

## Issue 2

March - April, 2022

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## Update on Activities for March & April, 2023

Report submitted by  
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to Ktunaxa Nation  
Executive Council on  
May 31, 2023

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# KNC Report

## Report to Citizens



## Upcoming Leadership Meetings:

**Ktunaxa Nation Executive Council (KNEC):  
Special Meeting**

June 28 @ 10 AM – 4 PM.

Open for citizens to attend.

**TKL: TBD**

**Lands & Resources:**

June 1 @ 10:30 AM – 4 PM

**Education & Employment:**

June 8 @ 11 AM – 2 PM

**Social Investment: TBD**

**Economic Investment:**

June 8 @ 2 – 4 PM

**The Annual General Assembly (AGA)  
will be on July 26 and 27, 2023  
in Yaqit ʔa·knuqʔiʔit.**

The planning committee is in the process of getting the logistics arranged. Details will be coming soon via Facebook, the KNC CAO bi-weekly report, and the KNC website.

**Registration Form and Info:**

<https://www.ktunaxa.org/2023-annual-general-assembly-registration-form/>

## Governance

Two scheduled leadership meetings facilitated by Dr. Christopher Horsethief occurred during this period. On March 30, leadership met in ʔaǰam, and on May 4 in Yaǰit ʔa·knuǰiʔit.

-> The next session was scheduled to take place on **May 25 in ʔakisǰnuk.**

-> The final session will take place on **June 15 & 16 in Yaǰan Nuʔkiy at the Roundhouse.**

### **Outcomes that have been achieved through these sessions include:**

- Utilizing ʔukiniʔwitiyaʔa, our traditional problem-solving method. It is our process of a group of problems solvers thinking with one heart or thinking toward a common good.
- Identifying and sharing of cultural videos with Leadership on various topics.
- Identifying frustrations, challenges, successes.
- Making progress, trust and space for conversations.

**The next meeting will focus on a Leadership SWOT/grid of ideas.**

## Sector Councils: Recent Highlights

Sector	Date	Highlights
KNCS	March 23, 2023	<p><b>THEREFORE BE IT RESOLVED THAT</b></p> <p>The Ktunaxa Nation Council Society (KNCS), on behalf of ʔakisq̓nuk, ʔaq̓am, Yaq̓it ʔa·knuq̓i'it, and Yaq̓an Nuʔkiy,:</p> <ol style="list-style-type: none"> <li>1. Agrees to and approves the Agreement and agrees to be bound by the terms of the Agreement to the extent those terms are applicable to the KNCS.</li> <li>2. Authorizes Nation Chair, Kathryn Teneese to sign the Agreement, on substantially the same terms as the form of Agreement presented to the members, on behalf of the KNCS and to make the representations and warranties and give the covenants contained in that Agreement on behalf of the KNCS, and to take all additional steps as necessary to give effect to the Agreement on behalf of the KNCS.</li> </ol> <p><b>CARRIED BY CONSENSUS</b></p>
KNEC	March 23, 2023	<p><b>#KNEC2023-03-23-02</b></p> <p>Be it resolved that the Ktunaxa Nation Executive Council direct that the revenue from the Columbia River Treaty Interim Revenue Sharing Agreement be paid equally as flow through to each Ktunaxa First Nation, ʔakisq̓nuk, ʔaq̓am, Yaq̓an Nuʔkiy, Yaq̓it ʔa·knuq̓i'it, when it is received by the Ktunaxa Nation Council Society (KNCS) and would not fall under the KNCS Internal Revenue Sharing Agreement.</p> <p>Moved by: Nasuʔkin Heidi Gravelle</p> <p>Seconded by: Garrett Gravelle</p> <p>Carried by Consensus.</p>
Social Investment Sector Council	April 13, 2023	<p><b>#SOC2023-04-13-02</b></p> <p>Be it resolved that the Social Investment Sector Council approves the Social Investment Sector 2023/24 workplan with the amendments as presented.</p>

