

**TSWG STRATEGIC PLAN**

# ABOUT THE TAHLTAN SOCIO-CULTURAL WORKING GROUP AND OUR STRATEGIC PLAN

## GROUP AND OUR STRATEGIC PLAN

### BACKGROUND

The Tahltan Socio-Cultural Working Group (TSWG) was established in May 2011 to fulfill specific commitments made by the Province under the Northwest Transmission Line Agreement. It includes representation from the Province of British Columbia (the Province), as well as representatives from the Tahltan Central Government, Iskut Band Council and Tahltan Band Council.

Our purpose is to conduct long-term planning and implementation of specific initiatives across key priority socio-cultural sectors within the Tahltan Nation.

The TSWG mandate is two-fold:

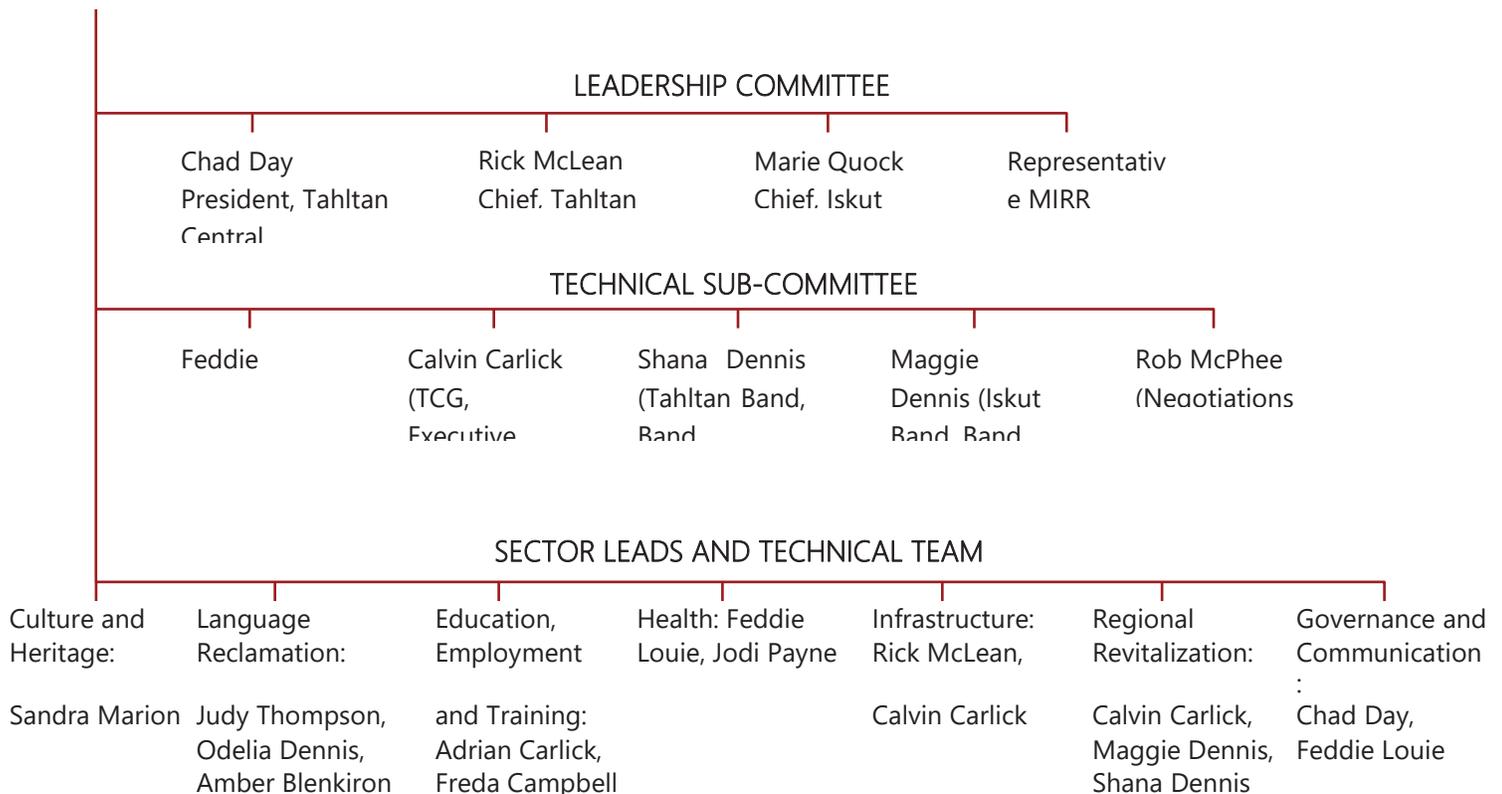
1. Prepare Tahltan citizens, their communities and the Nation to participate in and benefit from economic development projects in their territory.
2. Protect and preserve Tahltan culture and society from the potential negative effects of rapid development.

