



# **Kitsumkalum First Nation**

## **Comprehensive Community Planning**

### **Draft**

### **2016**

Please note this CCP needs final review from departments and community, then community ratification. This is a draft from all the community and department feedback from 2015-2016 community meetings.

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## Message from the Chief

In draft

## How This CCP Was Made

Kitsumkalum accessed funding from the BC Capacity Initiative to start the Comprehensive Community Planning (CCP) process in 2014.

The CCP process commenced in the fall of 2015, with preliminary start-up community meeting in September 2015 to confirm project goals, objectives and collection of base data for all future community meetings. The start-up meeting was followed by several community meetings and sessions the CCP advisory team. In total there were 6 community meetings, 6 parent and children meetings in Kitsumkalum and 1 meeting in Prince Rupert. All meetings invited all participants to share what their vision for Kitsumkalum in the next 20-100 years. For anyone that was unable or chose not to attend one of the community meetings, submissions in writing and online surveys were accepted. Surveys were created for each CCP topic.

To facilitate attendance, the community meetings were advertised in advance through the Band's website, email newsletters, Facebook events and postings, door to door notice delivery, direct contact; transportation and child care was offered as required; and refreshments and food were served and prizes. A record of attendance was kept and following most sessions the CCP Advisory Team met to review feedback and plan future meeting surveys.

[Write a bit about who helped create the CCP, and then make a list of all of the meetings, surveys, and advisory committee meetings. Also mention the Facebook page and other forms of outreach]

## Acknowledgements

The 2015 Kitsumkalum Comprehensive Community (CCP) Plan was made possible by the tireless commitment of the CCP Committee Team, Band Council, and Kitsumkalum First Nation Members who took time to contribute to the planning process, elders and youth played a major part in our planning process. A big thanks goes out to all community members that shared their vision, values and community input without their involvement, the 2015 Kitsumkalum CCP would not have been possible. This is the Member's plan, and it is because of the dedication of a community that this project was completed.

Administrative support and oversight were provided by the Kitsumkalum departments; Health, Education, Lands & Resources, Treaty, Social Development, Public Works, Communications, Fish & Wildlife, Employment and Training and Economic Development.

Many others were gracious in giving their time for interviews, submitting suggestions, listening to presentations, reviewing drafts and being patient as the 2015 CCP was completed. To everyone who contributed, in both big and small ways, to the 2015 CCP, T'oyaxsut 'nüün (Thank you).

## **Kitsumkalum: Our Story**

Kitsumkalum, a Galts'ap (community) of the Tsimshian Nation. Our connection to the land, the rivers and the coast is central to our social, cultural, and political life and helps maintain our ideologies as Kitsumkalum and as Tsimshian. Our Chief and Matriarch names are attached to the land, defining the territories of our house groups and rooting us firmly in place. Our home lands (laxyuup) combines both coastal and inland areas covering 5,941,000 hectares. Located in and around the Kitsumkalum watershed, Skeena River and Prince Rupert Coast, Coastal areas begin at Portland Inlet in the north, extending south through Chatham sound, and including important sites around Edye Pass and down Grenville and Principe Channels.

These roots are strong and can never be broken: roots that stretch back through time, allowing us to always maintain our connection to our ancestors; burrow deep, keeping us connected to the land, its resources and to our culture; and always reach forward into the future, providing a sense of place, home and identity for our children and future generations to come. Gitsmgeelm de wil 'wit'waatgm! (We are Kitsumkalum!)