		<p>Moved by Janice Alpine Seconded by Dallas Cardinal-Clement</p> <p>Carried by Consensus.</p> <p>SOC2023-04-13-03 Be it resolved that the Social Investment Sector Council approve the Social Investment Sector 2023/24 Provisional Budget and recommend to the Ktunaxa Nation Finance Board.</p> <p>Moved by Janice Alpine Seconded by Dallas Cardinal-Clement</p> <p>Carried by Consensus.</p>
<b>Education &amp; Employment Sector Council</b>	April 13, 2023	<p>Be it resolved that the Education Employment Sector Council approve the 2023/24 Work Plan.</p> <p>Moved by: Sancira Williams-Jimmy Seconded by: Darcy Fisher</p> <p>Carried by Consensus.</p>
<b>Lands &amp; Resources Sector Council</b>	April 20, 2023	<p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• UPDATE: Teck Coal Line Creek Dry Creek</li> <li>• UPDATE: International Joint Commission Invitation from Commissioners</li> </ul>
<b>Traditional Knowledge &amp; Language Sector Council</b>	April 24, 2023	<p><b>Topics</b></p> <ul style="list-style-type: none"> <li>• Parks Canada Memorandum of Understanding</li> <li>• Impact Assessment Agency of Canada Proposal</li> <li>• Cumulative Effect Management Framework Proposal</li> <li>• TKL Funding Proposal</li> </ul> <p><b>#TKL2023-04-24-03 BE IT RESOLVED</b></p> <p><b>THAT</b> the Traditional Knowledge and Language Sector Council support the application being made to the Impact Assessment Agency of Canada (IAAC) dated April 3, 2023 in the amount of \$899,700.00 over three years; and</p>

		<p>that the Sector Council then authorizes and designates Sector Director, Vickie Thomas, on its behalf, as duly authorized signatory in order to enter into a Contribution Agreement with the Canadian Environmental Assessment Agency.</p>
<b>Social Investment Sector Council</b>	May 11, 2023	<p>Focused on the Framework Inquiry and have reached out to Len Pierre who will give a presentation and describe services that can be provided. Has a team of 25 who specialize on addiction and systemic factors contributing to addiction.</p>
<b>Education &amp; Employment Sector Council</b>	May 11, 2023	<p>Update on activities of the Sector.</p>
<b>Finance Board</b>	May 15, 2023	<p><b>Motion: #FB2023-05-15-02</b></p> <p><b>Whereas</b> the Finance Board needs sufficient time in order to provide due diligence, accountability and transparency to the Ktunaxa Nation Executive Council (KNEC);</p> <p><b>Therefore, be it resolved that</b> the Finance Board meetings will be scheduled in alignment with the availability of the final quarterly financial statements and the Finance Secretariat meetings held 1 week prior.</p> <p><b>Be it further resolved,</b> the Annual Budget be presented in March and the mid-year budget be presented to the Finance Board at their meeting in December.</p> <p><b>Passed.</b></p> <p><b>Moved:</b> Nasu?kin Jason Louie  <b>Seconded:</b> Nasu?kin Joe Pierre</p> <p><b>Motion: #FB2023-05-15-05</b></p> <p><b>Whereas</b> the Ktunaxa Nation Council is the sole shareholder of FlexiNet Broadband Inc. and whereas FlexiNet will be expanding its Ktunaxa customer base due to the Community Connectivity Project;</p> <p><b>Therefore, be it resolved that</b> the Finance Board approve the increase of the FlexiNet Board of Director meetings to occur on a quarterly basis and the increase of 4 additional board seats comprised of 1 representative from ?akisq̓nuk, ?aq̓am, Yaq̓an Nukiy, and Yaq̓it ?a-knuq̓ti'it to ensure wider Ktunaxa representation.</p>

		<p><b>Passed.</b> <b>Moved:</b> Nasu?kin Joe Pierre <b>Seconded:</b> Nasu?kin Jason Louie</p> <p><b>Motion: #FB2023-05-15-06</b> <b>Be it resolved that</b> the Finance Board of the Ktunaxa Nation Executive Council accept the Quarter 4 Financial Statements as at March 31<sup>st</sup> 2023 as presented.</p> <p><b>Passed.</b> <b>Moved:</b> Nasu?kin Jason Louie <b>Seconded:</b> Nasu?kin Joe Pierre</p> <p><b>Motion #FB2023-05-15-07</b> <b>Be it hereby resolved that</b> the Finance Board of the Ktunaxa Nation Executive Council direct the CAO to support Leadership honoraria to attend First Nation Health Authority events, such as Health Caucuses and Gathering Wisdom, for up to \$35,000 to be billed to General Revenue Fund.</p> <p><b>Passed.</b> <b>Moved:</b> Nasu?kin Jason Louie <b>Seconded:</b> Nasu?kin Don Sam</p>
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## Finance

- The last couple of months the finance team has been working diligently on year-end procedures and audit preparation
- The finance team has been working with the Kamnintik Children's Truth and Reconciliation Society to transition the operations of the SEM interpretive center. The timeline to completed is the fall of 2023.