### STRUCTURE AND TEAM

The TSWG has two levels of operations: the leadership and technical groups.

#### CO-CHAIRS

Feddie Louie and Pamela Millar (BC Ministry of Indigenous Relations and Reconciliation – MIRR)





## OUR SUCCESSES

In 2017, a five (5) year evaluation was conducted by the International Institute for Child Rights and Development. The Evaluation entitled "Keyeh (Our village/community): A Holistic Journey Strengthening Cultural, Social Economic Well-being in the Tahltan Nation" tracked the journey of the TSWG and its impact on the Tahltan people, and our relationship with the Province. The evaluation found that the work of the TSWG has been nothing short of remarkable. Since our substantive work began together in 2011, here are just a few of our major successes as highlighted through the evaluation process:

- We have negotiated significant Government2Government agreements with BC
- 26% of the workforce at Red Chris is Tahltan
- We have expanded partnerships with non-mining partners
- New jobs have been created in language and child welfare
- Increase sense of pride in the three (3) communities
- Tahltans have more access to education and training opportunities created through partnerships with post secondary institutions
- Innovative prevention programs are being delivered through partnerships with Northern Health and the First Nation Health Authority
- Tahltans have better access to dentists and other services through pooled resources between communities
- Tahltans, particularly youth, have more access to sports and recreation programs
- There is a stronger focus on Tahltan culture and language in public education

These opportunities for growth and recommendations were analyzed and discussed as the team undertook the development of this Strategic Plan.

## THIS STRATEGIC PLAN

When the TSWG began our work in 2011, we identified five (5) social-cultural sectors that require direct planning and implementation to minimize the negative impacts of rapid development including education, language and culture, employment and training, family and community development, health and infrastructure (across all sectors).

TSWG has achieved many significant successes across these sectors. In some cases, such as education, employment and training, the sectors have grown to become important institutions within our Nation's government - such as TahltanWorks and the newly formed Education Department within the Tahltan Central Government (TCG). Other sectors, such as language and culture, have grown into its own unique structure that delivers comprehensive language and cultural programs and initiatives across the Nation. While all sectors remain important areas of focus for the TSWG, this 2018/19 - 22/2023 recognizes the important role that the TSWG plays to support all sectors, as well as areas where our priorities will be shifting in order to deliver on our mandate.

In the summer of 2018 the TSWG met together with our leadership to explore our priorities and goals for the next five (5) years, and develop our plan to achieve those goals. The following Plan reflects those discussions and is intended to be our collective road map for our work together over the next five (5) years.

The Plan is intended to be a living document that is regularly evaluated and updated as the TSWG technical team advances the work of each of the sectors.

## A NEW CONTEXT

This plan was created in the context of a fast changing socio-economic landscape in our territory. When we first formed, our focus was planning for the change to come from the electrification of the region. That change has now come. While many of the old challenges have been faced and opportunities taken up, our transformation into a major provincial economic hub has brought new challenges and opportunities that make our work even more relevant. The emerging LNG economy brings both an opportunity and pressure to revitalize our communities. As the cost of living in Terrace, Smithers and Prince George rise, our hope is to be able to provide Tahtlans and others with an affordable and culturally rich place to come and call home.

