENDIX C - Recent Policy Developments/ Policy Landscape

The following outlines the current policy landscape and is for informational purposes only. Below is an outline of some recent policy changes in BC that may be relevant to Tl'azt'en Nation.

- In 1997, in *Delgamuukw v. British Columbia*, 3 SCR 1010, the Supreme Court of Canada ruled in **that aboriginal title is a right to the land itself** — not just the right to hunt, fish and gather. This case confirmed that **aboriginal title was never extinguished in BC** and therefore still exists; it is a burden on Crown title; and when dealing with Crown land the government must consult with and may have to compensate First Nations whose rights are affected.
- In July 2017, Canada announces 10 Principles Resecting the Government of Canada's Relationship with Indigenous Peoples. This captures a federal commitment to reconciliation with Indigenous peoples though renewed, nation-to-nation, government-to-government, and Inuit-Crown relationship based on the recognition of rights, respect, cooperation and partnership.
- May 2018, BC released 10 Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous peoples, modeled after the 10 federal principles.
- In 2014, *Tsilhqot'in Nation v. British Columbia*, 2 SCR 257, para. 69, the Supreme Court of Canada held that, the doctrine of terra nullius (that no one owned the land prior to European assertion of sovereignty), never applied in Canada – as confirmed by the 1763 Royal Proclamation (the "Proclamation")
- 2015, the Truth and Reconciliation Commission (TRC) Call to Action 47 calls on Canada and the Province to repudiate the doctrine of discovery and terra nullius and suggests that this can be accomplished through the Proclamation
- In May 2016, **Canada officially removed its detractor status to the United Nations Declaration on the Rights of Indigenous Peoples (the "UN Declaration")**. The Declaration sets out the minimum standards for the survival, dignity and well-being of Indigenous peoples (RRR Policy, s.4)
- June 2019 Canada passed An Act Respecting First Nations, Inuit and Metis children, youth and families. This act affirms the rights and jurisdiction of Indigenous peoples in relation to child and family services and sets out principles applicable, on a national level.
- In November 2019, the **provincial government passed the Declaration on the Rights of Indigenous People's Act ("DRIPA" or "provincial UN Declaration legislation")** into law, making BC the first province or territory in Canada to pass legislation that implements the UN declaration
- In June 2021, the **federal government passed the United Nations Declaration on the Rights of Indigenous Peoples Act ("UNDRIPA" or "federal UN Declaration legislation")**
- In June 2021 the federal government released the **Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQQAI+ people**. It outlines Canada's approach to ending violence against MMIWG and 2SLGBTQQAI+ people.

¹ Canada's 10 Principles Respecting the Government of Canada's Relationship with Indigenous Peoples (June, 2017). Retrieved from: https://www.canada.ca/en/departement-justice/news/2017/07/government_of_canadasetsapricipledfoundationforadvancingrenewed.html

TL'AZT'EN NATION



COMPREHENSIVE COMMUNITY PLAN (CCP)