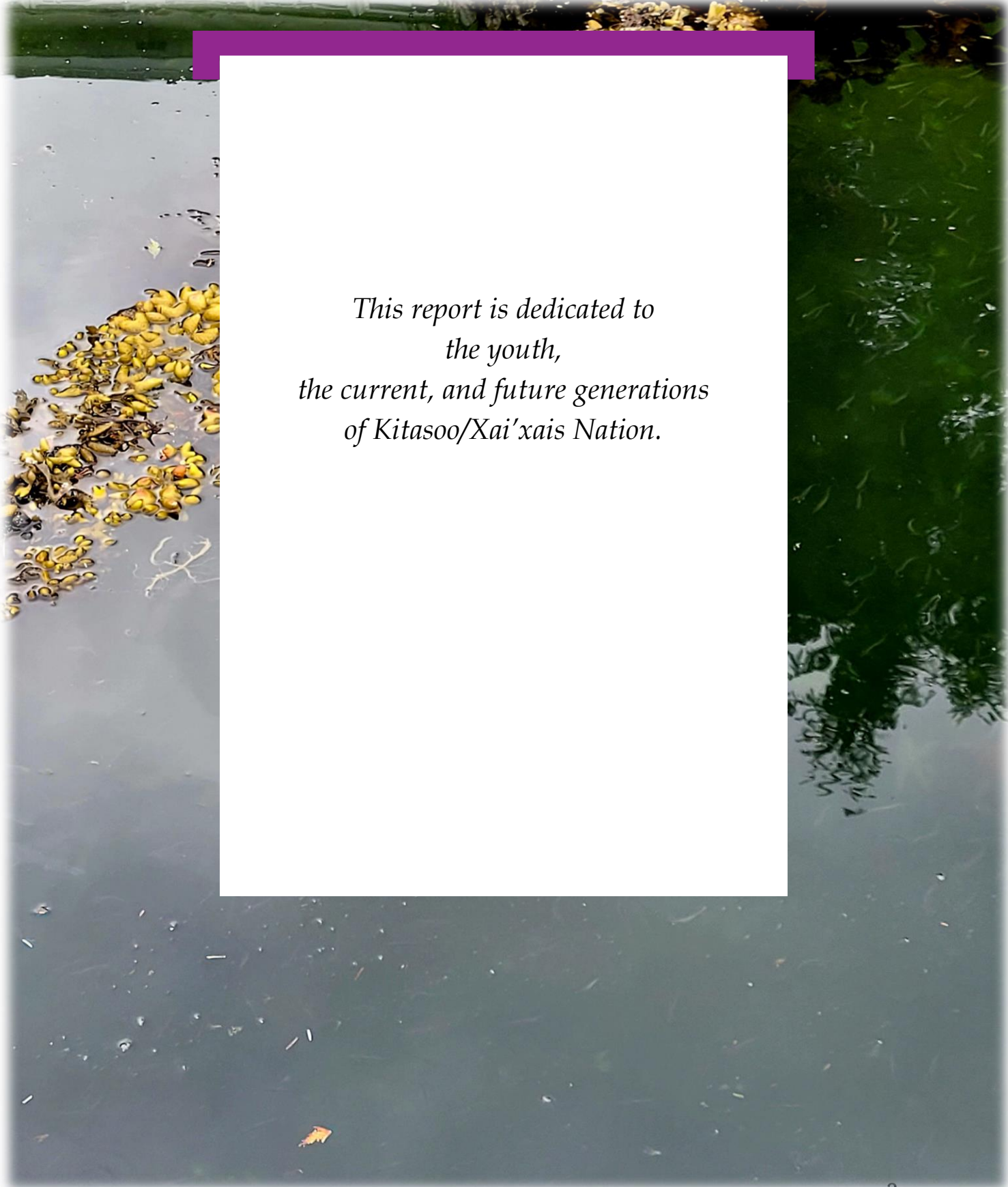




Learning & Wellness Strategy Report

August 2023



*This report is dedicated to
the youth,
the current, and future generations
of Kitasoo/Xai'xais Nation.*

“Stories have the power to make our hearts, minds, bodies, and spirits work together. When we lose a part of ourselves, we lose balance and harmony... Only when our hearts, minds, bodies, and spirits work together do we have Indigenous education.”

Joanne Archibald, Stó:lō,
Indigenous Storywork (p.12, 2008)

This report is authored by Shelby Brown, MEd, BA.

The stories contained in this report forever remain the property of those who told them.

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Acknowledgements



This report was made possible with support from Kitasoo Xai'xais Nation Band Council and Kitasoo Development Corporation.

This report is the result of a 7-month First Nation community placement through the Indigenous Intern Leadership Program (IILP), hosted by Kitasoo/Xai'xais Nation. The IILP is spearheaded by the Strengthening Public Service Institutions Initiative, a collaboration between the First Nations Public Service Secretariate and the BC Federal Council. The leading principle of the IILP is to foster reciprocal learning between First Nations communities and federal government departments.

A very special recognition is extended to all the Kitasoo/Xai'xais Nation youth, leadership, and greater community members who participated and advised the contents of this report. Your voices matter, and this important work would not be possible without you.

'Ntoyaxsn// ġiáxsixǎ// Thank you.

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Mental and Emotional Health Supports



The contents of this report are intended to be respectful and holistic, however they may trigger a mental or emotional response.

Please note that the following mental and emotional health supports are available to all Kitasoo/Xai'xais Nation members:

Counselling:

Brian Dean Williams Counselling Team:

Email: connect@briandeanwilliams.com

Phone: (778) 320-8586



**FNHA Health Benefits Coverage Mental Health and Wellness
Counselling in BC:**

Call toll-free 1-855-550-5454 or visit www.fnha.ca/benefits/mental-health to check if the counsellor you are interested in is registered and eligible for coverage.

Support lines:

24/7 Kids Help Phone:

Text CONNECT to 686868

Toll-free: 1-800-668-6868

<https://kidshelpphone.ca/>



24/7 Hope for Wellness Help Line:

Toll-free: 1-855-242-3310

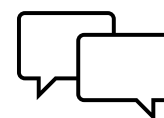
Online chat: www.hopeforwellness.ca



24/7 Kuu-Us Crisis Line Society:

Toll-free: 1-800-588-8717

www.kuu-uscrisisline.com



24/7 Indian Residential School Crisis Line:

Toll-free: 1-866-925-4419

24/7 Crisis Line Association of BC:

Toll-free: 1-800-784-2433



Tsow-Tun Le Lum support line:

Toll-free: 1-888-403-3123

<https://www.tsowtunlelum.org/>

Provides confidential outreach services such as counselling, cultural support, and wellness programs.

BC Mental Health and Information support line:

Call 310-6789 to reach the Mental Health and Information and Support Line, from anywhere in the province. You will receive emotional support, and information on appropriate referral options and a wide range of support relating to mental health concerns.



Addictions and Substance Use Supports:

FNHA Virtual Substance Use and Psychiatry Service:

Substance use and addictions medicine: Mon-Fri 9 am to 5 pm.

Psychiatry: Mon-Fri 9:30 am to 3 pm.

Email: fnvsups@fnha.ca



Provides access to addictions medicine, psychiatry, mental health, and wellness care. This is a referral-based service and is available at no cost to all First Nations people and their family members living in BC, including family members who are not Indigenous. **This service requires a referral from a health and wellness provider** who can support the individual on their journey. **First Nations Virtual Doctor of the Day can provide referrals** for anyone who does not have a provider who can refer them to the program.

FNHA First Nations Virtual Doctor of the Day:

To book call toll-free: 1-855-344-3800

7 days/week 8:30 am to 4:30 pm

24/7 BC Alcohol & Drug Information & Referral Service:

Toll-free: 1-800-663-1441

Lower Mainland: 604-660-9382



Available to people across B.C. needing help with any kind of substance abuse. It provides information and referral to education, prevention and treatment services and regulatory agencies.

24/7 Problem Gambling Help Line of BC:

Toll-free: 1-888 795-6111

Deaf or hearing-impaired (collect calls accepted): 604-875-0885

<https://www.gamblingsupportbc.ca>

An information and referral service for anyone who is adversely affected by their own, or another's gambling habit.

Executive Summary

August 25, 2023

This 2023 Learning and Wellness Strategy Report aligns with the previous 2021-2026 *Kitasoo/Xai'xais Nation Wellness Strategy* completed by author Shannon Girling-Hebert. This 2023 Learning and Wellness Strategy Report will enable elected Council and Hereditary leadership to plan, coordinate, and manage long-term Kitasoo/Xai'xais Nation social, economic, and land use interests. This 2023 strategy also contains essential community voices and corresponding implementation steps as researched and authored by Shelby Brown.

This report clarifies and reflects the overall values of Kitasoo/Xai'xais Nation by establishing membership-driven vision, goals, and objectives for future Nation governance, development, policies, and services. This report also serves as a guideline to achieve these shared goals.

Indigenous communities and Nations are comprised of many diverse perspectives and interests. Preparing this report required extensive collaboration and consultation with Nation members and greater Klemtu community members. The purpose of the research contained in this report served to engage numerous public hearings to receive testimonials from all interested Parties. These discussions resulted in proposed issues and ideas that can be used to achieve Kitasoo/Xai'xais Nation organizational goals.

One of the main objectives of this report is to provide a guideline to help initiate ongoing communication regarding increasing capacity in Klemtu. Effective human capital development is essential to establishing and maintaining healthy and vibrant lifestyles for all Kitasoo/Xai'xais Nation members, employees, and residents of Klemtu.

One of the main highlights of the research in this report also emphasizes the importance of Kitasoo/Xai'xais youth engagement. The importance of this report is to ensure community engagement includes our children, youth, young adults, and Elders. An additional goal of the research is to obtain a more holistic and well-rounded perspective on what learning and wellness mean to them.

Shelby has provided consistent high-quality support in co-developing and delivering this project. She has also shown a strong sense of dedication and follow-through in all her actions. Please accept my recommendation to adopt and implement this strategy.

-Cindy Robinson, Kitasoo/Xai'xais Health Technical Advisor.

Purpose of this Report

Following up on the 2021-2026 Kitasoo/ Xai'xais Nation Strategic Wellness Plan

In October 2021, author Shannon Girling-Hebert produced the *2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report*. To produce the report, 42 Nation members participated in online and telephone interviews. The highest wellness priorities identified by Nation members were education, housing, and child & family services.



The 2021-2026 Strategic Wellness Plan called for the next steps which include focus groups, ongoing membership engagement, and implementation steps.

In February 2023, Kitasoo/Xai'xais Nation member and Health Advisor Cindy Robinson, and IILP intern Shelby Brown came together as a team to create focus groups on the Nation's priority of education. Recognizing that each person is a lifelong learner with their own special gifts and skills, the research team created a holistic approach to education. We did so by engaging grassroots Nation members on their unique ideas of learning and wellness with the aim of creating implementable action steps.

How We Engaged Community

Indigenous Storywork

Our research team used Stó:lō scholar and educator, Jo-ann Archibald's (2008) *Indigenous Storywork* as our community engagement method. We used Indigenous Storywork by engaging community members in multiple public sharing events, also known as *Indigenous Narrative Gatherings*.

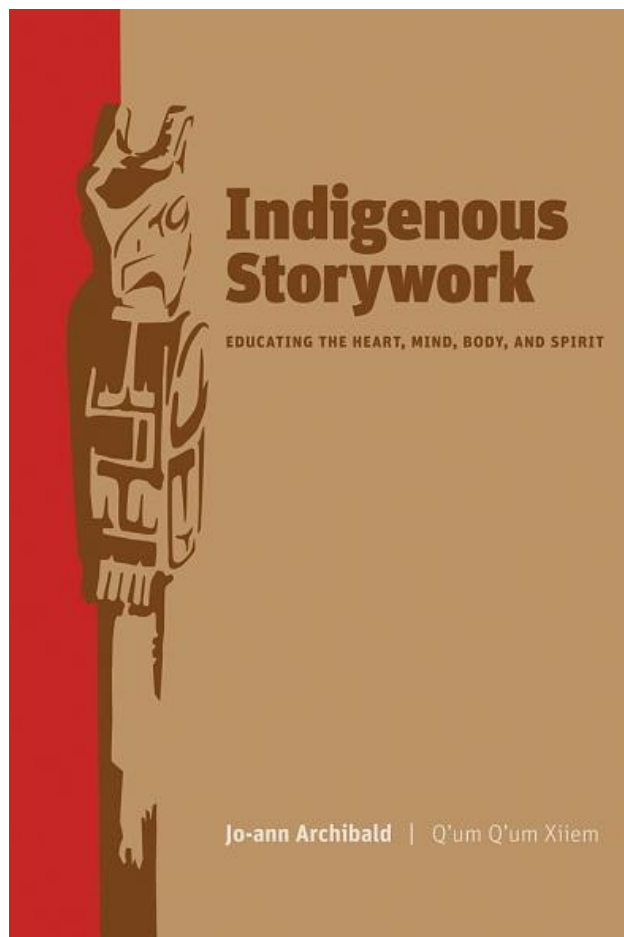
Indigenous Narrative Gatherings are a positive way to reclaim traditional storytelling and decision making (Dulwich Center, 2023).

Directly engaging Kitasoo/Xai'xais membership with Indigenous Storywork required community leadership and our team to sit, watch, listen, and *witness*

community member's stories to *honour* each of them as self-determining experts of their own learning and wellness (Meijer Drees, Martin, & McFarland, 2012; Dulwich Center, 2023).

Inviting community members to gather in safe space encouraged them to "*tell their stories in ways that make them stronger*" (Dulwich Center, 2023).

Our gatherings also empowered the witnesses to ask strength-based questions and listen for strands of strength in each person's stories (Dulwich Center, 2023). It is these strands of strength that will be used to weave information into lifelong learning and wellness action steps.