This plan also recognizes we are a Nation in recovery from a fire that caused more damage to one of our communities than to any other First Nation in recorded Canadian history. Our resilience has been tested and we

# OVERVIEW OFTSWG 2018/19 - 2022/23: SECTORS





# OVERVIEW OF TSWG 2018/19 - 2022/23: GOALS

## GOVERNANCE AND COMMUNICATIONS

1. The TSWG governance model supports communities and the Nation to leverage programs and resources in key sectors where we focus our work.
2. The work of the TSWG contributes to strengthening the governance and communications of the Nation and ongoing integration of Tahltan values and practices into the work of our organizations.

## CULTURE AND HERITAGE

3. All projects, studies and archives that express Tahltan identity are centralized and accessible to the Nation.

## RECONCILIATION AND PARTNERSHIPS

4. The TSWG provides community-based recommendations that support the socio-cultural components of a Comprehensive Reconciliation Agreement with British Columbia.

## REGIONAL REVITALIZATION AND INFRASTRUCTURE

5. More opportunities in the territory are created and people are coming back to build thriving livelihoods for themselves and their families.
6. Programs and services are centralized for more efficient and effective service delivery between the three (3) communities of Iskut, Dease Lake and Telegraph Creek.
7. Partnerships are created and leveraged to enhance connectivity to Iskut, Dease Lake and Telegraph Creek.
8. The infrastructure and transportation needs of Tahltans living and coming to the Territory are understood and advanced.

## HEALTH AND SOCIAL DEVELOPMENT

9. We manage a Nation health approach that maximizes health resources and promotes optimal physical, cultural and mental health.
10. We have management control and jurisdiction over child welfare services delivered to Tahltan children and families.
11. Tahltan youth are equipped with skills that promote life- long wholistic development and well-being.

## LANGUAGE RECLAMATION

12. Create new Tãltã speakers and provide safe and supportive environments for all speakers including new learners, second language speakers, silent speakers and first language speakers.

## EDUCATION, EMPLOYMENT AND TRAINING

13. Develop the capacity of all Tahltans to build transferable skills and pursue careers in diverse industries and sectors.
14. Tahltans are maximizing job and career opportunities within the territory.





# GOVERNANCE AND COMMUNICATIONS

Goal 1: The TSWG governance model supports communities and the Nation to leverage programs and resources in key sectors where we focus our work.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
1.1 Establish working groups for each sector with representation from Iskut, Dease Lake and Telegraph Creek, front line workers/ staff and representatives from other Tahltan organizations where needed (see Appendix).					

Goal 2: The work of the TSWG contributes to strengthening the governance and communications of the Nation and ongoing integration of Tahltan values and practices into the work of our organizations.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
2.1 Develop a communications strategy to promote the work of the TSWG.					
2.2 Hold annual working gatherings "chitlesidetli" (we gather) for staff, management and leadership from TCG, Iskut Band and Tahltan Band.					
2.3 Develop a Human Resource Strategy to support a consistent approach to hiring, training, human resource management and succession planning across the Nation.					

# CULTURE AND HERITAGE

Goal 3: All projects, studies and archives that express Tahltan identity are centralized and accessible to the Nation. Strategic

Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
3.1 Complete the Tahltan Cultural Competency Guidebook to support our non-Tahltan partners to work with us more effectively.					
3.2 Complete the Tahltan Protocol Manual.					
3.3 Utilize the cultural research compiled to date to create a digital and/or print resource for our programs, partners and students.					
3.4 Continue to expand and and develop a digital archive of Tahltan history and cultural practices.					



# RECONCILIATION AND PARTNERSHIPS

Goal 4: The TSWG provides community-based recommendations that support the negotiation of the socio-cultural components of a Comprehensive Reconciliation Agreement with British Columbia.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
4.1: Continuously develop recommendations for the negotiations team.					