### **Key priorities and focus in next three months:**

1. Financial analysis of revenue agreements and financial impact
2. Year end audit and assessment of internal control systems
3. Review of annual budget process and direction of strategic priorities
  - a. ISDC /CAO
    - i. Budget allocations to Sector
  - b. Leadership
4. Review & update of financial policies and procedures
5. Revenue Benefits Sharing Committee
  - a. Need for more internal consultation and information sharing
  - b. Committee will need to commit focus and attention to completing this important task
  - c. Representation from the 4 Ktunaxa First Nations is required

## Communications: Highlights

- Publication of **Spring 2023 Ktuq̓qak̓yam** edition – distribution in progress. Collecting of new Ktuq̓qak̓yam stories in preparation for a summer edition.
- **Hiring of Communications Advisor, Rosemary Phillips.** (One-year term, with a focus on drafting of Communications and Nation-to-Nation strategic plans. A framework to guide the drafting of the Communications Strategy has been created and the environmental-scan phase is underway.)
- **Research on Nation-to-Nation strategies;** recording of organizational observations; meeting with Special Advisor on Jurisdiction planned to align work and processes.
- Promotion of **Rachelle Sebastian to Communications Manager** – Congratulations!
- Changes to **Bringing the Salmon Home** representatives underway. Posting for the contractor position (Darcy Luke has been hired.) Rosemary Phillips filling in the role on the Communications Advisory Group.
- Assistance provided to Ktunaxa members with Drinking Water claims.
- **Filming Projects:** ʔa·knusti trapping and Feather Fan Making workshop collaboration with TKL and KKCFS.
- **Uploading of trapping and Sector supports for: Ktunaxa Artists Showcase promotion and event coverage; development of new HR posting format.**
- Media supports: Design of Cranbrook Bucks Congratulations ad and press release on Teck appeal of fines followed with assistance in handling queries and interviews
- Converting of **Ktunaxa Hymns** from CD to USB stick
- Ongoing: **Poster** development, **website** updates, **KNC directory** updates, **business cards**, support for CAO bi-weekly reports
- **Filming:** Salmon CRT project, Ktunaxa Shorts
- **Editing:** TKL Fan Making project for a Ktunaxa Short; Qat'muk footage
- **Video Production** Planning meetings: Kootenay Lake project and TKL trails
- **Uploading** KNC Clinic Medication Return event videos on YouTube and Hak̓q̓yit.
- **Design Support:** Ktunaxa magazine project, Mammogram Clinic, Economic brochure, Bear's Lair event, Land's Declaration document, and new website content
- **Media supports:** IJC/Selenium interviews, queries and stories; CRT questions and answers
- **Collaborations:** Meeting with new Shaw Spotlight team to understand opportunities; introductory meeting with KKCFS Communications Manager; Support to #kamnintik Children's Truth and Reconciliation Society with brochure and creation story sign
- Maintain **Facebook** platform, **Hak̓q̓yit** website and Nation contact list to share news, events, and updates as widely as possible







## Events

- Supported the facilitation of the Buckskin Making workshop including involving sectors in meal preparation to help with building community connections. Wrap up administration re: Buckskin Making workshop
- Support for the drum making event in ʔakisq̓nuk
- Planning for annual Golf Tournament
- Planning for May Celebration and AGA
- Attended TKL strategy session

## Engagement

- Planning for the launch of the TKL Magazine project
- Hakq̓yit site review and planning for changes including connecting with ʔakisq̓nuknik about Hakq̓yit site
- Attended ʔaq̓am Elders Knowledge Holders meeting to discuss elders gathering.

## Reception

- Ongoing cross-training of new employee
- Phone list updates; Refresh of panic button procedures; Developing a process for staff attendance; Re-organizing of reception area; Assisting with troubleshooting and communication technical issues with phone system; Daily sanitation of reception area

## Special Advisor on Jurisdiction

Presented a summary of the Royal Commission on Aboriginal Peoples (RCAP) hearing that occurred in Cranbrook on November 3, 1992 at the Inn of the South (Heritage Inn) to the Inter-Sector Directors Committee.

The 1992 RCAP session had many testimonies from Ktunaxa people. Feedback was provided by senior management and more content will be added to the presentation to the point it will be made available to citizens and the general public regarding one of our many efforts over time towards rights recognition.