Indigenous Narrative Gatherings: *Re-igniting the Sacred Fire*



Kitasoo/Xai'xais Nation Big House and Sacred Fire

Between May and June 2023, our team held numerous Indigenous Narrative Gatherings and community engagement events. These events included:

- Three days of Nation youth engagement at the House of Wolves.
- Engaging grade 8 and 9 female youth on the territory.
- Two on-reserve membership information sessions.
- Door-to-door and online invitations to the Big House witnessing event.
- One in-person Big House witnessing event. Hereditary and elected leadership were called upon to bear witness to community member's stories.
- Online and paper surveys for off-reserve members, and those who could not attend the in-person events.
- Ongoing collaboration with Kitasoo Health Services.
- Ongoing collaboration with Kitasoo Development Corporation.
- Ongoing collaboration with hereditary and elected leadership.



Visiting Pitwell with grade 8&9 female youth

Community Engagement Questions



Four strengths-based questions we asked Kitsoo/Xai'xais Nation youth and community members are:

1. *What does learning mean to you?*
2. *What supports do you need to be a successful lifelong learner?*
3. *What does wellness mean to you?*
4. *What supports do you need to live a life of wellness?*

During our Big House witnessing event Kitasoo Health Director Tiffany Mason requested to ask Nation members the following two additional questions:

5. *How are you willing and able to contribute to community wellness in your job and professional life?*
6. *How are you willing and able to contribute to community wellness in your personal life?*

During our Big House witnessing event Elected Chief Doug Neasloss also requested to ask Nation members the following two additional questions:

7. *What does it take to build a community?*
8. *What does your identity as a Kitasoo/Xai'xais person mean to you? (What does it mean to be Kitasoo/Xai'xais?)*

These last four questions were included in the Big House witnessing event and were also included in paper and online surveys afterward.



Pictographs in Kitasoo/Xai'xais territory

Kitasoo/Xai'xais Youth Voices on Learning and Wellness

Kitasoo/Xai'xais Nation youth have much to offer in terms of sharing their knowledge about learning and wellness. From June 28-30, 2023, our team spent time visiting and witnessing the youth's responses to our questions. Some of their voices were articulated orally, and others were explained through artwork. Their responses are below:

As Kitasoo/Xai'xais youth, learning means:

- Knowing and participating in our Kitasoo/Xai'xais culture.
- Knowing and participating in our Southern Sm'algyx and Xai'xais languages.
- Hands-on experience and tactile learning.
- Not sitting in chairs all day.
- Acknowledgement of everyone's success.
- Celebrating success includes scholarships and awards.
- We have goals of attending post-secondary education. For example, two of us plan on attending Langara College and Vancouver Island University.
- We also have career goals. One of us would like to be a Starbucks Barista living in Vancouver or the USA. One of us would like to learn criminology and counselling to come back to Klemtu and help our people. Another one of us is interested in studying mental health and would like to be a newborn baby photographer.
- On-reserve job experience is also important to us. Some of us have had positive experiences working at Spirit Bear Lodge and the Wellness Program and wish this experience for others.





As Kitasoo/Xai'xais youth, the supports we need to be successful lifelong learners (from kindergarten to grade 12) are:

- Professional, kind, culturally respectful, and trauma-informed conduct from school leadership, administrative staff, and teachers.
- Long-term consistency in school staff retention.
- More school staff to support sport and recreation activities (especially soccer).
- More chaperones for outdoor learning and cultural events.
- Safe space for students to be safe with students, teachers to be safe with students, and students to be safe with teachers.
- No bullying.
- Always being kind and nice to teachers.
- More support for all learners (ADHD support, tutors, counsellors, educational assistants, etc.)
- Bringing back the school snack staff. Our healthy snack ideas are pears, crackers, pepperoni, etc. (foods other than apples and oranges).



As Kitasoo/Xai'xais youth, the supports we need to be successful lifelong learners (post-secondary and job experience) are:

- A good support system for post-secondary students:
 - Consistent funding for tuition and living costs.
 - Family members and Nation staff to check-in with us through bi-weekly phone calls.
 - Ongoing Kitasoo/Xai'xais Elder and knowledge keeper supports for students to stay connected to the roots of who we are and where we come from.
 - Tutoring and mentoring for success in our courses.



- More opportunities for Spirit Bear Lodge staff to participate in bear watching training.

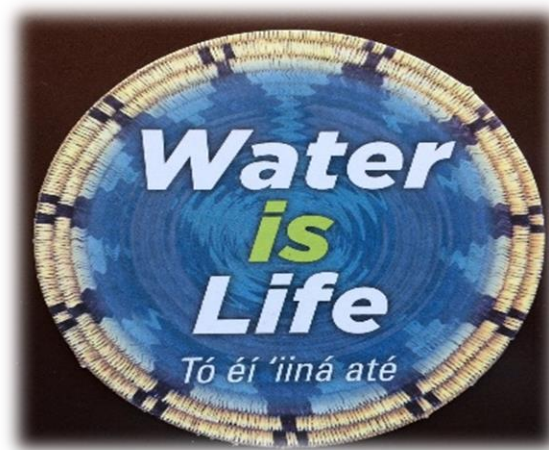


As Kitsoo/Xai'xais youth, this is what wellness means to us:

- Having alone time.
- Having access to clean drinking water.
- Having access to nature walks and walking trails.
- Being adventurous and participating in outdoor activities.



Walking trail past the salmon hatchery



As Kitasoo/Xai'xais youth, these are the supports we need to live a life of wellness:

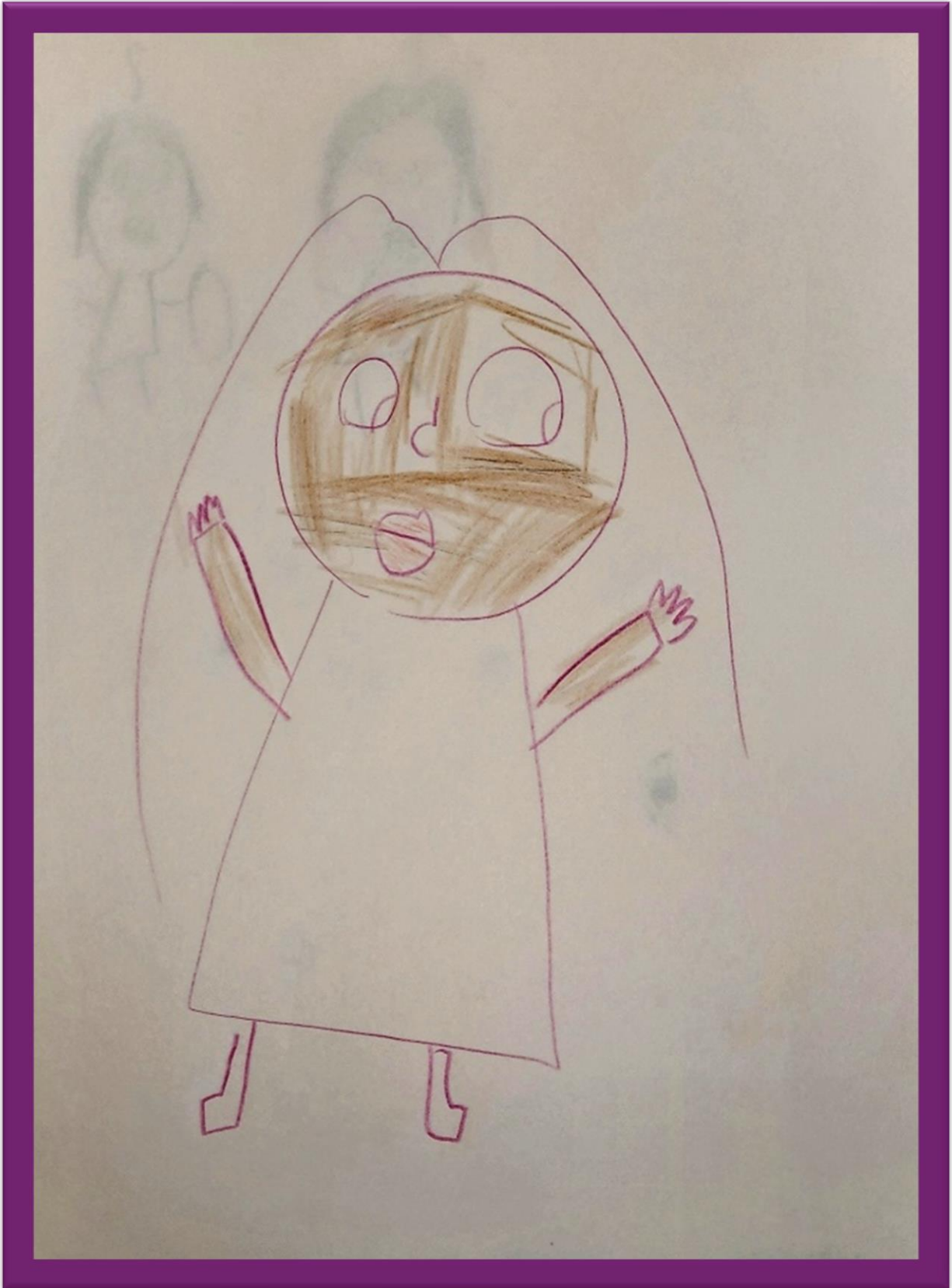


- Healthy foods:
 - Veggies
 - Fruit
 - Seafood
 - Traditional plant & animal foods

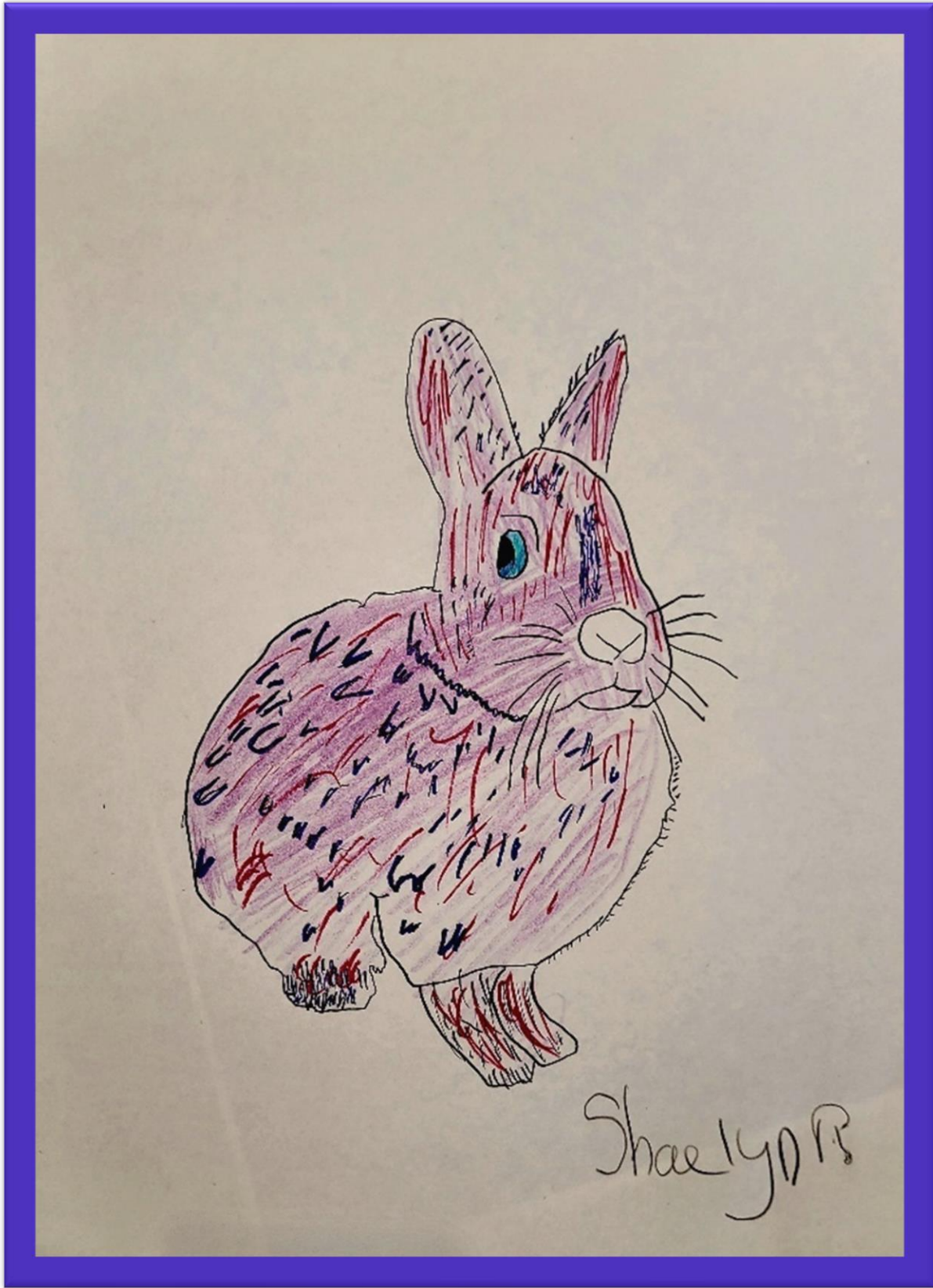


- Soccer field (and other sports in addition to basketball)
- Leaders and educators who are kind, not angry, and are nice to everyone.