# REGIONAL REVITALIZATION AND INFRASTRUCTURE

Goal 5: More opportunities in the territory are created and people are coming back to build thriving livelihoods for themselves and their families.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
5.1 Hire a Community Development Specialist to lead the work of this sector.					
5.2 Conduct a research study to understand demographic shifts away from the territory and explore incentives to repopulate the communities.					
5.3 Together with Tahltan Works, develop a repopulation plan including protocols with the 3Nations, Nisga'a and others to attract both Indigenous and non-Indigenous people to the territory.					
5.4 Develop an initiative or incentive program to welcome university graduates back to the communities.					
5.5 Develop and deliver a lateral kindness awareness program in the three communities.					

Goal 6: Programs and services are centralized for more efficient and effective service delivery between the three (3) communities of Iskut, Dease Lake and Telegraph Creek.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
6.1 Develop a Tahltan Nation Infrastructure Plan including feasibility for a new central governance and service building on IR13.					
6.2 Develop a Tahltan Nation housing strategy.					



Goal 7: Partnerships are created and leveraged to enhance connectivity to Iskut, Dease Lake and Telegraph Creek.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
7.1 Define options and opportunities to enhance connectivity in each community.					

Goal 8: The infrastructure and transportation needs of Tahltans living and coming to the Territory are understood and advanced.

Strategic Initiatives for 2018 - 2024:

	2018/19	2019/20	2020/21	2021/22	2022/23
8.1 Develop a transportation strategy for the territory and communities.					

# HEALTH AND SOCIAL DEVELOPMENT

Goal 9: We manage a Nation health approach that maximizes health resources and promotes optimal physical, cultural and mental health.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
9.1 Continue to negotiate with BC Stikine Health Region and develop 3Nations Health Region (at the 3N table).					
9.2 Hire a Traditional Health and Wellness Lead.					
9.3 Update the Tahltan Nation Health Plan with an added focus on traditional health and wellness.					
9.4 Develop a four pillars lifestyle strategy (social, environmental, cultural, financial).					
9.5 Investigate options for a Nation-wide health benefits program.					



Goal 10: We have management control and jurisdiction over child welfare services delivered to Tahltan children and families.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
10.1 Explore alternatives to the Delegated Aboriginal Agency (DAA) model for supporting children and their families					
10.2 Begin discussions with British Columbia regarding alternative options and approaches.					
10.3 Develop a child-centered Tahltan service model.					
10.4 Develop a Framework for negotiations and begin negotiations.					

Goal 11: Tahltan youth are equipped with skills that promote life-long wholistic development and well-being. Strategic

Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
11.1 Create a project that supports youth workers to leverage a network of support and provide enhanced support services to Tahltan youth in the three communities.					

## LANGUAGE RECLAMATION

Goal 12: Create new Tāltān speakers and provide safe and supportive environments for all speakers including new learners, second language speakers, silent speakers and first language speakers.

» Communication (Community Support and Awareness/Promotion of the Language)

TAHLTAN SOCIO-CULTURAL WORKING GROUP

Strategic Initiatives for 2018 - 2023:

121 Program Governance: Dah Dzāhge Nodesidē / Tahltan Language and Culture Council

- » Develop policy and Ethics protocol for individuals/academic institutes/industry wanting to carry out language and culture research with our people
- » Continue to address issues of orthography and new vocabulary
- » Develop protocols for Tahltan community language work (e.g. informed consent, etc.)
- » Have language houses in Dease Lake and Telegraph Creek to house all language work/programming and function as a safe place for our language to live (e.g. a place for community members to come and learn language, be surrounded by the language, etc.)

- Establish a communication process for the promotion of the language
- Provide all workplaces in Tahltan communities with print and audio materials to encourage the need for speaking of language
- Provide language lessons in the workplace to staff (e.g. band offices, schools, clinics, RCMP, etc.)
- Organize yearly Tahltan language symposium

» Research

- Evaluation of language nest program (provide information about effectiveness of program and to identify successes and risk factors)
- Evaluation of language proficiency of language nest and adult language programs
- Study the impacts of including trauma awareness and trauma informed practice as part of Tahltan Language and Culture Program
- language and culture research, including supporting the TSWG in the Cultural Handbook research.