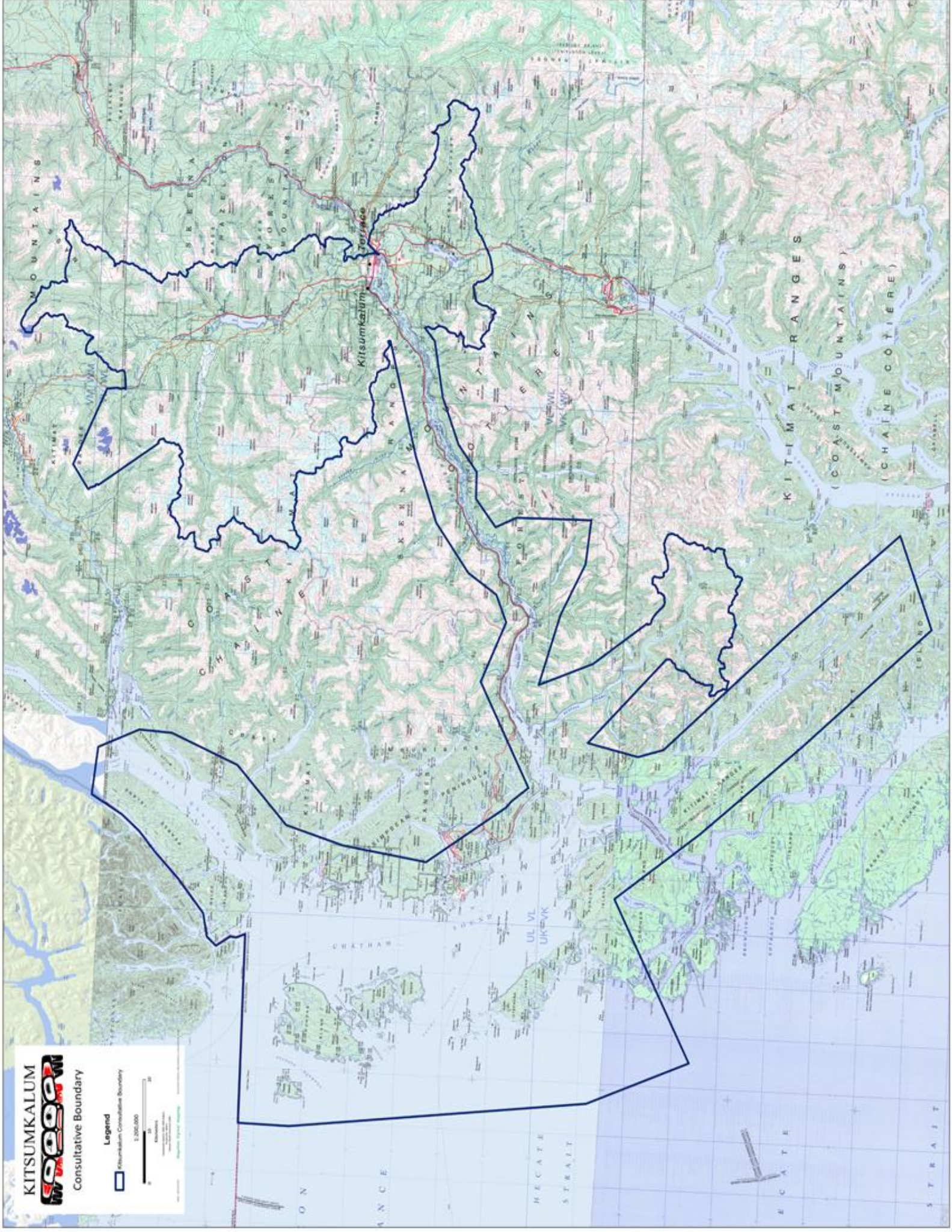
Kitsumkalum administration offices and IR 1 near the City of Terrace in northern British Columbia where the Skeena and Kitsumkalum Rivers meet.

**IN 2015, KITSUMKALUM BOASTED 722 BAND MEMBERS, WITH 256 LIVING ON RESERVE AND 466 LIVING OFF RESERVE. THERE ARE CURRENTLY 113 HOMES ON KITSUMKALUM IR1.**

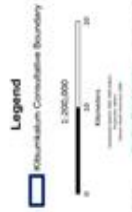
### **Kitsumkalum Community Infrastructure includes offices & buildings for:**

- Administration
- Economic Development and Lands & Resource Management,
- Hereditary Chiefs and Treaty
- Health Centre
- Welcome to 'Na Aksa Gyilak'yoo School
- Aboriginal Headstart/Day Care
- Volunteer Fire Hall
- Public Works-Maintenance
- House of Sim-Oi-Ghets (First Nations Arts & Craft Store)
- Water Treatment Plant
- Community Hall
- Tempo gas station and Touchless Car Wash
- RV Park & Boat Launch
- Rock Quarry and Industrial Park