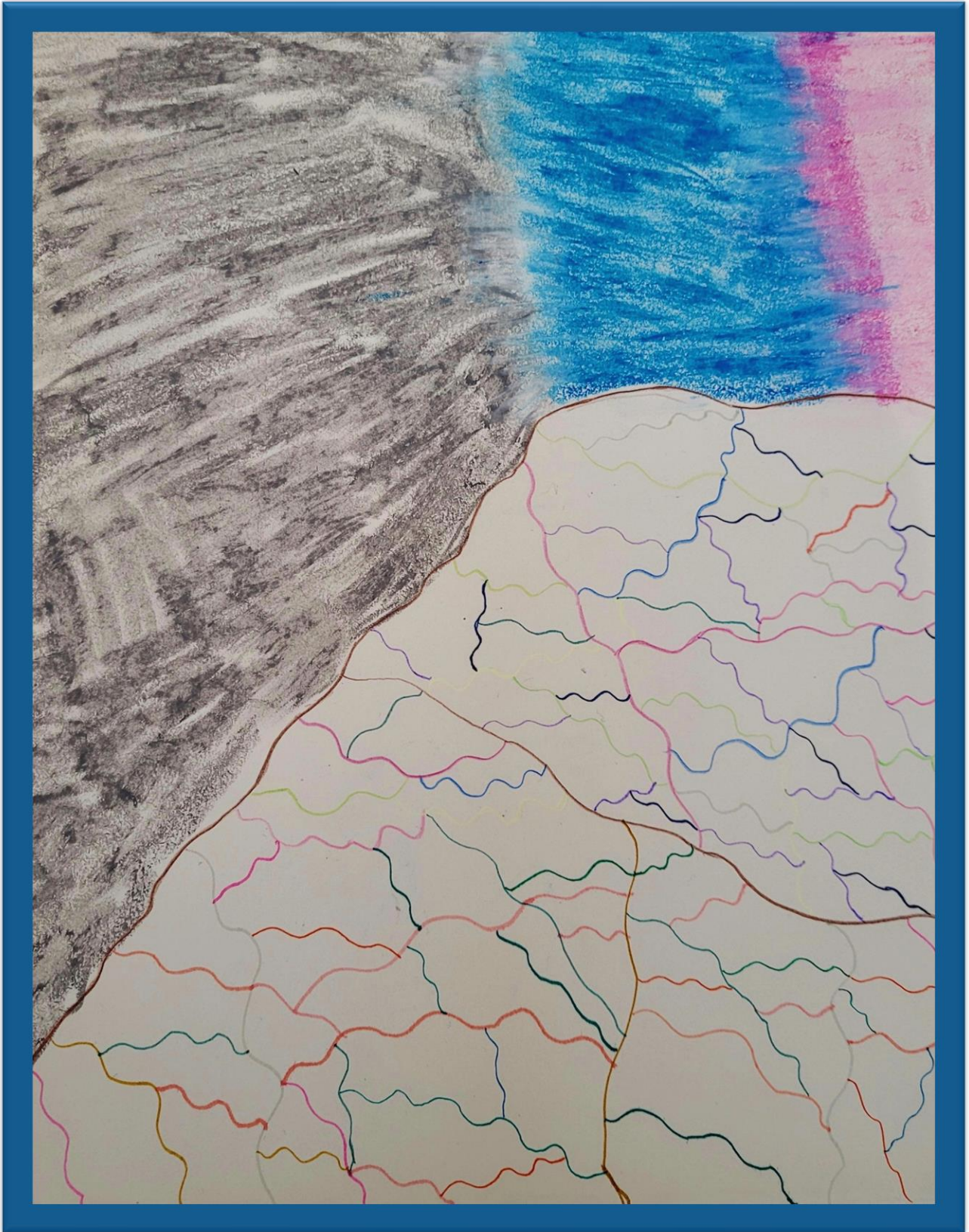




Self-portrait (proud of my skin) by Skylar Reandy



stukliin/ /díxdúx// rabbit by Shaelyn Robinson



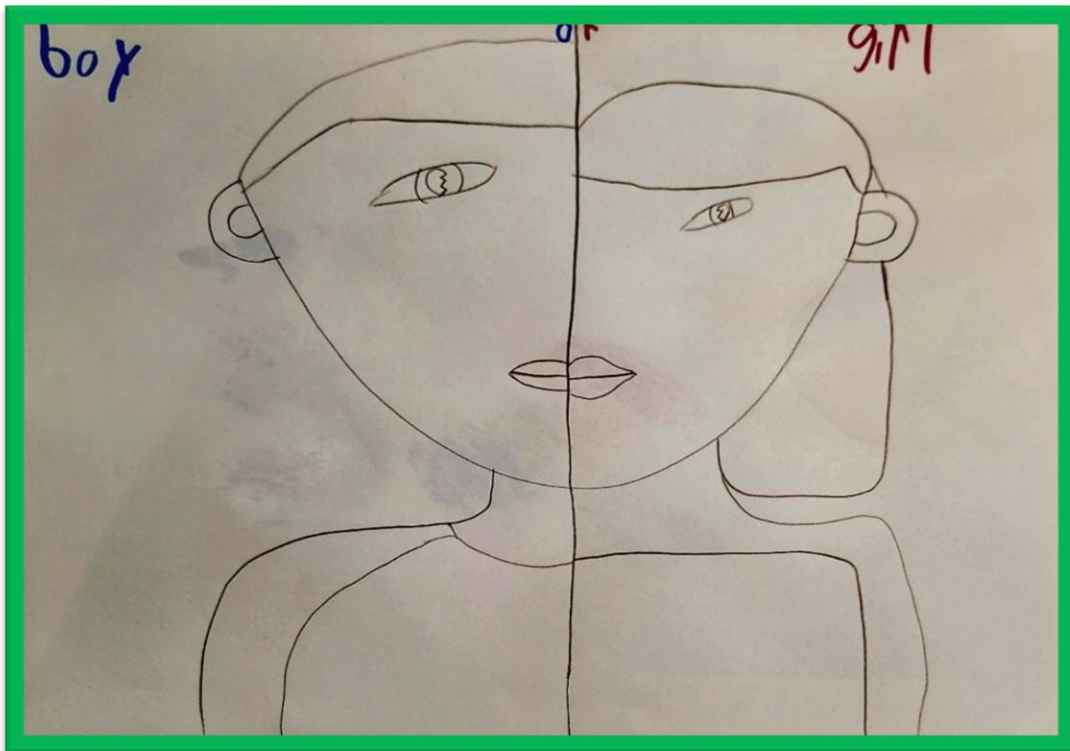
Mountains (youth wished to remain anonymous)



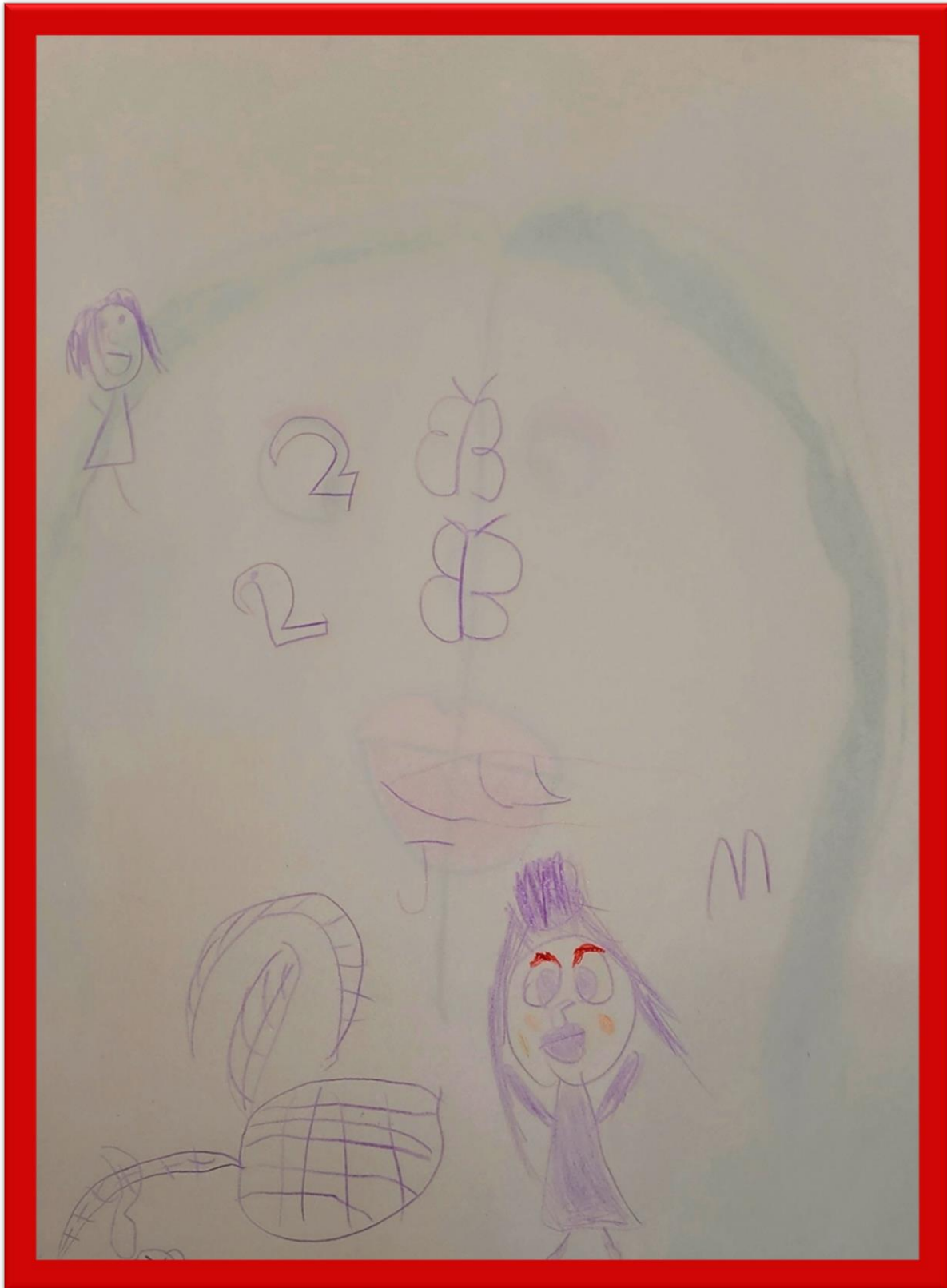
Hearts by Payton & Skylar Reandy



Faces by Skylar Reandy



boy or girl by Payton & Skylar Reandy



Skinning a sts'ool// qvúluń //beaver by Skylar Reandy

Self-love practices
Cut this list out and save it for those moments when you need a little motivation to focus on nurturing the nurturer. These ideas will help you look inward, promoting deepened self-love and healing.

- Craft during breaks.
- Nurture soul.
- Walk by—and smell—water.
- Look for rocks.
- Talk to ravens.
- Be still.
- Allow peace.
- Talk to an Elder.
- Cry.
- Mentor and delegate.
- Be okay with saying “not now.”
- Create a retreat space.
- Be with yourself, reflect, read.
- Create.
- Meditate; practise not thinking.
- Know the power of ritual.
- Revel in tradition.
- Enjoy little things.
- Sit in darkness.
- Honour your introvert.
- Nap.
- Commune with a circle, laugh.

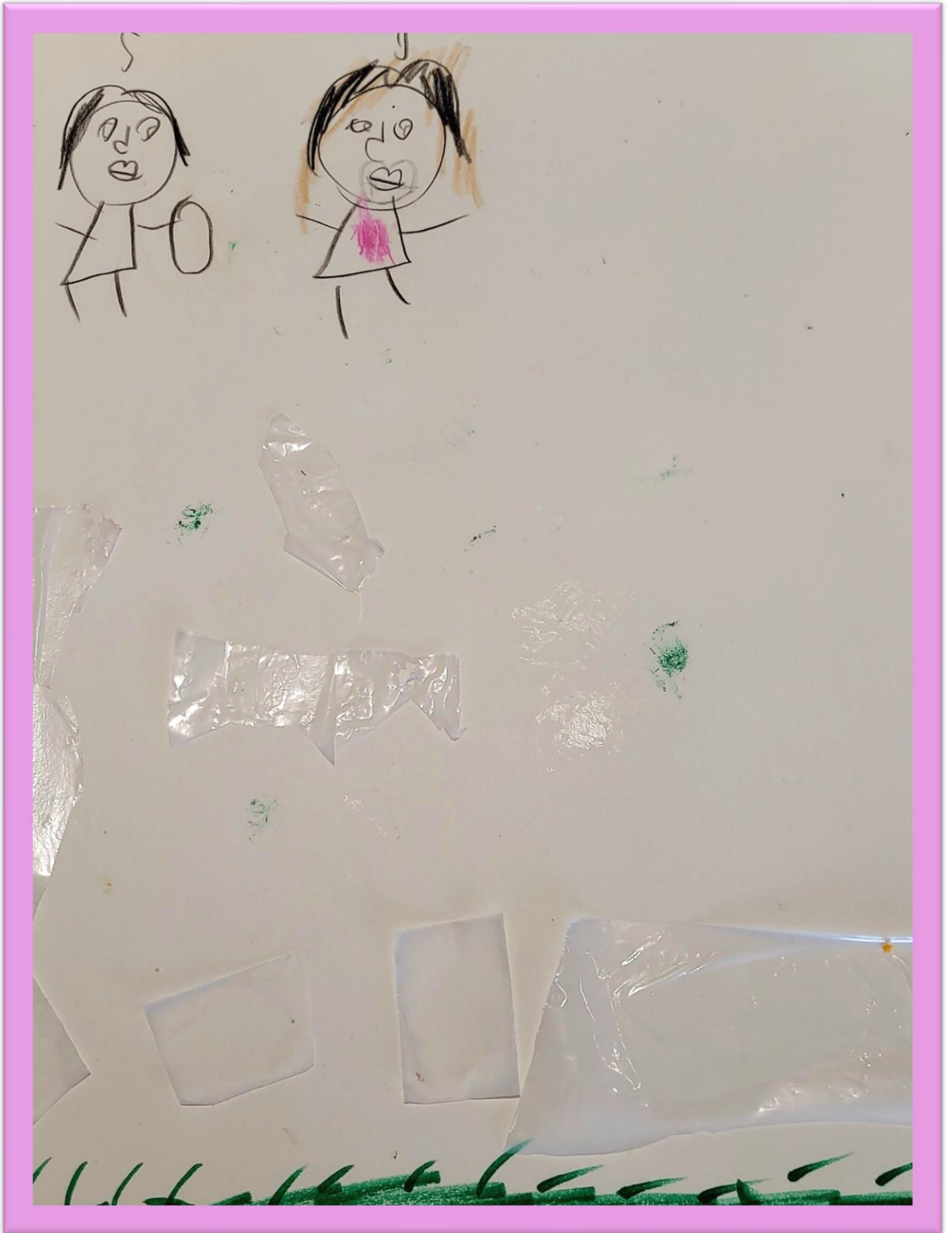
*Hope i'm on my way
i'm coming don't
lose faith in me*