122 Programs

» Elders/Language Mentors

- Have training for Elders/Language mentors about how to stay in the language when working with learners
- Elders' gatherings where they meet in community and across communities to talk language and culture
- » Children/Youth
  - Have curriculum developed for full-immersion (K-12)
  - Continue to have language nests in all 3 communities
- » Parents/Adults
  - Develop a Mentor-Apprentice template for a Tahltan cohort
- » All ages
  - Offer language and culture evening classes in all communities where Tahltan people live

## 123 Documentation

- » Recordings
  - Continue recording speakers in conversation (e.g. language nest setting, hunting, sewing, working on fish, cooking, working hide, etc.)
  - Transcribe and translate Tahltan language from 1980s recordings and other audio recordings (Alderete, etc.)
  - Digitize analog tapes (community tapes and individual Tahltan members' tapes)
- » Dictionary and Grammar Guide
  - Work on documentation and development of an online and print dictionary (expand on and correct Children's Illustrated Dictionary)
  - Digitize/organize existing materials into powerful database program
  - Integration of new materials not yet digitized into larger database
  - Continuation of elicitations and text analysis
  - Work on a guide that focuses on how Tahltan is structured as a polysynthetic language
- » Language Learning Materials
  - Continue to work with Ministry of Education and School District No. 87 in developing accredited curriculum for Tahltan Language K-12 (both Immersion curriculum and Tahltan as a Second Language curriculum)

- Development of learning materials that focus on the grammar/structure of Tahltan language
- » Technology
  - Continue to develop digital language materials available to all Tahltans (apps/online materials)

» Archives/Repository

- Develop an archive of all digital and print language files/materials that is accessible to all Tahltans
- House all Tahltan materials in physical location in the territory as well as backup location that is also a digital repository accessible by language and culture staff outside of territory

124 Training and Professional Development

» Teacher Training

- Have Tahltan language teachers attend training (e.g. Chief Atahm's Summer Training Institute)
- Work with post-secondary institutes to provide teacher training for students completing University of Victoria's Diploma in Indigenous Language Revitalization Program
- Work with School District No. 87 to provide practicum opportunities for teachers in training

» Community Training

- Provide training and access to equipment to Tahltans wanting to learn how to record, document, and digitize language

» Post-Secondary Opportunities

- Work with First Nations Languages Fluency Degree partnership (University of Northern British Columbia, University of British Columbia Okanagan, University of British Columbia Vancouver, University of Victoria, Simon Fraser University, First Nations Education Steering Committee, Indigenous Adult and Higher Learning Association) to offer first two years of Bachelor's degree in community

» Conferences/Networking

- Continue to have team, mentors, and language learners attend conferences focusing on language revitalization
- Have language nest staff, headstart staff, and mentors visit other language nests

125 Health/Healing/Wellbeing

- » Development of training for language staff, mentors, language learners, and community members in trauma awareness regarding language learning
- » Integration of health care professionals trained in trauma informed practices to work with Tahltan Language and Culture Program

# EDUCATION, EMPLOYMENT AND TRAINING

Goal 13: Develop the capacity of all Tahltans to build transferable skills and pursue careers in diverse industries and sectors.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
13.1 Work with the leadership, Skills Inventory, the TSWG and Education Departments in Iskut and Tahltan Band to understand the capacity development needs of the Nation and requirements to fulfill the Tahltan Nation Strategy.					
13.2 Complete the Essential Skills Inventory to identify the essential skills and training needs and goals of Tahltans of all ages, locations and stage of career development.					
13.3 Implement various post-secondary, trades and short-term certification training in partnership with TCG, Tricorp, Iskut Band, Tahltan Band and industry.					
13.4 Facilitate participation in training programs and Tene Mehodihi with Tahltans living within and outside the territory.					
13.5 Implement and monitor employment commitments in our agreements.					

Goal 14: Tahltans are maximizing job and career opportunities within the territory.

Strategic Initiatives for 2018 - 2023:

	2018/19	2019/20	2020/21	2021/22	2022/23
14.1 Expand recruitment efforts to Tahltans living outside the territory, starting with Terrace, Whitehorse and Vancouver. Add strategy: Expand job fairs to Terrace.					