Presented an update regarding the status of the ***Ktunaxa Land Declaration*** to the Lands Advisory Working Group. The last update provided to the LAWG was in June, 2022. Update comprised of community engagement sessions in the summer and fall of 2022 and a 'what we heard' summary. Also provided was a draft version of the declaration.

Completed the Ktunaxa timeline citations with the guidance of Alexis Martig from TKL Sector. Citations summary followed the American Psychological Association (APA) style standards. TKL is considering using parts of the timeline for the magazine that is under development.

Contributed to the Revelstoke PCN Planning, which is now at the stage of hiring a consultant to help facilitate the primary care planning among the participating Indigenous Nations. The consultant will support us to inform planning for and delivery of health and social services for Indigenous people in Revelstoke area.

Starting the development of educational resources in slide deck form regarding Indigenous Data Information Management. The goal of the material is to inform sectors across the board of the importance of information data and tools used to categorize and manage it.

### **Develop Capacity Building Curriculum**

Started the development of a presentation on 'Indigenous Data Sovereignty', which is about the right to govern the collection, ownership and application of their own data.

### **Supporting Sectors and Communities**

Drafting the *Ktunaxa Land Declaration*.

Feedback provided through a number of engagement sessions with Ktunaxaniñtik.

Draft anticipated to be brought out for review in the near future.

Reviewed and provided input in to the '*Ktunaxa Cumulative Effects Initiative and Evaluation for a Portion of ʔaʔpu ʔamakʔisʔ*' Report, which pertains to the proposed Zincton all-season resort and Mount Brennan commercial recreation tenure application to the BC.. government.

Met with Economic Sector staff to provide details of historical relationships KNC has had with BC Hydro. This information, once compiled, will assist in developing a plan moving forward with respect to external relations with this crown corporation.

External Environmental Scanning of Legal Precedent and shifts within Governmental Policies  
Reviewed the Province of BC's 'Interim Approach to Implementing the Requirements of Section 3 of the Declaration on the Rights of Indigenous Peoples Act. This interim process is intended to

support new approaches to collaboration, information sharing and drafting that bring in the Indigenous perspectives to build a shared understanding of the effect of the policy and legislation on Indigenous people's rights or interests and ensure that policies and laws are developed or amended to be consistent with the UN Declaration.

## Human Resources Report

I continue to hold regular meetings with the HR team to review projects and provide direction.

This month has been a busy month with a number of HR related topics:

- **Vacation Requests** – Considering all staff requests and tentative vacation plans requires us to be strategic to ensure that we have adequate HR coverage. The HR department have submitted requests so that we can do our best to meet everyone's requests while ensuring that KNC HR needs are being met.
- **Remote work review** – I am in the process of reviewing current remote work.
- **Employment Contracts** – This longstanding project is getting closer to being able to roll out in the next few weeks. It has been a massive undertaking to review position descriptions and ensure that we have them up to date to include with the contracts. Thank you to everyone who has also made this a priority.
- **Workplace Committee** – The workplace committee has met to complete the sections within the policy for approval. Additionally, they have completed a number of draft documents, such as a Terms of Reference, to get this committee functional and meeting the requirements of the policy and the Employment standards.
- **Position Descriptions** – As noted above, position descriptions has been a challenge across the KNC. We are getting really close to completing all of the descriptions and are in the process of considering a new process for position descriptions that will be easier to update and maintain. More information will come on this as it develops.
- **Performance Reviews** – These continue to be challenging for KNC Directors and Managers to keep up with annual performance reviews. We have also run into some challenges with creating 360 reviews for staff, especially in the probationary period. HR is working with PurelyHR to get this fixed. I am mindful of our current layout and how time consuming this process can be. In the coming year we will be taking a deeper dive into our process for performance reviews.
- **Legal consults** – There have been a number of legal consults that are required. Some Directors have been communicating directly with our Employment Lawyers.  
**Reminder: The CAO and HR must be cc'ed on all Employment Lawyer communications.**
- We are currently in the process of finalizing the Position Description for the Director of Education and Employment. A posting will be prepared once the Position Description is completed.
- **Vehicle Policy** – I have been working on the vehicle policy and providing edits back to Adam for consideration. This policy will be shared with ISDC for input.