*Summer Time
sadness*

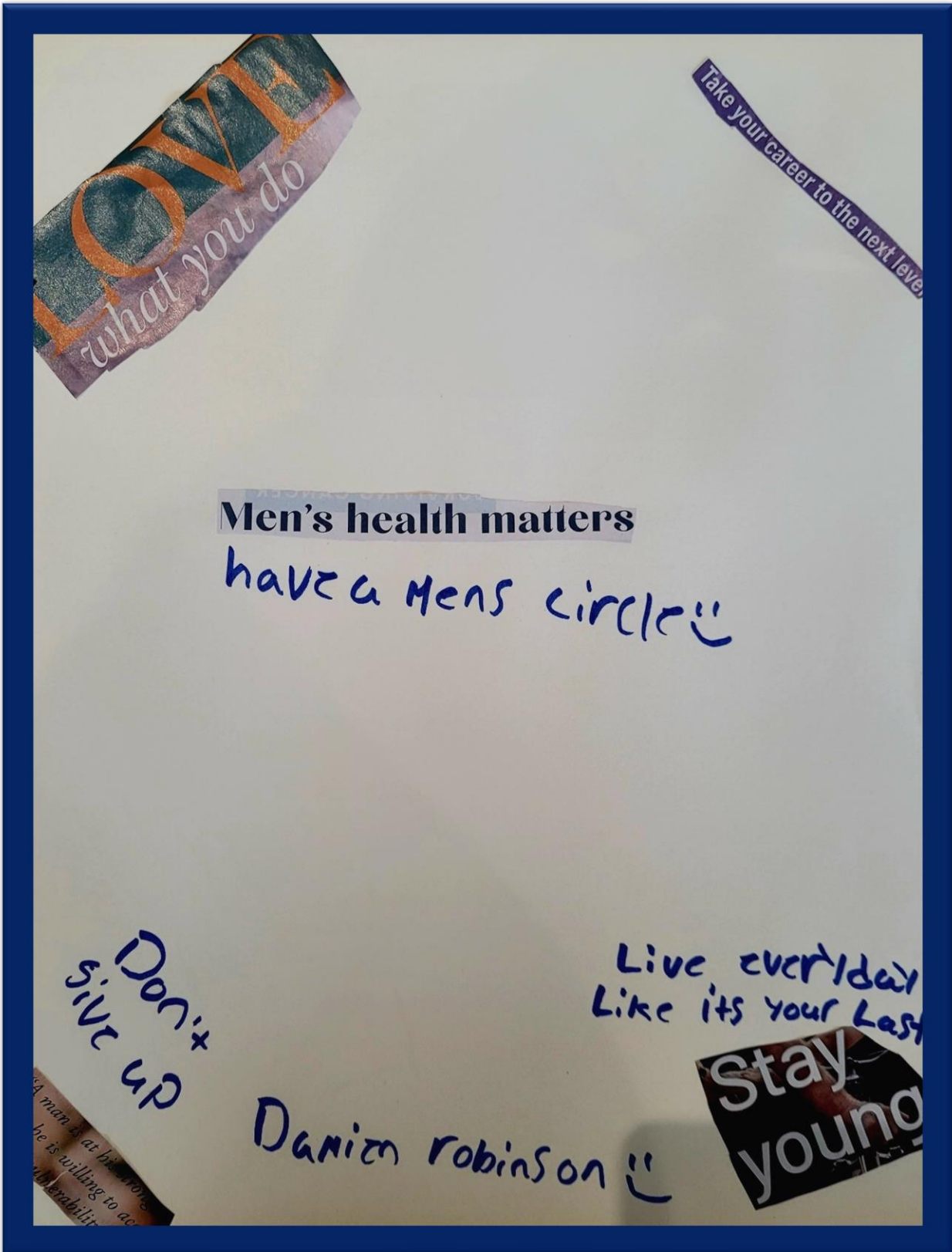
The healing power
of deepening self-love

**AN INDIGENOUS APPROACH TO SELF-NURTURING
WHILE NURTURING OTHERS**

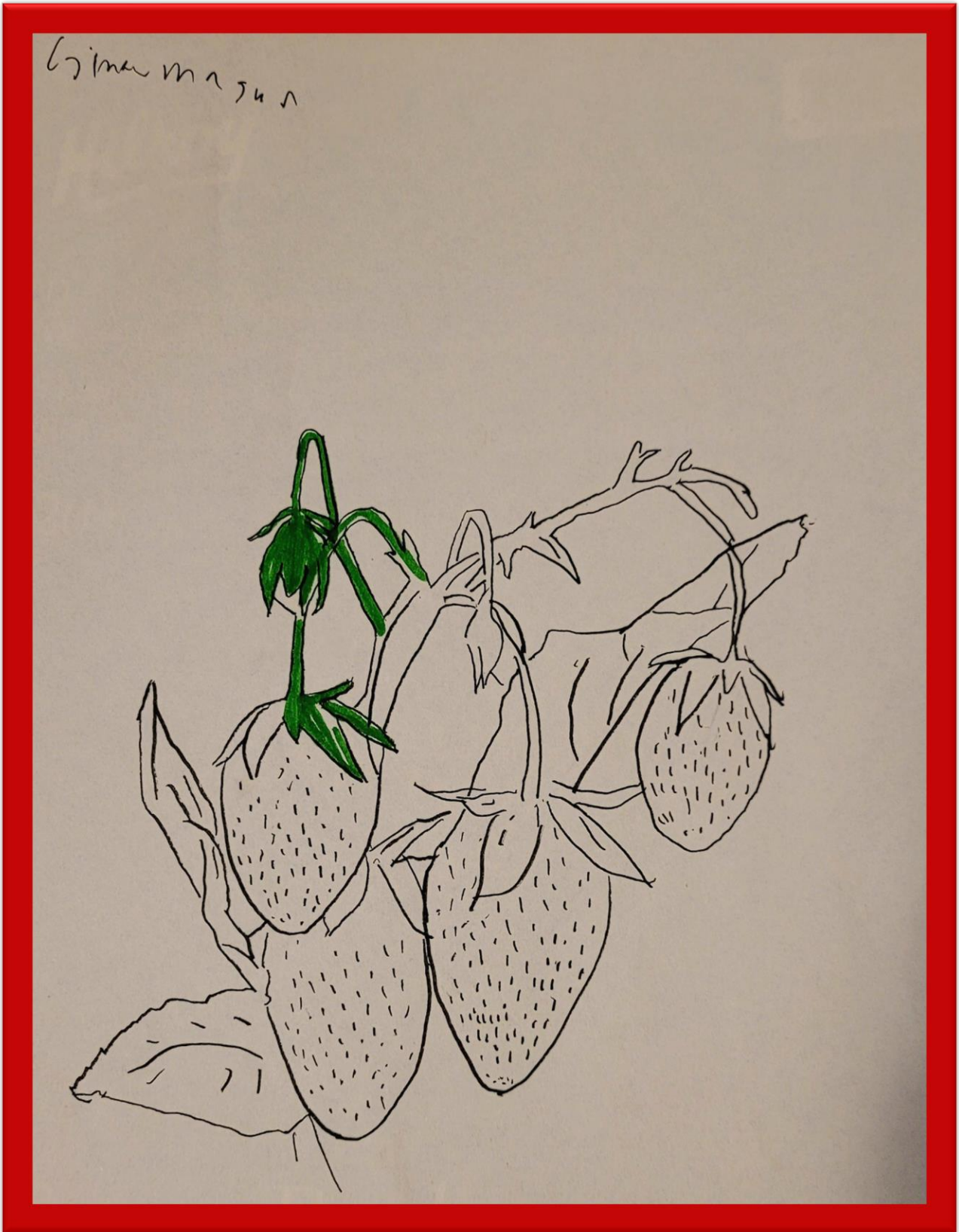
Indigenous self-love practices (youth wished to remain anonymous)



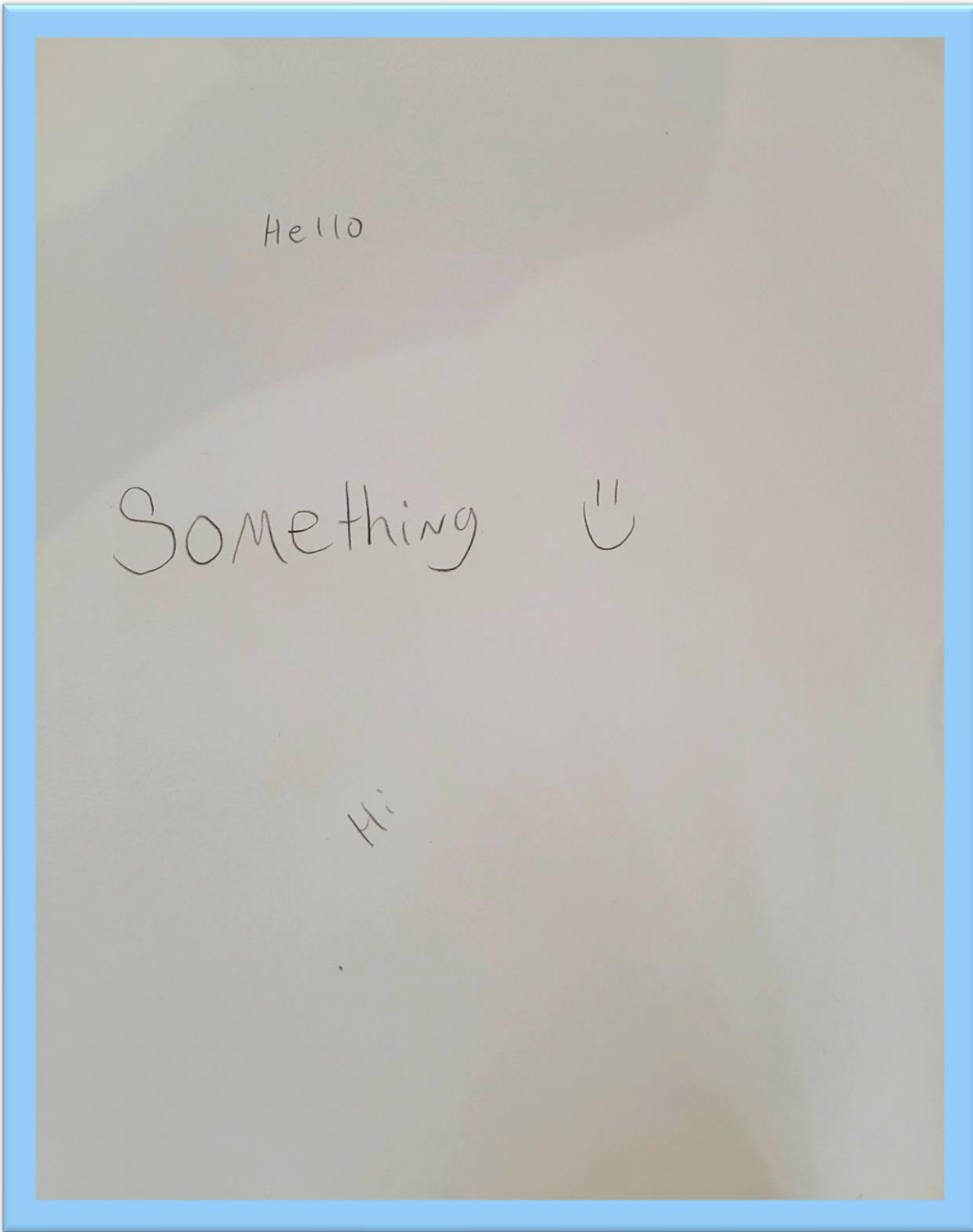
Cleaning up the garbage by Skylar Reandy