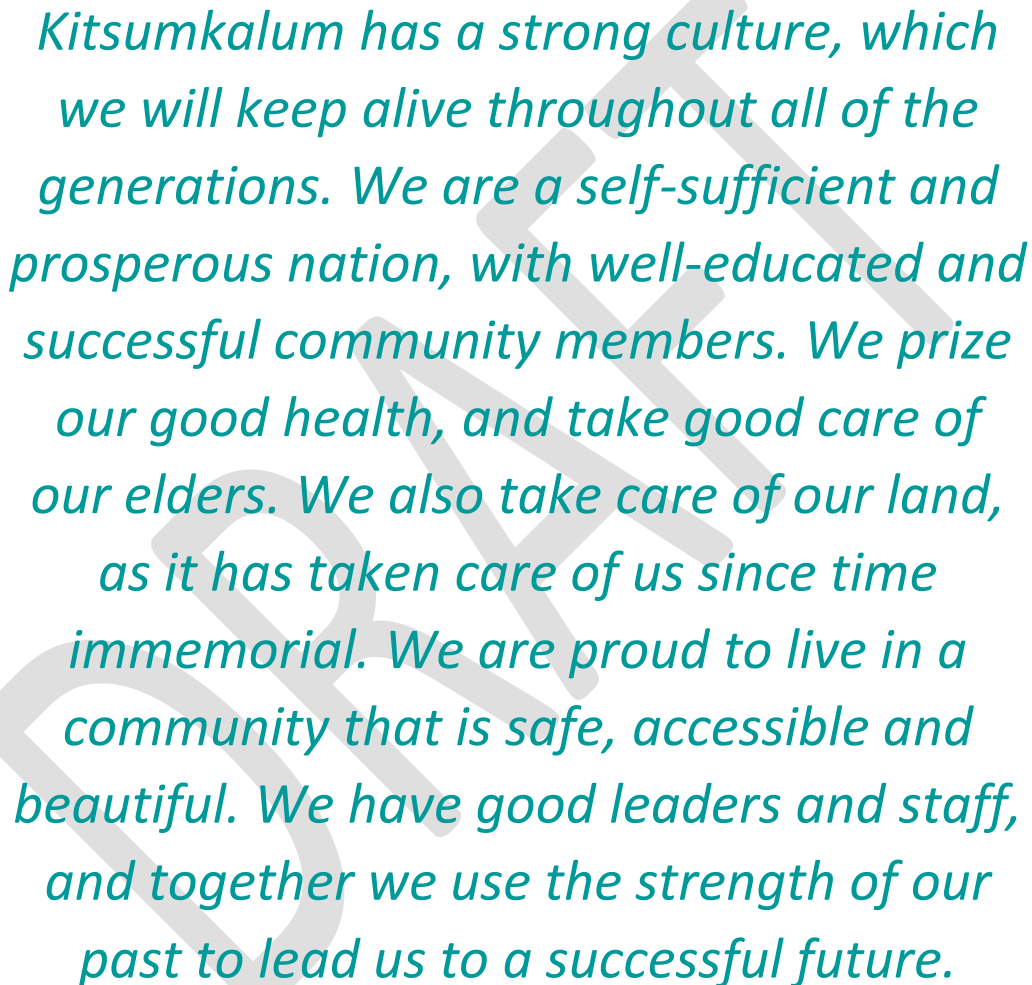


**KITSUMKALUM**  
**Kitsumkalum**  
Consultative Boundary





## **Kitsumkalum: Our Vision (DRAFT)**

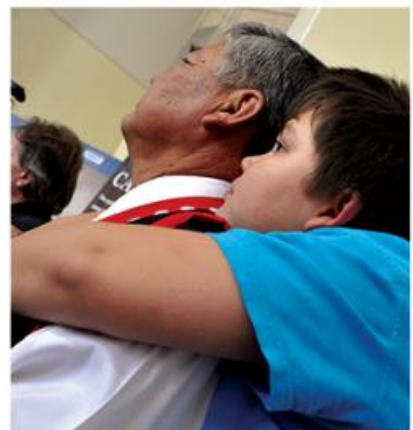


*Kitsumkalum has a strong culture, which we will keep alive throughout all of the generations. We are a self-sufficient and prosperous nation, with well-educated and successful community members. We prize our good health, and take good care of our elders. We also take care of our land, as it has taken care of us since time immemorial. We are proud to live in a community that is safe, accessible and beautiful. We have good leaders and staff, and together we use the strength of our past to lead us to a successful future.*

## Kitsumkalum: Our Plans

Our plans can be found in eight sections:

1. Culture
2. Economy
3. Education
4. Governance
5. Health
6. Infrastructure and Housing
7. Lands and Resources
8. Social



## Culture

### Our language will be strong and used daily

- Language classes
  - Open to all community members
- Writing it down i.e. storybooks, cookbooks
- Learn the language
- Create our own language app
- Use technology to help preserve our language i.e. video record, audio record
  - Make created tools accessible to band members and public through online tools

### Community members will have frequent opportunities for cultural activities

- Feasts
- Dance
- Drumming/Singing
- Hunting and gathering
- Regalia making
- Art classes
- Carving classes
- Cultural camps

### Community members of all generations will have a good knowledge of how to harvest and prepare traditional foods

- Knowledge of wild food and traditional plants and seafood (including harvesting locations) – land tour/on the land teaching, workshops, teaching from elders, written materials
- Preparation of traditional foods
  - Classes and opportunities to pass down traditional knowledge
  - Teach summer students
- Hands on hunting, gathering, and food/medicinal preparation
- BBQ/Feasts with traditional foods
- Smoke houses/community smoke house
- Making harvesting easier and less expensive
  - i.e. can be very expensive to fish and to get herring eggs

### Community members of all generations will have a good understanding of Kitsumkalum history and culture

- Matriarchal order
- Sweat lodges, smudging
- Holistic healing
- Stories



- Summer outdoor events
- Work with NAGK school
- Traditional laws, practices and protocol
  - Create our own book for members to learn
- Celebration of successes
- Holistic Healing
- Build/learn family trees
- Cultural exchanges with other Tsimshian and neighbouring communities
- Traditional teaching (i.e. correct use of protocols) and activities at AGMs and community meetings
- Include off-reserve members/plan activities for off-reserve members
  - Annual general meeting in the summer for off-reserve members to plan their vacation to attend and harvest their salmon
- Identify traditional lands (killerwhale, wolf, eagle, raven)
  - Share information with house group members

### **Community members of all generations will be artists and carvers**

- Carving shed
  - Canoe carving
  - Crest pole carving
- Invite those with traditional knowledge in the community to lead/teach activities
- Art classes and cedar weaving
- Re-build Spaxsuuts
- Re-build Robin Town
- Celebrate artists
- Teach/ learn stories to carve new crest poles

### **Community members on- and off-reserve will be well informed about cultural activities**

- Paper notices/newsletters, flyers (posted and mailed)
- Electronic – email, website, facebook
- Telephone
- In person/ person to person
- Meetings
- Informer