## Human Resources Report February 18 – March 21, 2023

### Recruitment and Selection Report

Number of New Contracts/offers sent and accepted: 10

Job Interviews conducted: 2

Job Postings: 12 active postings

### Employee Numbers

Total number of KNC Employees = 141

Total number of Ktunaxa Staff = 66

Total number of Other First Nation Staff = 8

## Human Resources Report March 22 – April 25 20223

### Recruitment and Selection Report

Number of New Contracts/offers sent and accepted: 6

Job Interviews conducted: 5

Job Postings: 9 active postings

### Employee Numbers

Total number of KNC Employees = 140

Total number of Ktunaxa Staff = 67

Total number of Other First Nation Staff = 8



## Operations

**CollabSpace:** Working toward a singular corporate records storage that will benefit Leadership, Staff, and Citizens with improved accessibility and more administrative controls.

- Going through and uploading of existing documents to the file share continues, this is a long and tedious process. From the file share the documents will be added to CollabSpace as our corporate records storage.
- Have begun the process of expanding use to other user groups in need of confidential storage. This will help streamline the implementation and security processes in the future. These new user groups will be live by May 1.
- Discussed future users and accessibility and will be determining how many security groups will be implemented, a security group is a way to group together your users to grant them access to certain record categories.
- Next Steps will include continuing adding files to the file share, confirming function of new user groups and security measures, and user training to the ISDC group in June.
- Presently, progress is at around 10% complete.

**Workplace Violence and Harassment Committee:** Implementation of a Committee to handle claims of WV&H as federally mandated. Working with the recommendations from Harris & Co, this will help improve reporting procedures and create recommendations to curtail WV&H.

- Monthly meetings are being held for Committee members to establish Terms of Reference, procedures, and needs.
- Violence Risk Assessments have been completed for most KNC locations; KNGB (minus the Health Centre), Complex Care House, Street Angels, Scotty's House, and Finance are complete. Health and Skinquz Treasures are still required
- Lockdown procedures for all buildings will be accessible on Sharepoint under the KNC buildings tab.

**FlexiNet Infrastructure Management Agreement:** Provide better oversight to FlexiNet on infrastructure decisions therefore reducing liabilities for KNC.

- Working with FlexiNet to differentiate between operational equipment and infrastructure.
- Developed a service request for FlexiNet to submit to KNC for approval prior to any infrastructure work.
- Agreement will be developed by Legal and Finance once infrastructure and site list is complete.

**2023 Annual Charity Golf Tournament:** Fundraising effort for TKL, gathering and networking with external entities and people.

- The date for the 2023 Annual Charity Golf Tournament is June 22 and preparations are well under way with poster and sign-up sheets going out before May 1.
- KNC has taken on all of the registration duties after some discussion with St Eugene Staff, we will now be taking registration payments in house through reception and all registration forms will come to us.
- We are looking for more on-course engagement opportunities and hoping for language to be front and centre.

## IT Department

**Security:** Improve systems security to reduce staff downtime and strain on IT Department.

- IT has been working toward implementing Multi Factor Authentication (MFA) beginning with two groups. The Power BI group have all been using MFA, and IT has requested MFA be implemented on any system that has become compromised or 'hacked'. Eventually this will be implemented organization wide.

**Software Upgrades:** Improve functionality and compatibility with other software being used.

- We will be upgrading our Office 365 from the 2016 version to the 2021 version in the near future.

We are in the process of conducting interviews for the IT Technician position with four applicants selected. We are hoping for two suitable applicants, one for the dedicated KKFSS position and one as the KNC IT Technician.

## Facilities

**Ktunaxa Nation Government Building:** Improving access and making a more inviting space for Citizens and Leadership. Providing a better functioning and safer workplace for staff.

- Parking lot expansion is booked, work to commence last week of April and paving first week in May when blacktop is available. This will result in the addition of 15 parking spaces and allow us to dedicate more spaces for guests and elders. Maintenance staff have started prep work for the parking lot expansion.
- Violence Risk Assessment (VRA) for the building was completed by Don Maki with a template developed for KNC by Don and Chris Houston (Social Sector Contractor).
- The Main floor area has been revamped. Meeting room 210 has now been repurposed to the main floor copy room, the main floor printer/fax machine, supplies cabinet, paper storage, cutting and binding equipment, and postage machine are now located here. This has reduced flow through traffic for Communications and is a more secure location for anything being printed and faxed.
- Room 305 will be repurposed to a meeting room to make up for the lost space. This will be bookable through the Outlook calendars and will be available in May.