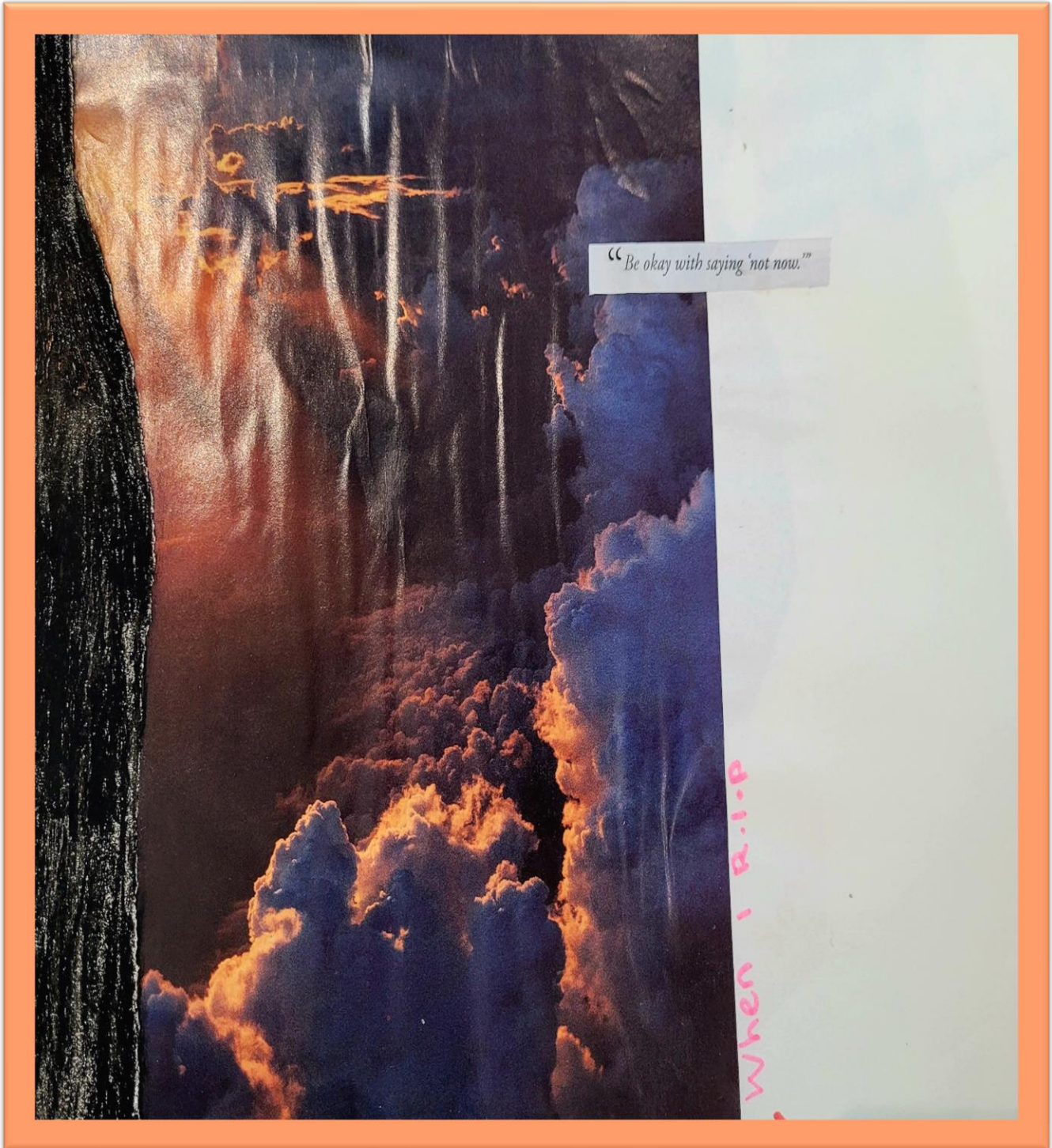
"A man is at his strongest when he is willing to accept his vulnerability" by Damian Robinson



maguul// kákos// strawberries by Gina Mason



Hello, Something 😊, Hi by Sherry Wallis



"Be okay with saying 'not now'" (youth wished to remain anonymous)

Kitasoo/Xai'xais Adult Voices on Learning and Wellness



Kitasoo/Xai'xais Nation adult members also have much to offer in terms of sharing their knowledge about learning and wellness. On 3 July 2023 our team hosted a Big House witnessing event. Hereditary and Elected leadership were called upon to sit, watch, listen, and witness community member's stories about learning and wellness. Brent Mason attended as a Hereditary Chief along with Elected Chief Doug Neasloss, and elected Councilors Jeremiah Robinson and Isaiah Robinson. Kitasoo Health Director Tiffany Mason, Languages Project Supervisor Chantal Pronteau, and Kitasoo Community School Principal Amei Mei also participated in sharing and witnessing community member's stories and wisdom.

With the youth's permission, our conversation began by sharing what our team witnessed during the June 28-30, 2023, youth engagement. Leadership, Nation employees, and community members were deeply moved by the youth's knowledge, artwork, and testimonials. The youth's voices served to prompt the adult conversation around learning and wellness. From July 12-24, 2023, the same community engagement questions presented in the Big House were also posted in an online survey for off-reserve Nation members, and others who could not attend the Big House event to contribute their knowledge and feedback.



The conversation protocol we used during the public Big House witnessing event was like a talking circle. We began our event with an opening prayer, followed by the youth voices presentation. Once the adult conversation opened, a cedar bough was passed from one person to another. Only the person holding the cedar bough could speak. This was done to ensure respect and safe space for everyone in attendance.

The conversation was open-ended and free flowing. Each person had the opportunity to address each of the questions and could add additional questions to the conversation if they wished. Once the talking circle was completed, we shared a meal together, gifted the witnesses, conducted door raffles, and finished with a closing prayer.

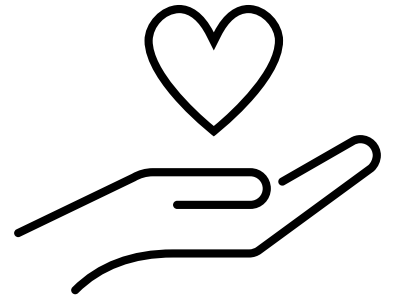
The four strengths-based questions we asked were:

1. *What does learning mean to you?*
2. *What supports do you need to be a successful lifelong learner?*
3. *What does wellness mean to you?*
4. *What supports do you need to live a life of wellness?*



During our Big House event Kitasoo Health Director Tiffany Mason requested to ask Nation members the following two additional questions:

5. *How are you willing and able to contribute to community wellness in your **job and professional life**?*
6. *How are you willing and able to contribute to community wellness in your **personal life**?*



Elected Chief Doug Neasloss also requested to ask Nation members the following two additional questions:

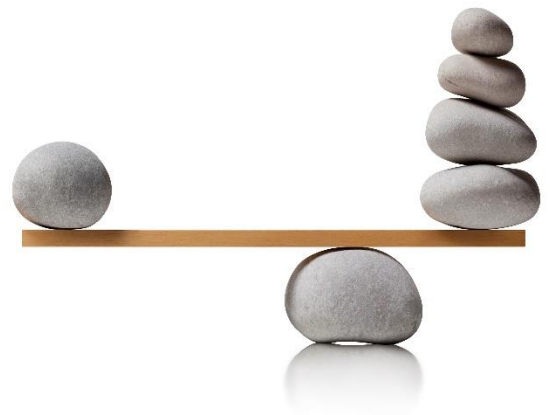
7. *What does it take to build a community?*
8. *What does your identity as a Kitasoo/Xai'xais person mean to you? (What does it mean to be Kitasoo/Xai'xais?)*



During the Big House conversation many of the adults struggled to speak to their own personal learning and wellness. However, each had constructive and creative ideas to contribute toward their current work/employment and the entire community's learning and wellness. Based on the Big House conversation and online survey results, the conversation was woven into the following 7 main needs and action items:

1. Justice

- We need to implement a Justice Board with hereditary leader designations for effective restorative justice.
- We need to implement practices which bring people who cause harm (ie. bootleggers, sexual and violent offenders, etc.) into cultivated safe spaces that regulate and monitor their activity, rather than avoiding the issue or shutting them out.



2. Kitasoo Community school

- We need to implement a permanent student council during the 2023-2024 school year.
- We need to instruct teachers to routinely ask students the same strength-based questions provided in this research.



- We need all school staff to monitor students for their strengths and to routinely report this information back to Nation leadership and their guardians/families.
- We need to implement ongoing harm reduction education for students and their caregivers.
- We need our youth to learn the history of colonization, so they can be empowered to make change.
- We need parents and guardians to contribute as active participants and leaders in our children’s learning journeys.
- We need good teachers who are willing to help our children.
- We need to host a yearly event to welcome new and returning teachers/school staff into the community.



3. Nation employee/ service providers and systemic burnout

- We need to implement HR policies and practices across all departments to further address lateral violence and systemic burnout. We can seek knowledge from subject matter experts such as Elaine Alec (Syilx & Secwepemc) to assist us with this process.



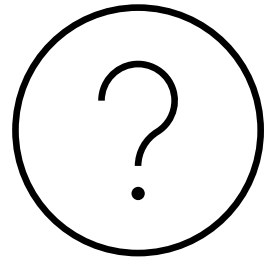
- We need to bridge the gap between action for community wellness and supporting individual Nation leadership and employee wellness. If we want our children and youth to be successful in their learning and wellness, we need to lead by example.



- We need to be able to speak with our supervisors and management openly about improvements that can be made in the workplace.
- Western education is not for everyone. We need a strengths-based approach to hiring, developing, and nourishing human capital. We can produce jobs that collaborate with people's existing strengths and talents, while also helping to further challenge and develop their skills and professional portfolio.
- Job development programs help advance skillsets and employability.

4. Identity

- We are proud to be Kitasoo/Xai'xais.
- We need recurring community-driven dialogue regarding our common sense of identity:
 - 1) *Who are we as Kitasoo/Xai'xais?*
 - 2) *What does it mean to be Kitasoo/Xai'xais?*
 - 3) *What does being proud to be Kitasoo/Xai'xais include?*



- We need to implement recurring women's circles/gatherings, men's circles/gatherings, 2SLGBTQIA+ gatherings, etc. This is to make safe space for mentoring young people, fostering community connection, and increasing language acquisition.
- We need to utilize the Big House for harm reduction events such as wellness events/gatherings, recovery circles, support groups, cultural gatherings, language, Elder gatherings, coffee houses, potlucks, movie nights, etc. The Big House was built for our wellness, togetherness, and healing. A lot of our gatherings can be held around the sacred fire.



5. Human rights and basic needs

Without wellness there is no learning.

- We need ongoing diabetes education supports. When new treatments and drugs come out, we need to provide community members with updated information, so they are properly informed of their care and the benefits/risks of each medication.
- We need to ensure that Nation employee wages reflect costs of remote living and inflation, so they do not need to bootleg, sell drugs, or find other harmful means to supplement their income.
- We need adequate and safe housing, daycare, and counselling.



6. Personal wellness

- We need circles of security, trust, and people who listen and are safe to connect with.
- Some of us listen and provide circles of security, trust, and safe spaces for others.
- We need our personal boundaries to be respected and protected.
- We need ongoing opportunities to gain experience and improve our self-love practices, along with setting and achieving our goals.
- We need adult exercise facilities (ie. a gym with aerobic and anaerobic workout equipment).



7. Building community

- Family, kindness, respect, fairness, and honesty from leadership and all community members are needed to build a healthy community.



Wellness and manifestation journal 1 by Shelby Brown

Wellness and Alcoholism Harm Reduction

During the COVID-19 lockdown in 2020, the previously elected Kitasoo/Xai'xais Nation Council provided a temporary pilot service of providing one 12-pack of soft sale alcohol per week to each member who participated in alcoholism harm reduction services. This resulted in a successful and drastic reduction of alcohol-related medical emergencies and violent domestic disputes in homes.

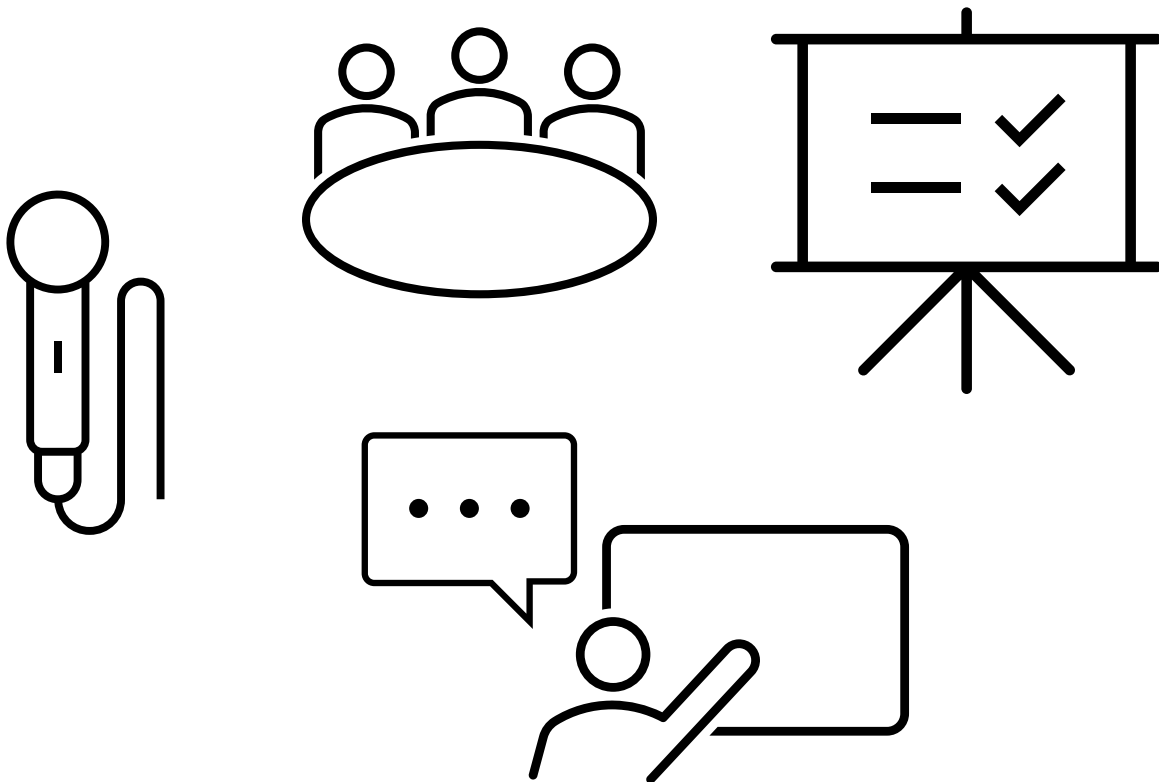
The meaning of alcoholism harm reduction includes:

- Evidence-based policies and support programs which work to reduce harms linked to alcohol use, without requiring immediate abstinence of alcohol.
- A focus on saving lives.
- Human-rights focused care for alcohol users and their families.
- Non-judgmental approach to care.
- Meeting community members where they are at in their alcohol use.
- Encouraging seeking cultural and spiritual support.
- Encouraging counselling services for emotional and mental support.
- Encouraging seeking treatment options to achieve sobriety.
- Supporting people in their long-term recovery and sobriety journeys.