### **Community members will take personal responsibility for practicing and revitalizing the culture every day**

- Actively practice culture as a community, in homes and in schools
- Łoomsk
- Include off-reserve members and youth
- Actively encourage participation

- Encourage knowledge holders to lead and teach
- More traditional practices, less government
- Share their knowledge with others
  - Volunteer to teach classes or youth
- Learn about house groups, make efforts to ask for help
  - ask for information and keep information confidential

### **Council will support the culture**

- Attend activities and provide support
- Łoomsk (respect)
- Encourage elders to share
- Seek and provide funding for cultural activities and events
- Provide space for cultural activities and events
- Planning for cultural activities
- At community meetings and AGMs have business in the day and culture at night
- Assert rights in the territory

### **Staff will support the culture**

- Attend and support activities and events
- Provide communications support (information, resources, communicate times and places)
- Plan lessons
- Plan community events
- Lobby for and write for grants and support
- Coordinate departments and work together
- Arrange access to events (i.e. travel)

### **Clans, chiefs and matriarchs will support the culture**

- Be role models, leaders and teachers
- Lead by example – teach, lead, volunteer, participate, attend cultural events
- Lead by example – traditional protocols, laws, knowledge
- Be involved in the planning
- Attend and support activities and events

### **Schools will support the culture**

- Hold feasts and teaching students songs and dances
- Make traditional knowledge a priority
- Teach Tsimshian , not Nisgãa
- Teach more/ use more culture in schools

- cultural activities for students, hands on and history

**Sacred and private parts of the culture will remain alive, but not public, in keeping with our cultural values**

- Stories
- Adawx
- Harvesting locations
- Financial information
- House business and laws
- Funerals





## Economy

### We will be economically self-sufficient

- Closely supervise how Canada is distributing funding to the Nation
- Develop a comprehensive plan/ strategy for businesses (mining, road work, construction) that would support the band's economy
- All members should see profits from major projects, consider revenue sharing
  - Community Trust funds
  - Community small loan opportunities for entrepreneurship
- Use IBAs to build opportunity
- Create policies and procedures to operate efficiently
- Kitsumkalum economic activities will keep Kitsumkalum away from risk and liabilities
- Use financial best practices

### Community members will be well informed regarding the nations' finances

- Regular meetings or publications should be held to make budget and financial information and decisions available to community members (i.e. quarterly)
  - Create an annual report to be given out at annual general meetings
- Publish/provide revenue and expense reports bi-monthly or quarterly
- Meetings should be well advertised and well planned
- Help members understand funding, finance and budgeting for the Nation
- "Community need to come to meetings – sharing knowledge and understanding the stress to balance and make limited budgets work"
- Show where federal funding is going and share audit information
- Create opportunities for community members to participate by volunteering
- Make information accessible in multiple formats – newsletters, internet and meetings
- Communicate using language that is easily understood by everyone
- Community members will take responsibility to sign up to email newsletters and update mailing address to receive information packages

### Community members will be financially literate

- Bring a financial advisor to the community to help families to understand household finances, to create a budget and manage their budget (and support each other in making changes)
- Teach community members how to assess their financial situation, how to budget, chose priorities and create a plan (workshop)

- Add financial literacy to NAGK school learning and summer student programs (workshops)

### **Community members will be supported to start their own businesses**

- Microloans
- Workshops and resource access
- Providing start-up funds and loans
- Provide assistance with funding applications, business registration
- Assisting with business plan development and financial requirements for starting a business
- Community members will take responsibility to seek support and funding and share knowledge

### **Community members will have access to and training for on-reserve jobs**

- Fair wage policies
  - Keep up with inflation
  - Don't discriminate and adjust (lower) wage for members working on reserve that don't pay income tax
- Preferential hiring policy for hiring members
- Offer on-the-job training
- Offer professional development opportunities

### **Businesses will be developed that provide wealth for the community while supporting our values and culture**

- Tourism based businesses
  - Destination casino (note: comments for and against) Consideration: Be prepared to discuss gambling additions with the community. Hire community for staff, staff not allowed to gamble
  - Convention centre
  - First Nations first class restaurant
  - Art gallery/museum
  - Tourist information centre
  - Hotel
  - Rental cabins
  - Restaurant
  - Zip lines on Kalum Mountain
  - Skywalks on Kalum Mountain
  - Winter destination/ sledding on Kalum Mountain
  - Bike/ hiking trails
  - Eco-Tourism
- Saw mill and shake blocking

- Fish processing
- Miniature Golf
- Central buyer for carvers, weavers etc.
- Carving shed
- Warehouse /storage
- Solar energy
- LTD partnerships
- Social Enterprise businesses
- Industrial/ light industrial park
- Retail: small/ big box stores
- Green energy projects



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## Education

### Students will receive the support required to do well in school and be successful in life as a Tsimshian member in society