In March 2023, Kitasoo Development Corporation (KDC) established an ongoing working group to discuss ways of addressing ongoing harms related to alcoholism in our community. Additional partners in this working group included our community engagement team, Kitasoo/Xai'xais elected leadership, Kitasoo/Xai'xais Health Center, and Brian Dean Williams' counselling team.

In April 2023, an Alcoholism Harm Reduction booklet was distributed to each on-reserve household and was made [available online](#). During March and April 2023, three online surveys were distributed for membership engagement and feedback on the possibility of implementing a permanent harm reduction Managed Alcohol Program (MAP). On the evening of May 24, 2023, KDC hosted an in-person membership engagement session which included a Managed Alcohol Program information presentation, paper surveys, and open-mic for Nation member questions, concerns, and feedback.



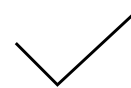
2023 Kitasoo/Xai'xais Nation Soft-Sales Referendum



On July 4, 2023, Kitasoo/Xai'xais Nation hosted a referendum for on-reserve membership to decide whether to implement a permanent soft-sales alcohol program in Klemtu. This soft-sales program is also known as a Managed Alcohol Program (MAP). MAPs serve to reduce immediate and serious harms associated with hard alcohol consumption and bootlegging into communities.

Referendum results

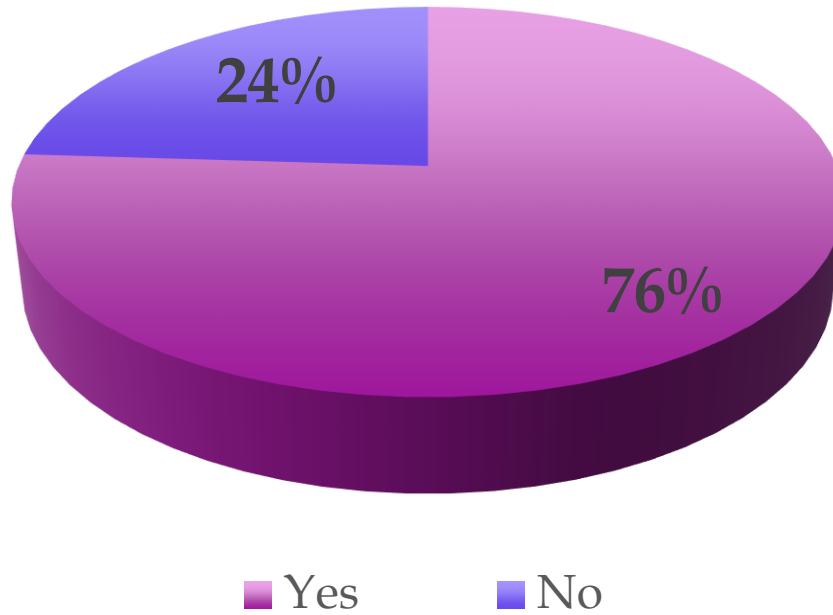
Out of a total of 42 votes, 32 (76%) voted **yes** to implementing the permanent soft-sales program.



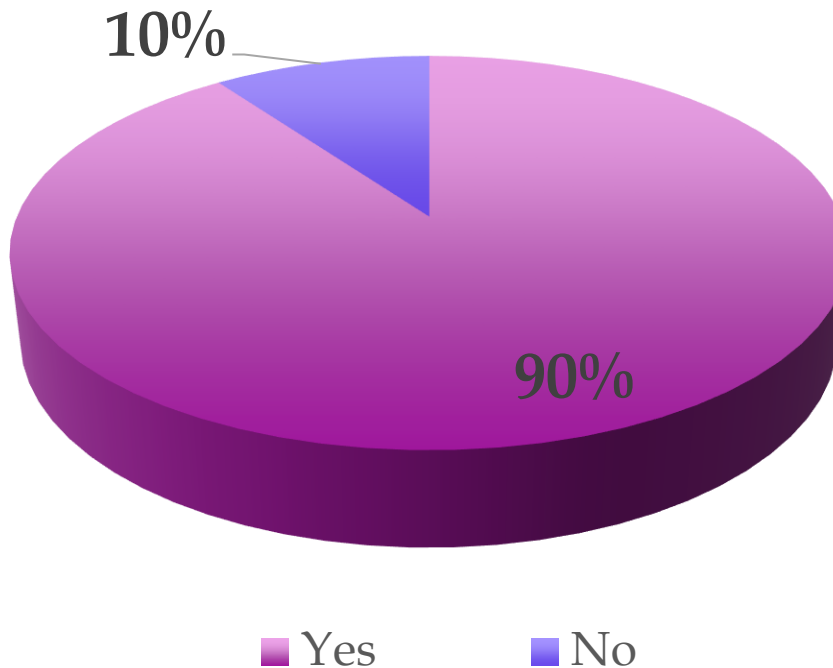
38 (90%) voted **yes** to implementing recovery and sobriety-based supports such as wellness gatherings, support circles, sober celebrations/events, etc.



**July 2023 soft-sales referendum
(Implement a permanent soft-sales program?)**

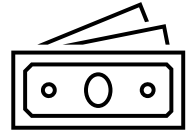


**July 2023 soft-sales referendum
(Implement recovery and sobriety-based supports?)**



The referendum also included a section for Nation member voters (age 18+) to include any additional comments, questions, and concerns regarding implementing permanent alcohol soft-sales. These voices are below:

- If the youth are concerned because they have experienced trauma from witnessing drinking/ partying/ drunk driving, I am concerned as to what message they are taking away from the Nation selling alcohol to people that are already making our community unsafe?



- I want people to stop causing harm to our community. I don't like it. It hurts me so much.

- Community members should take training for overdoses with Naloxone. You never know, the life you may save could be one of your family members.



- Don't do it.

- Thank you.

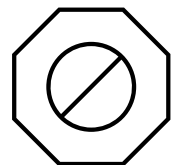
- Community policing needs to be implemented.



- It's all there!

- More support for drug & alcohol issues.

- Stop bootleggers, they make too much money.



- With the implementation of the soft-sales program, how will the band tackle the problem of the bootleggers? Will drug testing be implemented for KBC employees?

- Camp workers always miss a sale when we are out of the community. Can there be a way for us to place orders? Thanks.

- I am also interested in beer gardens, where people can learn to drink responsibly in a safe environment. I like the idea of beer & wine.
- Prohibition never solved much, except create more problems. “If there is a will, there is a way.” If we had a beer and wine store, these issues may be more handled & controlled. Capacity building is needed before installing this form of controlled substances.
- Too many people go out and bring it back. Already too many bootleggers, no need for more of it. Don’t want to lose any more people to it, or kids taken away from this. Think before you act...
- People abused the program last time by getting non-alcoholics to buy more over their weekly controlled limit. Unfortunately, locals are crafty and will find ways to cheat the system.
- Can I suggest brands of soft-sales?
- Not right now 😊.
- I don’t like alcohol. Too much hate when people get drunk.
- 2nd question: can it be for both self & others?
- Not at this time.

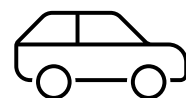
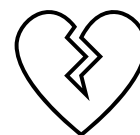


Kitasoo/Xai'xais Youth Voices on Implementing Alcohol Soft-Sales

Two of the main concerns in all the conversations we had with Nation members related to alcoholism and bootlegging in the community. In addition to engaging community members on learning and wellness, we were also assigned the task of introducing and presenting information on alcoholism harm reduction. Our team found it imperative to uplift Nation youth voices regarding implementing a permanent soft-sales program. Youth are the among the most impacted by alcoholism in the community, but most are too young to legally vote.

As Kitasoo/Xai'xais youth, these are our thoughts and feelings about alcohol and soft sales being implemented in our community:

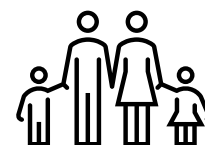
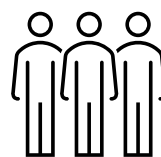
- Some of us feel uncomfortable. Thinking and talking about alcohol brings back traumatic memories.
- Some of us feel that implementing permanent soft-sales is a bad idea. We had traumatic experiences at home during the previous pilot program.
- Some of us are afraid that people will drink all their soft-sale alcohol in one night and won't pace themselves.
- We are all worried about impaired driving. Some of us have experienced almost being hit by drunk drivers.
- Some of us don't know what to think or feel.
- Some of us feel like soft sales don't matter because Klemtu is a busy place, and something is always happening.
- We are not interested in using drugs or alcohol, and most of our friends aren't either.



Our team also found it important to ask the youth if permanent soft-sales were to be implemented, what would make Klemtu a safer place for them?

As KITASOO/XAI'XAIS youth, these are our thoughts and feelings about making Klemtu a safer place in relation to alcohol-related harm:

- We need 24/7 RCMP staffing and accommodation.
- We need a safe house for kids and youth to sleep, shower, and eat when things are not healthy at home.
- Using a buddy system with friends outside would help us stay safe.
- Wearing colorful and reflective clothes to be more visible on the roads would help us stay safe.
- We need a men's circle/support group.
- We need additional support circles and groups for everyone (i.e., women, youth, Elders, 2SLGBTQIA+).
- We think individual and family counselling supports need to be made more available to children and youth.
- Having counsellors talk to our guardians and family members about planning ahead and making sure we have a safe place to stay before drinking and partying would help keep us safe.
- Limiting how much soft sales alcohol people can buy at a time would help keep us safe.



Kitasoo/Xai'xais Adult Voices on Implementing Alcohol Soft-Sales

"You may encounter many defeats, but you must not be defeated. In fact, it may be necessary to encounter the defeats, so you can know who you are, what you can rise from, how you can still come out of it." – Maya Angelou

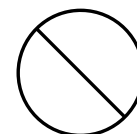
Engaging adult Nation members regarding the previous pilot soft-sales Managed Alcohol Program also brought out significant insights as to the impacts the program had in their lives.

As Kitasoo/Xai'xais adult Nation members, these are our thoughts and experiences with the previous pilot soft-sales program:

- For many of us, lining up for our soft-sales delivery was the only time we got to socialize and see other community members during the COVID-19 lockdown. It gave us a sense of family, friendship, and connection during an extremely isolated, lonely, and stressful time.
- Some of us prefer not to stand in line for soft-sales. We feel there was shame and stigma directed toward us during the pilot project.
- Many of us felt loved and cared about when elected leadership would drop soft-sale deliveries off at our doorstep. It was a chance to say hello and check in. They treated us like we matter, and they matter to us. We appreciate and miss that.
- Some of us feel like soft-sale amounts should not be limited and should be extended to hard alcohol. We feel that not including hard alcohol will keep bootleggers in business. We also feel that nobody else can tell us how much we can or cannot drink.



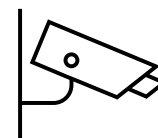
- Others of us feel that limiting the number of soft sales to one 12-pack per week helped us enjoy and pace ourselves.
- Some of us feel that we do not benefit from sobriety, and that learning to drink in moderation is more helpful to us.
- Some of us are fearful and disagree with implementing permanent soft-sales due to previous and ongoing traumas in relation to alcoholism.
- Alcohol is one of the few substances which can cause death during withdrawal. The pilot soft-sales program saved people's lives during a time when bootlegging was limited due to travel restrictions and security checks.



Like our engagement with the youth, our team also asked adult Nation members what would make Klemtu safer from alcohol-related harm.

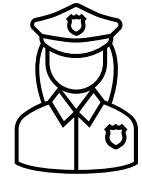
As Kitasoo/Xai'xais adult Nation members, these are our thoughts and feelings about making Klemtu a safer place in relation to alcohol-related harm:

- We need a designated driver/taxi service to help ensure folks get home safely, and do not drink and drive.
- Capacity building is needed to build a safety net for the community prior to implementing soft-sales.
- The soft-sales site needs to have security personnel and 24/7 camera surveillance.



- Soft-sales should be sold during the weekend when people drink the most.

- Permanent, 24/7 RCMP policing is needed to reduce bootlegging, intoxicated driving, and violence in Klemtu.



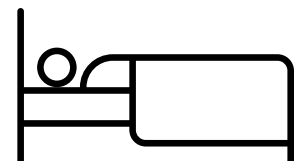
- Soft-sales should be extended to a licensed restaurant, pub, or beer garden with food and limited hours (i.e., 'Happy Hour'). This would help folks learn to drink responsibly in safer, more controlled environments. This also gives us space to gather, relax, and enjoy the beauty of where we live.



- All of us are concerned about children, youth, 2SLGBTQIA+, women, and men who have nowhere safe to sleep at night. A safe house with 24/7 staffing is very much needed.

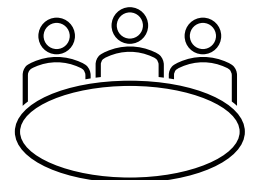


- A 24/7 detox facility is needed for people who need a safe place to sleep/stay while under the influence.



- Support workers require rotating 24-hour shifts, as we need them most at night.

- Many more safe spaces and open dialogue are needed to discuss mental, emotional, spiritual, sexual, and physical violence in Klemtu. Stigma, silence, and shame are killers.



- We need hereditary and elected leadership to be actively involved in harm prevention, reduction, and restorative justice. We need them to be willing and able to hold themselves, their family, and clan members accountable (and press charges when needed).



- Some of us feel that offenders need to serve their sentences in corrections system, so they can pay their debt to society, gain work and life experience, and return to Klemtu with a renewed sense of vision and purpose. For some of us, this is our personal story.
- Long-term consistency in Nation counselling staff is needed to build trust and continuity with clients.
- Many of us are concerned about the long waitlists to get into treatment programs.
- There needs to be more ceremonies, support groups, culture, language, and land-based opportunities/programs.
- There needs to be ongoing information sessions on harm reduction, sobriety, and recovery in our school and for Nation members of all ages.



Seaweed in Kitasoo/Xai'xais territory

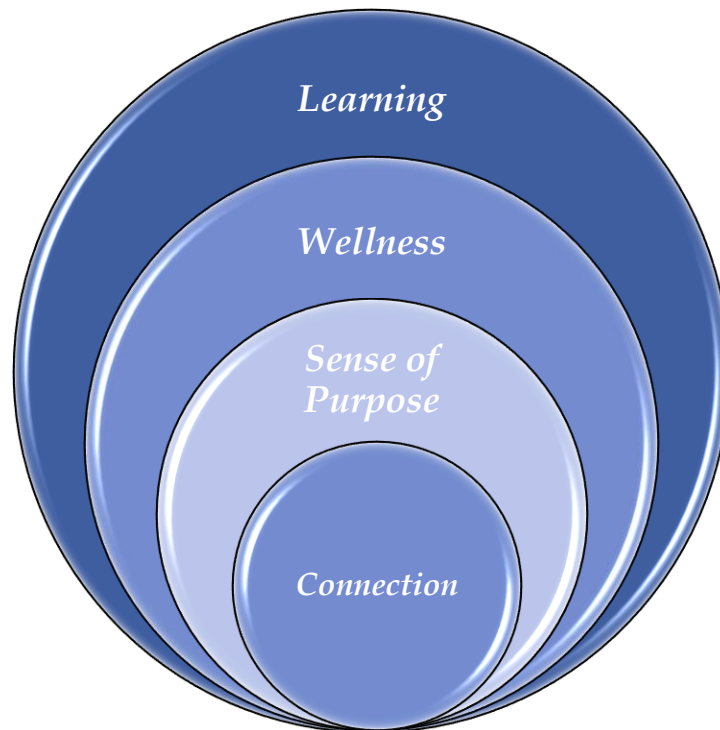
What We Witnessed from Kitasoo/Xai'xais Community Voices

*Our healing is a raindrop falling into the ocean,
a marriage of two different waters.
A sacred ceremony as old as time,
that which holds the memories and prayers of our Ancestors.
One drip will ripple on until it reaches the shore of our Big House,
Gently blessing all it connects with.*

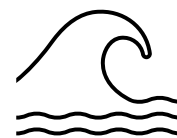
*Without connection there is no sense of purpose.
Without sense of purpose there is no wellness.
Without wellness there is no learning.*

*Our connection is loving and respecting land, water, sky, self,
family, clan, community, and Nation.
Our being and belonging as
Kitasoo/Xai'xais.*

-Witnessing by Shelby Brown



Between May and July 2023, our team spent a total of three weeks in Klemtu engaging community members on alcoholism harm reduction, learning, and wellness. During this time, we were met with many acts of kindness including numerous community members gifting us their fish and seafood. We were also invited on multiple boat trips into the territory. During these times special knowledge was shared with us about the people and the land. It was these experiences, among others, that displayed Kitasoo/Xai'xais people's generosity and kindness. This kindness is just one of many things that makes Klemtu a very special and unique place.



Engaging the youth between June 28-30, 2023, at the House of Wolves was a heartwarming and unforgettable experience. The emotional intelligence, self-efficacy, and empathy the youth showed toward themselves, and others is a positive and shining example for us all to live by. Their openness and willingness to discuss difficult subjects required great courage and mindfulness. The love the youth have for their families and community was shown in the way they spoke to their hopes and dreams for Klemtu's healing and continual growth. Engaging the youth while making visual art also assisted with emotional regulation while discussing difficult subjects. These young leaders have big hopes and dreams for their lifelong learning journeys and deserve the very best opportunities life has to offer.



Discussing alcoholism and harm reduction with adult community members was both a challenging and rewarding experience. The diversity in thoughts and perspectives on these complex subjects was positive, educational, and dynamic. There is no one-size-fits-all approach to alcoholism, harm reduction, learning, or wellness. For some, sobriety and recovery from alcohol are their forms of healing, learning, and wellness. For others, healing as a lifelong learning journey is more complex.



Finding common ground and goals all can agree on is an important first step in any kind of negotiation or problem solving. Six subjects the adults we engaged agreed upon are:

1) Water is a paramount human rights issue. Between spring and summer 2023, the Nation experienced numerous boil water advisories and water shortages due to capacity challenges, drought, and climate change.



2) Wellness means ensuring that Kitasoo/Xai'xais children, youth, and the future generations have a healthy upbringing and positive future.



3) The community would benefit from many more opportunities to gather in safe spaces to discuss mental, emotional, spiritual, sexual, and physical violence in Klemtu.



4) Unhealthy amounts of stress, lateral violence, and systemic burnout in Nation jobs are ongoing issues and are negatively impacting majority people's health and personal lives.



5) Those that were open about their active alcohol use expressed that drinking gave them a sense of connection to others. For harm reduction to be effective, intergenerational wellness needs to be revitalized. Holistic community wellness gatherings and a broad spectrum of events are needed to frequently bring people together.



6) Humor is good medicine.



The courage and vulnerability adult community members also showed in speaking their truth was humbling and beautiful to witness. Thank you so much for your important stories and contributions to this work.



Salmon Hatchery in Klemtu

Challenges in Community Engagement

“Greatness is not measured by what a man or woman accomplishes, but by the opposition he or she has overcome to reach his goals.” - Dorothy Height

The purpose of sharing the challenges in our community engagement is to add knowledge and constructive feedback for those seeking to address systemic issues and increase capacity in Kitasoo/Xai'xais Nation. It is not intended to ridicule, disrespect, trigger, or cause any conflict.

One of the shortcomings of this report is that it lacks essential Kitasoo/Xai'xais Nation Elder and language keeper voices on harm reduction, learning, and wellness. Due to capacity issues, engaging Elders and fluent language speakers was challenging. It is possible that challenges including possible physical inaccessibility to attend our engagement events, a lack of knowledge regarding our engagement events, or a lack of interest affected their participation. As a means of reaching out, our team posted engagement event invitations online, ongoing in-person community information events, online and paper surveys, and conducted door-to-door invitations to the Big House witnessing event.

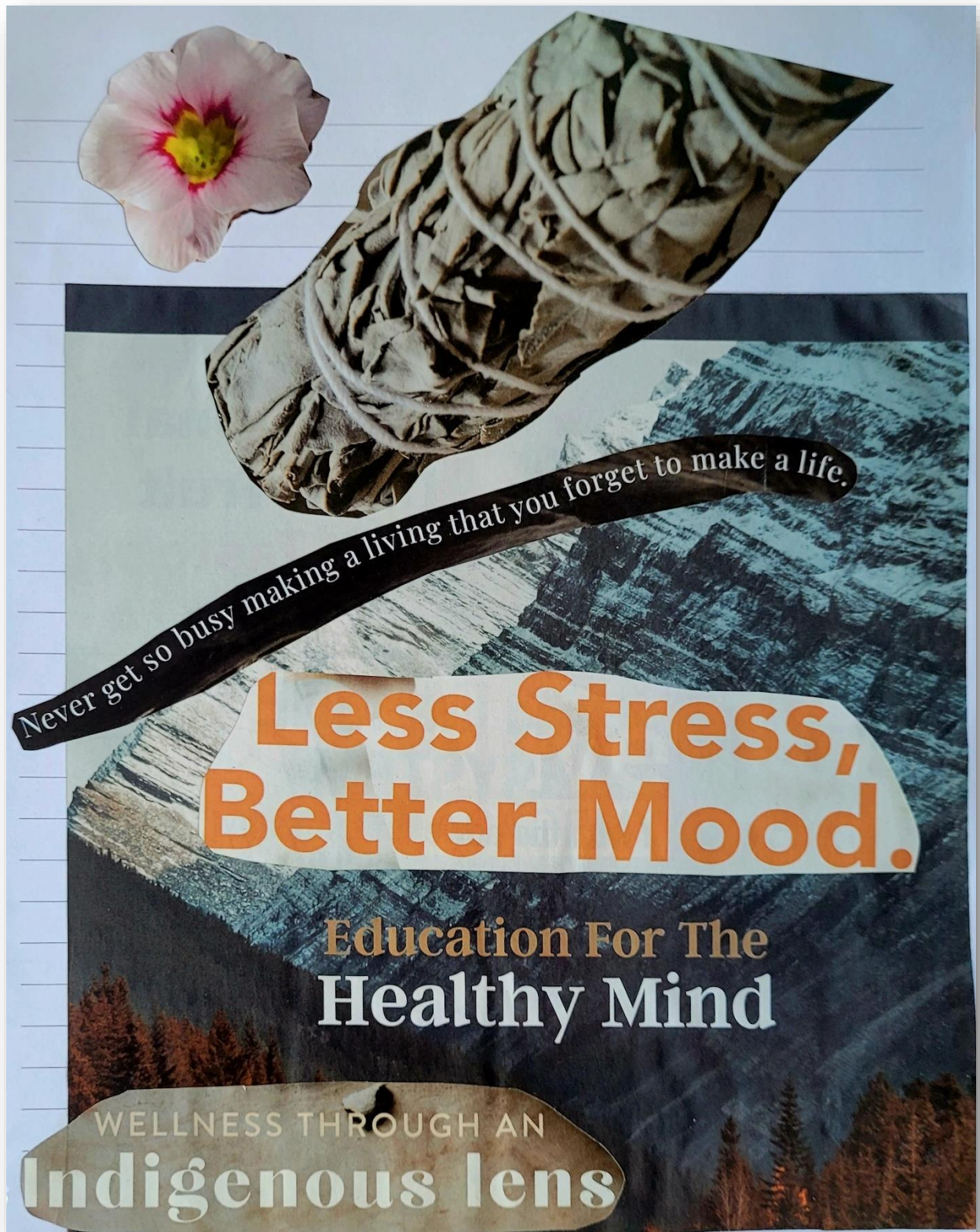
Although engaging all hereditary and elected leadership was also a priority, a lack of participation hindered our ability to engage as much as we worked toward. During our Big House event, one hereditary leader and three elected leaders were present to witness community member's stories. Because this research is holistic and heart-driven work, lateral violence, intergenerational, direct, and vicarious trauma, along with overall lack of support took an isolating mental, emotional, spiritual, and physical toll. Our consistent prayers and self-reflections reminded us that the needs and aspirations of the community and future generations were worth the challenges and outcomes of finishing this report.

Additional feedback we received was that our engagement questions triggered a re-traumatized response for some individuals. We also received feedback that the online alcohol harm reduction survey links were not accessible, and that some people could not understand the questions on

any of the online or paper surveys. This feedback and lack of participation underscored the importance of also visiting Elders, language speakers, and families in their own spaces and on their own terms. As a next step, we respectfully suggest extending this engagement to them.



Salmonberry bush



Example of a Wellness Event

“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.” - Audre Lorde

Friday Night Film at the Big House 7-10 pm

Honour of All, The Story of Alkali Lake (1985)

Alkali Lake Indian Band, Chief Dan George Memorial Foundation, and The Four Worlds Development Project.

“The *Honour of All* tells the story of how the community of Esk'etemc (Alkali Lake) overcame crippling rates of alcoholism and dysfunction and started on a journey of community sobriety. Esk'etemc community members played their own roles in the film, re-enacting the events of the 1970's which would shape the future of the community, and become an inspiration to countless individuals and communities facing similar struggles throughout the world.”

Source: <https://www.esketemc.ca/product/honour-of-all-dvd/>

Running time 100min.

copyright © 1985 Esk'etemc

available as DVD or [online version HERE](#)

Agenda:

Opening prayer

Refreshments and snacks

Film screening (on projector screen)

Sharing circle around the sacred fire (discuss thoughts/feelings on film)

Closing prayer

(Different films screened weekly)

How to Create an Implementation Plan

“I have learned over the years that when one’s mind is made up, this diminishes fear; knowing what must be done does away with fear.” – Rosa Parks



Follow-up items: Create timelines, progress reports, and final reviews.

(Adapted from [What Is Implementation Planning? And How to Write your Plan](#), Coursera, 2023).

Recommended First Implementable Steps Toward Kitasoo/Xai'xais Nation Learning and Wellness (2023-2026)

“Never underestimate the power of dreams and the influence of the human spirit. We are all the same in this notion: The potential for greatness lives within each of us.”
– Wilma Rudolph

Department/Area	Assigned Action Items
Governance	<ul style="list-style-type: none"> • Develop a Nation constitution rooted in Kitasoo/Xai'xais traditional laws, legal traditions, languages, and values (by the people for the people). <ul style="list-style-type: none"> ➤ How do we want to govern our Nation in the future? ➤ What does it mean to be a Nation and community member? ➤ What style of leadership is best for Kitasoo/Xai'xais Nation? ➤ Does not need to be called a “Constitution”. The Nation can use its own terminology and language. ➤ Community vision/mandate is essential for continuity. ➤ Requires extensive community engaged research and consultation. ➤ Final document to be transparent and shared publicly. • Hire a Change Management Consultant whose work is rooted in Indigenous worldviews and language on resiliency,

	<p>adaptability, water security, and climate change. See First Nation Adapt Program and Disaster Mitigation and Adaptation Fund for possible funding opportunities.</p> <ul style="list-style-type: none"> • Support Nation staff to also participate in change management training.
<p>Health</p>	<ul style="list-style-type: none"> • Develop and implement a fully staffed 24/7 safe house (which can safely accommodate diverse members of the community, including women, men, 2SLGBTQIA+, children and youth). Children and youth safe house possible funding available through Canadian Human Rights Tribunal 41 and Jordan’s Principle. • Develop and implement a 24/7 on-reserve detox center. • Develop and implement integrated care approaches to harm reduction (i.e., a team of health professionals working together to support the client). • Develop and implement an opiate overdose readiness and response plan. • Develop and implement ongoing diabetes education supports and community outreach. • Develop and implement 24/7 on-reserve community outreach support worker positions.