- Implementing homework clubs
- Additional funding for post-secondary
- **Learn their language**
- Councillors
- Ensure students have a good understanding of what a course involves, what the benefits are and have funding so it's easier for members to stay in a class or course
- Look at the differences between that are successful and those that fail to assess where schools can better meet the needs of students
- Access to transportation for school/classes/workshops
- **Ask the kids what they need**
- Have the right support for special needs
- Encourage library use
- Youth council
- Youth after school programs
- Go to any school where they want and receive equal fair support
- Access to tutors and study areas (i.e. organization of study groups for provincials)
- Ensure educational basics are in place (reading, spelling, math)
- Learn their own culture in school, not just non-native history
- More active time, less screen time in schools
- More time on the land, learning our history and how to live off the land
- Use IBA monies to support those not eligible for INAC funding

### Kitsumkalum students will have access to extracurricular opportunities

- Access to extra-curricular activities such as sports, particularly team sports
- Look for ways the community can support youth in sports
- Provide transportation to and from recreation areas and activities
- Provide funding for extra-curricular activities
  - Sports
  - Music
  - Language
  - Cultural/ being on the land
  - Youth summer camps
  - Youth cultural camps

### Community members will be encouraged and celebrated for their academic successes

- Share success stories/recognize successes (i.e. recognize graduates at AGMs or separate annual event/ celebration feast)
- Community support through recognition and acknowledgment

- Set good examples
- Create incentives (not always monetary, rewards as well i.e. trips for harvesting/ being out on the land to learn)
  - Incentives to do well in school
  - Incentives to stay in school and no drop out for work
  - Incentives to pursue (any) post-secondary education
  - Incentives for good teachers
- Promote and seek knowledge from members that own their own business (Jennifer Nelson, is a good role model – graduated and owns his own business)
- Community support, recognition and acknowledgment
- Help students handle failures and move forward toward success
- Bring in role models, speakers (e.g. motivational, people successful in their career field)
  - Workshops, motivation/empowerment classes, life skills classes, public speaking classes
    - Include with summer student employment programs, get them while they're young before they stop listening
- Support healthy living – playing games, healthy breakfast/healthy meals
- Creative incentives to stay in school instead of dropping out for work

### **Community members will have access to on-reserve jobs and training opportunities**

- Provide additional opportunities to work i.e. Reserve clean up, cemetery maintenance
  - Offer jobs with focus on opportunities for community members on SA
- List ALL job opportunities
- Access to education
  - Access to culturally appropriate education (start passing down traditional knowledge/ hands on)
  - Trades and career focused education
  - Funding for post-secondary education
  - Encourage education from an early age
  - Help determining career choice
  - Business development/ entrepreneurship skills training
  - Short term programs for certificates
  - Host our own PAL/ hunting licenses

### **Community members will receive the education and training needed to live prosperous, enriching lives**

- **“Train for careers, not jobs”**
- Hold career fairs
- Courses should lead to good paying jobs with advancement opportunities
- “Job prospect, knowing what’s available, options, motivational speaker at the beginning to get them excited to finish, good understanding of what the course include, benefits,

funding to make it easier for members to stay in school, and not have to take another job”

- Support education in trades
- Provide help with career planning and exploring options
- Career counselling
- Set up job shadowing
- Connect with employers/look at job availability
- Provide access or opportunity for training and funding for education in:
  - Trades
  - Careers with advancement opportunities
  - Management
  - Health industry
  - **First Aid**
  - Drivers Licence
  - Grade 12 / GED
  - Fisheries
  - Plumbing
  - Electrician
  - Gardening
  - Business
  - Financial careers
  - Computer skills/ IT
  - Professional development “There’s always room for professional development – things are changing, stay current...”



### **Community members will be encouraged and supported to attend post-secondary education**

- Support in accessing funding i.e. list of scholarships and bursaries
- Connect with First Nations councillors at colleges and universities
- Support the families of students as well as the students
- Community members will take responsibility to ask for help and research in planning for their future

## **Governance**

### **Leadership and administration will have strong budgeting, financial and management processes, with well trained staff**

- Elected officials should have a strong understanding of budgets, financial planning, funding, and fiscal policy
- Staff should have an understanding of budgets and finance



- Departments should have control over their own budgets
- Staff should develop work plans for their department's budgets annually
  - Measures for transparency and accountability to membership
- Enterprises such as schools should manage their own budgets
- Provide orientation for new Council, including the development of an orientation manual and retreat to update new Council on operations and priority issues
- More effective meetings: agendas circulated to council one week in advance of meeting
  - Council actively participate and read agendas and information packages before meetings
- Develop dispute resolution process for all entities in the community
- Listen to community needs
- Develop own election code

### **Funds will be managed sustainably, with long-term goals in mind**

- The band should develop annual, balanced budgets with no deficits
- Develop a way to assess balance between economic growth, environmental concerns and cultural values
- Assess current spending
- Communicate to Canada where the funds are needed
- Look at long term to keep up with growth so budgets can grow with the population
- Create by-laws
- Create policies that are practical
  - Need consistency in decision-making i.e. funding no favouritism
- Create procedures to understand how to follow policies

### **Leadership and administration will protect our Title and Rights**

- Continue to pursue self-government through assertion and promotion of Kitsumkalum laws and jurisdiction
- Continue to pursue self-government through assertion of Title and enforcement of Rights
- Develop a constitution based on Kitsumkalum beliefs, laws and codes
- Overcome challenge on bringing together traditional governance and contemporary practices together
- Promote traditional and environmental stewardship

### **Clans, chiefs and matriarchs will support Kitsumkalum governance**

- Lead by example – traditional protocols, laws, knowledge
- Be involved in the planning
- Attend important meetings, support activities and events
  - Hereditary chiefs be more visible in the community/ play more active roles
- Be role models, leaders and teachers
- Lead by example – teach, lead, volunteer, participate, attend cultural events
- Protect house groups and lands

- Support members of house groups
- Listen to community/ house member needs
- Protect our laxyuup
  - Voice concerns
  - Stand up for our lands and rights
  - Share interest

**Community members will take personal responsibility for participating and holding governing bodies accountable**

- Actively participate at meetings
- Attend meetings to receive updates and ask questions
- Read information packages

**Community members on- and off-reserve will be well informed about government activities**

- Paper notices/newsletters, flyers (posted and mailed)
- Electronic – email, website, facebook
- Telephone
- In person/ person to person
- Meetings
- Informer



## Health

### Community members will receive ongoing support and education around healthy living

- Education and workshops on health and illnesses
- Educate youth, preventative measures
  - Increase youth engagement efforts and working with other departments
- Role model healthy behaviour
  - Celebrate our own members
- Use traditional foods and activities to promote health
  - Healthy cooking classes
- Focus on personal healthy choices – sleep, exercise, sexual health, healthy eating, balanced life
- Talk about health with family, friends, children
- Educate on drug addictions (pills/ pharmaceuticals) and how to overcome, healthy alternatives for youth to turn to
- Full hour lunch break to eat and allow for time to exercise on lunch breaks
- Provide passes or community buy in discounted rates for sports activities
  - Swim passes
  - Skating passes
  - Skill passes
- Support drug free work environments

### Community members will have access to recreation opportunities

- Ask youth what they would like to see built/have access to
- Fund access to sports equipment and gear
- Support/fund/build access to healthy activities and recreation opportunities
  - Playground
  - Sports facilities
  - Pool, gym, skating
  - Dances
  - Sports days/sports nights
  - Sports teams
  - Traditional activities (see culture section)
  - Passes for sports facilities
  - Parks/green spaces
  - Music/band
  - Bike to work/ walk to work weeks
  - Fitness challenges
  - Sports trails( in the mountains)
  - Long walking trails
  - Boardwalks in the community





- Winter sports/ healthy activities
- Yoga classes
- Outdoor floor hockey/ field space
- Running clubs

### **Community members will have easy access to health care**

- “Volunteer to help when events happen – family members helping when patients need support at home or with transportation”
- Ensure faster reimbursement or payment of health services
- Talk with members about their difficulties accessing health services
- Advocate for community health needs
- Elders respite care and in-home care

### **Community members will have access to holistic mental health supports**

- Mental health support /Addiction Support
- Youth mental health
  - Programs for girls promoting healthy strong developments
  - Programs for boys promoting healthy attitudes and behaviours
- Look at the complex, deep rooted problems causing poverty and addiction keeping people from working and how to stop or prevent cycles
- Look at addressing the stigmas and judgements of those in poverty
- Find ways to bring elders and youth together
- Help build self-esteem
  - Participate in community events
  - Participate in traditional activities
  - Learn family history

### **Community members will have food security**

- Develop a food exchange / community kitchen
  - Community garden
  - Community compost
  - Harvest and distribute more traditional foods/ individuals to harvest more and purchase less
- Community green house and garden
  - Community smoke house
  - First Nations cooking classes
- Work with fisheries to take people out on the land to harvest

## Infrastructure and Housing

### Our community will be clean and beautiful

- Clean rivers and creeks
- More green spaces
- Community Garden
- Recycling program
- Restrict external garbage (off-reserve garbage, reno dumps)
- Close gates and Dam road and West Kalum road to stop dumping
  - Take photos of all license plates/ vehicles driving on WKFSR
  - Have a check in booth at entrance of WKFSR, could help stop poaching too
- Consider changing the size of garbage bins to make them easier to use (i.e. tall for kids)
- Hold a garbage specific community clean up in spring and fall
- Regular community clean ups
- Safety and Animal concerns
  - Consider changing the location of some of the large garbage bins to safer areas (animal concerns)
  - Have a place during fishing season to put fish guts
    - Get volunteers to help those without vehicles to get guts back to rivers
  - Animal resistant latches
- Lock and Key (however, for some not having a key means garbage gets thrown on the ground)
- Regular pick up so garbage doesn't pile up
- Individual bins for families
  - Implement parent responsibility for children littering
- Move dumpsters to fisheries compound where there's lighting and cameras
- Add signs "PRIVATE: Community Use Only"

### Our community will have excellent places to gather and play

- "Build a first class community centre, where all ages are engaged in the planning and being healthy. Lots of rooms so lots of activities can happen at once"
  - Opportunity to host Indigenous games and other sporting events
- Sports complex
  - Our own sports complex could allow youth to focus on sports and healthy activities at young ages allowing them to excel into adulthood
  - Allows youth healthy outlets for stress and building healthy relationships in teams
- Playgrounds
- Safe spaces for children and families
- Updated community hall