	<ul style="list-style-type: none">• Develop and implement full-time Wellness Program Coordinator position(s).<ul style="list-style-type: none">➤ Programs include regularly occurring wellness gatherings, recovery and sobriety circles, harm reduction information events, diabetes and chronic illness information events, cultural events, Elder, ceremony, and language gatherings, Women/Men/2SLGBTQIA+ circles, movie nights, coffee houses, land-based learning, cedar weaving, carving, beading, sewing, etc.➤ Programs should utilize the Big House as much as possible and be centered around the sacred fire.➤ Program mandate should foster a sense of connection and belonging for all people residing in Klemtu (Nation and non-Nation members).• See Chapter 5: Health and Mental Wellness in the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 24-30).• See Chapter 10: About First Nations Health Authority in the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 55-56).• See Chapter 11: Vancouver Coastal Health Authority in the <i>2021-2026 Kitasoo/Xai'xais</i>
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	<p><i>Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 57-58).</p>
Justice	<ul style="list-style-type: none"> • Implement a Justice Committee which includes designated youth, Elder, 2SLGBTQIA+, Matriarch, Elected and Hereditary Leadership responsibilities toward actualizing restorative justice. • Develop Nation bylaws for bootlegging, illicit drug sales, public intoxication, and driving under the influence. For recent precedent on enforcing First Nations bylaws, see the Memorandum of Understanding between Westbank First Nation and RCMP(2021). • Reintegrate 24/7 police services in community. • Develop and implement a Citizens on Patrol program (similar to Stl'atl'imx). • Develop and implement policies and practices which bring people who cause harm (ie. bootleggers, sexual and violent offenders, etc.) into cultivated safe spaces that regulate and monitor their activity, rather than avoiding the issue or shutting them out. • See Chapter 8: Programs in the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 43-47).
Education	<ul style="list-style-type: none"> • Conduct a formal review of the 2016 Post-Secondary Policy

	<ul style="list-style-type: none">➤ Does it realistically reflect the realities of Kitasoo/Xai'xais learners?➤ Is it punitive toward learners who are struggling, or achieving too much success?➤ Does it keep learners below the poverty line?➤ Does it support Indigenous learning as family-centered?➤ Does it support learner self-determination and lifelong learning? <ul style="list-style-type: none">• Implement a permanent Student Council.• Create a variety of ongoing opportunities to activate and implement permanent student council and activities during the 2023-2024 school year.• Partner with Elected Council and Health Dept. to conduct an annual welcoming event for new/returning teaching staff into community.• Instruct school staff to continually engage students on what learning and wellness mean to them (as per the engagement questions outlined in this report). Ensure that school staff engagements are student centered and include monitoring students for their strengths. Routinely report these findings to Nation leadership and student guardians/families by use of a Nation communication plan.
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	<ul style="list-style-type: none"> • Develop and implement curricula outlining the complex history of colonization. Use these curricula to promote a clear pathway to student-led problem solving and self-determination. • Partner with the Health Department to implement ongoing harm reduction education and engagement for students and their family members. • Families and educators (including teaching and all school staff) partner to share responsibility in supporting student learning to achieve positive learning outcomes. This collaboration is to be encouraged and mutually safe for families, school staff, and students. • Plan for a review of formal summaries that includes purpose, goals, and values practiced by all school staff including teachers. This includes a work plan that ensures students feel safe and valued. • See Chapter 4: Education in the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 20-23).
<p>Communications</p>	<ul style="list-style-type: none"> • Develop and implement a communications department. • Develop and implement a Strategic Communications Plan (on and off-reserve).

	<ul style="list-style-type: none">• Ensure that all Kitasoo/Xai'xais Members (on and off reserve) and Klemtu residents have access to the <i>2021-2026 Kitasoo/Xai'xais Strategic Wellness Plan Community Priorities</i> and this <i>2023 Kitasoo/Xai'xais Nation Learning and Wellness Strategy Report</i>.
Community Engagement (communications)	<ul style="list-style-type: none">• Develop and implement Community Engagement Coordinator positions within the Communications Department.<ul style="list-style-type: none">➤ Dinner table discussions in each family household are essential.➤ Door-prize incentives are not enough to effectively engage all Nation members.➤ Coordinators need to be equipped to counter false information spread on social media.➤ Use shared interest language with membership when discussing challenges (what do we all agree upon?).➤ Use visual presentations and technologies that embrace different kinds of learners. Make the information and language real and relevant to their everyday lives.➤ Continue engaging Nation Elders and language keepers on their knowledge of wellness and learning.

	<ul style="list-style-type: none">• See Chapter 3: Community Consultation in the <i>2021-2026 Kitsoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 13-18).
Human Resources (all depts.)	<ul style="list-style-type: none">• Revise, develop, and implement trauma-informed policies centered around sustainability and long-term employee wellness. For comparison, see up-to-date employment agreements for other federal public servant sectors.<ul style="list-style-type: none">➤ Implementing paid wellness days including (but not limited to):<ul style="list-style-type: none">- 2 paid personal wellness days per year.- 14 paid sick days per year.- 1 paid volunteer/community/ Elder service day per year. Elder service days can help support Elders and fluent language speakers with their needs.- 15 paid vacation days per year, gradually increasing to 4 weeks per year after 7 years of employment.- 5 paid bereavement days per immediate family member's passing, with possibility for extension based on individual review.

	<ul style="list-style-type: none">- 37.5 hours per year of mandatory culture and language learning.- 30 hours per year of mandatory land-based learning/engagement (1 day per season).- Paid time off for prenatal health care.- Paid time off for all other health services.➤ Opportunities for paid secondments and external community placements with other Nations/governments/organizations.➤ Develop an annual budget for paid professional development opportunities for all full and part-time employees.➤ Annual wage increases that reflect increasing costs of remote living and inflation.➤ Seek subject matter experts to help develop policies and guidelines that address lateral violence and systemic burnout (i.e., Elaine Alec, Syilx, and Secwepemc).➤ Develop and implement a strengths-based approach to hiring, developing, and nourishing human capital. We can produce jobs that work with people's existing strengths and
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	<p>talents, while also helping to further challenge and develop their skills and professional portfolio.</p> <ul style="list-style-type: none"> Utilize the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities</i> and <i>2023 Kitasoo/Xai'xais Nation Learning and Wellness Strategy Report</i> as mandatory training and onboarding materials for all existing and new Nation employees.
<p>Social Development, Community Infrastructure, Services, and Programs</p>	<ul style="list-style-type: none"> See Chapter 6: Social Development in the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 31-41). See Chapter 8: Programs in the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 43-47). See Chapter 9: Community Infrastructure and Services in the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (pp. 48-53).
<p>Kitasoo Development Corporation</p>	<ul style="list-style-type: none"> Implement a licensed restaurant/pub/ beer garden with food service and a patio. Operation hours and sales can be limited to support people learning how to drink responsibly (i.e., 'Happy Hour'). Implement a taxi service/designated driver program to ensure people have a safe means to get home.

	<ul style="list-style-type: none"> • Implement soft-sale pick up days on weekends and provide an ordering service available to camp workers. • Provide sobriety and recovery support information at the soft-sales pick-up facility, along with impaired driving information. • Work with Kitasoo Health Dept. and Kitasoo Community School to develop and implement a permanent subsidized Good Food Box program. This will make accessing increasingly expensive fresh produce more accessible for children, youth, and their families. Possible funding through Canadian Human Rights Tribunal 41 and Jordan's Principle.
<p>Kitasoo/Xai'xais Stewardship Authority</p>	<ul style="list-style-type: none"> • Implement recurring community-driven dialogue regarding a common sense of identity: <ul style="list-style-type: none"> ➤ <i>Who are we as Kitasoo/Xai'xais?</i> ➤ <i>What does it mean to be Kitasoo/Xai'xais?</i> ➤ <i>What does being proud to be Kitasoo/Xai'xais include?</i> ➤ Potential funding sources include BC Arts Council and First Peoples Cultural Council (ie. a permanent visual art campaign on positive aspects of Kitasoo/Xai'xais identity to be installed all throughout the community). Representation is essential - for community members to heal, they need to routinely see and experience examples of Indigenous healing.

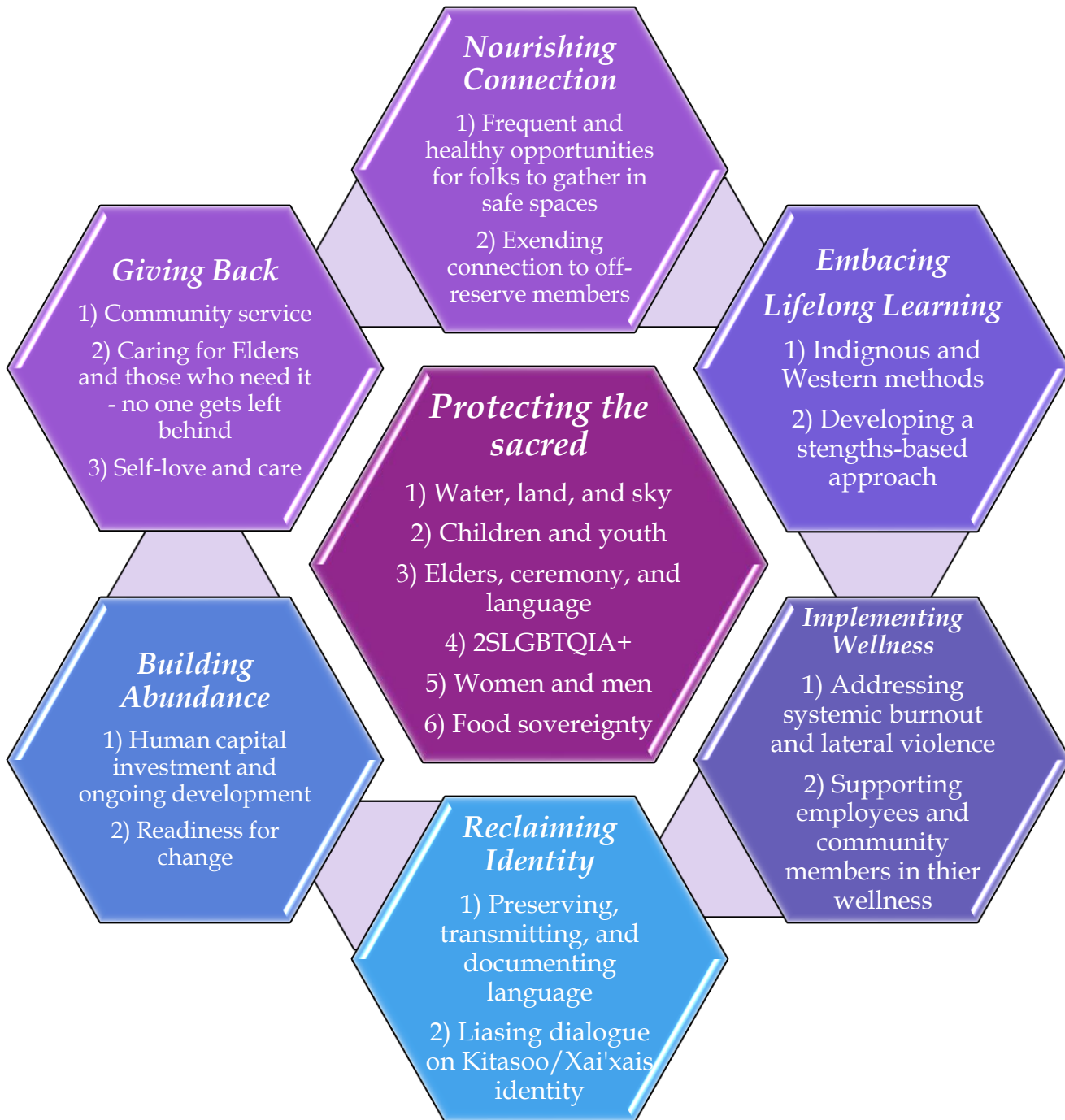
Housing	<ul style="list-style-type: none"> • See Chapter 7: Housing in the <i>2021-2026 Kitasoo/Xai'xais Nation Strategic Wellness Plan Community Priorities Report</i> by Shannon Girling-Hebert (p.42).
Policy (all depts. and areas)	<ul style="list-style-type: none"> • Conduct formal departmental policy reviews and revisions to align with the Policy Principles outlined in this report.
Leadership, negotiations, partnerships, and legal representation	<ul style="list-style-type: none"> • Ensure that all Kitasoo/Xai'xais Elected and Hereditary leadership, legal counsel, federal and provincial Crown representatives and negotiation teams, Mowi Canada, and all other Kitasoo/Xai'xais Nation stakeholders/partners have access to and review the <i>2021-2026 Kitasoo/Xai'xais Strategic Wellness Plan Community Priorities</i> and this <i>2023 Kitasoo/Xai'xais Nation Learning and Wellness Strategy Report</i>.

Next steps:

- Seek and obtain final approval from elected council and hereditary leadership.
- Locate, obtain, and assign resources (funding and increasing staff capacity).
- Create timelines, progress reports, and final reviews.

Kitasoo/Xai'xais Nation Wellness and Learning

Policy Principles



Next Steps: Each department utilizes these principles in their policy reviews and revision.

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