- BBQ pit
- Buy/ acquire first lots on West Kalum road closest to highway for community space development

### **Community members will have access to suitable, good housing on-reserve**

- More affordable housing and more housing in general
- Create multiple types of housing to accommodate different housing needs
- Develop multi-generational housing
- Place people in appropriate houses to best use available house (i.e. not having single people in a 3 bedroom house)
- Build with better quality materials
  - Build for the local environment (i.e. floods in the past)
  - Build better than CMHC and DIA substandard minimums
- Explore green options i.e. solar, grey water, geo-thermal
- Strategy for arrears
- Strategy to handle vacant lots/ abandoned houses
- Inform membership how to access funding and loans to build/ renovate homes

### **Homes will be accessible and safe**

- Renovate / build in accessibility (i.e. ramps)
- Create better access for elders e.g. ramps, rails, tubs and toilet rails
- Elders housing

### **Community members will care for their homes**

- Make residents responsible for home care, make responsible homeowners a priority
  - Maintenance
  - Appearance
  - Keep yards clean and free of appliances and old furniture
  - Get rid of vehicles that are broken down
  - Wash sides of house
  - Apply for funding and support for structural renovations
  - Take care of mould before it grows out of control

### **Our community will have the proper utilities and infrastructure to service current and future needs**

- Cell booster tower
- Increased water pressure
- Plan/ increased water for growing community

- Hydro lines/ cables in ground

**Our community will have safe, beautiful transportation corridors**

- Paved streets, sidewalks and ditches for proper water drainage
- Safety measures for pedestrians
- More streetlights, look into solar powered units
- Clean streets
- Hiking and walking trails
- Flower gardens
- Traditional food/ plant gardens

**Our community will have good emergency services**

- Firehall
- Place to gather when there are power outages or major emergencies
- 





## Lands and Resources

### We will each be personally responsible for caring for our lands

- Educate community on ways to take care of the environment
- Educate people what chemicals can do to the watershed
- Talk about the effects pollution will have on the environment in the future
- “Talk to youth and bring them out on the land to strengthen their connection”
- Elders share experiences about the land and leading land visits
- Share historical knowledge
- Gardening
- Teach how to harvest traditional medicines and how to use them
- Recycle
- Read information provided
- Participate in recycling programs
- Reduce waste, limit use of power and water
- Gardening
- Respect the land
- Make efforts to discard wastes properly (paints, appliances)
- Bring our own dishes to feasts and gatherings

### Leadership will take care of our lands

- Pass policies/ by-laws to encourage less waste and respect the land
  - Recycling program
  - Clean up policy
  - Use travel mugs instead of foam/ plastic cups in offices
- Implement ‘green measures’ where appropriate i.e. solar panels, geo-thermal, grey water
- Provide information, workshops and public talks
- Lead by example
  - i.e Participate in green programs
- Look into own environmental assessment policy

### Staff will take care of our lands

- Distribute information
- Lead by example i.e. walk to work
- Respect the land
- Provide recycling bins and more trash bins around the community
- Build partnerships with David Suzuki foundation/ environment friendly groups to do talks and workshops in community
- Work with NAGK school to teach youth

### Community members will be familiar with and regular visitors to our traditional territories

- Land visits/Tours and Educational Field Trips

- Create opportunities for community members to connect with the land
- “Go out and explore lands, see what’s out there. Have land tours”
- Elders showing our younger generation by being role models, how we connect to the lands, teaching the next generation
- Knowledge holders to share information
- Create maps to be shared within community only to teach family places
- Create teaching opportunities for anyone to be able to survive out on the land
- Invite Headstart kids to learn young and get use to being around cleaning fish and taking part in community gardens
- Community moose cleaning/ hanging
  - Teach young how to cut up a moose

### **We will assert our aboriginal rights and title**

- Use land in traditional ways, practice rights, apply traditional practices
- Education on cultural and traditional uses
- Study history
- Create a vision
- Protect the land
- Occupy the land/Show occupancy
- Communicate history and heritage
- Write a declaration and work with it
- Stop treaty process
- Make sure when we sign the treaty we continue to have the rights we have now
- Use court processes
- Don’t rip up lands just to store machines, use the land protect it
- Place crest poles in areas to tell our story and connections to the land
- Place flags on the land

### **Port Essington will be an important place for all of our community members**

- “Provide history of Port Essington, then bring to band members there to see where things happened. Build the basics so band members can visit on their own, like a dock or place to land boats. Cabins to camp there.”
- Bring people to Port Essington, create opportunities for visiting
- Re-Build / build areas for camping and cabins
- Make available for guided and self-lead visits
  - Cultural camps
  - Boat tours
  - Camping
  - Cabins
  - History lessons

- Visits with elders and youth
- Fishing
- Organize an annual trip
- Community member reunion
- Have community members share their photos and stories of the area
- Tourism
- Essington Days/ Spa Xksuutks Days
  - Or celebrate all our homesteads create our own celebration weeks every month to help teach our places on the Skeena and coast
- Clean cemetery at Port Essington

**We will practice resource-based economic development in a way that is in keeping with our traditional values of stewardship and long-term thinking**

- Logging
  - 'smart' logging, no clear cutting
    - No logging by non-community members
  - Land use plans
  - Waterway policy
  - Re-planting
  - Include community members in the work
  - Use Kitsumkalum harvested wood from the sawmill to build houses
  - Value –added businesses (e.g. Mill, shake blocking, community use – totem poles, carving)
  - “Commercial thinning second growth; diversity second growth with a multi-stage stand and species diversification. Fuel management. Opposed to clear cut second growth greater than 3 hectares.”
- Fishing
  - Marine education i.e. boat licence
  - Shellfish aquaculture
  - Net fishing
  - No fish farms
  - Collect data and document (LNG)
  - Teach young how to fish

**Our leadership, staff and community members will be constantly aware of what is happening in our traditional territories**

- Community can be kept more aware through informer/Facebook
- Increase access to territory so members can travel in to it
- Share the knowledge of areas for hunting, food and medicine harvesting
- Communicate what is being done in the territory

- Share environmental assessments, data collection and documentation about what's happening in the territory
- Stronger presence on the land/ stewardship checking for poachers, over fishing etc.

### **We will be stewards of our traditional territories**

- Create stewardship plan
  - Roll out stewardship plan
- Share land use planning
  - Include areas outside Treaty Settlement Lands
- Don't rush projects just because there is funding
- Involve community in choosing priorities for projects and upgrades
- "No, there needs to be more land use planning. Not just throw something up because there is sudden money to build something that has been needed for a long time. List what is needed and look to see where these things can go. Such as playgrounds, smaller hall than the community hall to hold smaller events, community greenhouse, garden, storage building for all offices, etc."
- Buy back lands, negotiate right of first refusal of sale of traditional territory
- Buy back lands to add to reserve land
- Keep residential and industrial further apart
- Focus on sustainability
- "We should work in partnership with others to co-manage the lands then we should have 100% control and freedom to do what we want. Partner until Kalum has the resources and capacity to manage"
- Co-manage with neighbours
- Make "peace treaties" with neighbouring communities
- Work more with the city of Terrace
- Stop our own members and family members from poaching and hunting at night
- Community will report poachers and activities causing harm to our lands

### **Community members will have access to our traditional territories for cultural and social purposes**

- Access to cedar for the community
- Cultural uses
- Berry picking
- Medicine harvesting





## **Social**

### **Community members will have opportunities to improve their life skills**

- Life skills
- Family support
- Youth support
- Self-empowerment
- Obtaining access to transportation (drivers licence, bus pass)
- Obtaining housing and home security
- Teach youth about responsibility, home and financial management
  - Teach youth appropriate behaviour, sexual violence, violence against women, all forms of abuse are not ok
- Teen Centre/Youth programs
- Provide skill building (literacy, numeracy) for youth

### **Council will help the community be prepared for emergencies**

- Develop policy for emergencies (flood, earthquake, harassment)
- Develop emergency preparedness plans and share with the community
- Holding community meetings to inform members of preparations that Council has put in to place
- Fund and hand out emergency kits to each house hold
- Designate shelter areas, hold drills and training, communicate emergency routes and muster points
- Ensure plans are in place for flooding, tsunami, fire, earthquake etc.

### **Staff will help the community be prepared for emergencies**

- Providing information
- Do planning
- Ensure emergency kits are available
- Follow the emergency preparedness plan
- Update the current EPP
- Be trained to provide assistance
- Do research on emergency kit preparedness needs
- Put emergency kits together
- Plan for water and safe evacuation of elders and vulnerable

### **Community members will be prepared for emergencies**

- Use own resources to prepare emergency kits
- Put emergency kits together
- Store water for emergencies
- Read warning notices and notify family members at risk

- Have a meeting place
- Pick up information
- Be prepared for being self-sufficient for 3-5 days



### **Our community will be safe**

- Enforce laws and rules, make individuals accountable for their actions
  - Look at restorative justice
- “Enforce rules – if we know who has committed the crime and they are protected [they] will continue to commit crimes”
  - Hold youth accountable to end criminal behaviour
    - Look into reasons why that behaviour is happening and what programs or services can assist to end cycles
- Education and awareness of violence, discrimination, racism, rape, addictions, sexual health, self-care, family care
- Enforcing by-laws
- Have individuals be accountable for their actions
  - I.e. vandals to clean up
- Do not hide or be in denial about crimes committed by family members
  - I.e. poachers, physical and sexual violence against all and most vulnerable: children, young women, elders
  - Sexual predators should not be allowed to roam free, policies and by-laws should be in place to notify public
- Be accountable for actions
- Follow traditional values
  - Other outlets to handle stress and reconnect to the land and our heritage

### **Elders will be well cared for and respected**

- “elders care facility, merged with a daycare, endless benefits”
- Visit and talk with elders, be respectful of their knowledge
- Spend time with family, be active with grandchildren
- Youth help in caring for elders
- “Have more information available on what it means to be socially responsible”
- “Recognize real/true elders, not once you turn a certain age and have never contributed a day in your life people as elders. Elders as a term is earned not just a given.”
- Elder friendly facilities
  - Automatic door openers
  - Wheelchair/ walker accessible buildings
- Create opportunities for elders to engage with youth