**Castlegar Building:** Establish a Ktunaxa Nation presence in the West Kootenay. Improve tenant management and response time to building issues.

- New Property Manager has been hired. The manager has a hands on approach to the work and takes on smaller repair jobs himself which is a big benefit. His team is also working on filling the vacant 2 units.
- More discussion is needed around the future of the building, including a plan for Ktunaxa Nation branding on the building if the decision is to keep the building long term
- Staff have inquired about use. Communication will be going out to staff letting them know there is touch down space for staff working in the area. Outlook calendar being created for booking purposes.

**Complex Care House:** Make building upgrades to improve staff safety. Create efficiencies and reduce building operating costs.

- Work has commenced on exterior door and ramp for office egress, door and ramp have been installed and just awaiting drywall mudding and trim.
- Client washroom has been framed and electrical and plumbing roughed in. Drywall has been hung, plumbing tie in to the main sanitary line needed and will be excavated once clear from BC one call.
- Grant application to New Relationship Trust for Solar Array installation has been approved to fully fund the installation for \$43000. Funding expected at the end of April with work commencing at the start of June. Contractor (Kootenay Solar) has offered a place on the work crew for any Ktunaxaniḥtik who might be interested in learning about and working on a Solar installation. This will help reduce operating costs by reducing the Hydro bill and possibly supplementing the power grid.

**Ktunaxa Regional Health Centre:** Provide a better functioning and safer space to Ktunaxa Nation Council Health and Social Sector Staff therefore improving interactions with Ktunaxa Citizens.

- Changes have been requested by the Clinic Manager have been made by the design team, these changes are now being worked through by the engineers with implications to the electrical and mechanical design.
- Building permit has been picked up from city.
- Cleanup work being done in building by KNC Maintenance staff during delay to hopefully help once construction begins.
- Tender package will hopefully go out in early April and contractor be chosen by the end of April.

**Invermere:** Increase visibility in the Invermere area and provide staff in the area with functional workspace.

- 1-year lease has been signed and we officially have office space in Invermere as of March 15<sup>th</sup>. We are leasing 2 separate office spaces in the same building, one for TKL and one for touchdown space for KNC staff. Signage will be installed in June.
- Renovations in both offices are now complete, TKL has taken occupancy of one office. The other office is available as a touch down space for any staff in the area needing in. Communication will be going out to staff letting them know there is touch down space for staff working in the area. Outlook calendar being created for booking purposes.





# Economic & Investment: *Self-Sufficient*

## Jason Andrew, Economic & Investment Sector

- Sector Council approved work plan and budget on March 9<sup>th</sup>.
- Working on master calendar for Sector and engagement plan with the four Ktunaxa First Nations. Set up dates to visit Communities.
  - ʔaǰam – May 9
  - ʔakisǰnuk – May 23
  - Yaǰan Nuʔkiy – May 30
  - Yaǰit ʔa-knuǰi'it – June 13
- Hosting Economic Summit on October 19.

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## *1: Strategic Pillar One: Eliminate Economic Barriers*

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### **Community Connective Initiative**

The Economic & Investment Sector staff have been engaging with the Ktunaxa First Nations (ʔakisǰnuk, ʔaǰam, Yaǰan Nuʔkiy, Yaǰit ʔa-knuǰi'it) to provide free internet to all houses on reserve through the Community Connectivity Initiative. At the December 2022 Economic & Investment Sector, Council Meeting the Sector Council approved the funding to support the initiative. To date, not a significant amount of applications have been submitted from members living on reserve. Economic

& Investment Sector and Flexi-net staff will be delivering information door to door in the next few weeks to ensure members know about the initiative and how to enroll.

### **Ktunaxa Nation Council Economic Summit**

The Economic & Investment Sector staff are in the beginning stages of planning the 2023 Economic Summit that will be held on October 19, 2023. The Economic Summit will rotate throughout ʔamakʔis Ktunaxa on a bi-annual basis.

### **Industry Engagement**

The Economic & Investment Sector continue to engage with local industry to create opportunities for Ktunaxaniñtik, Ktunaxa First Nation's, and Ktunaxa businesses. The Sector is actively engaging with the following industries on a regular basis:

- BC Hydro
- Teck
- Fortis
- Canfor
- Ministry of Forests
- Columbia Power
- TC Energy
- Ministry of Transportation and Infrastructure (MOTI)
- Paper Excellence

### **Ktunaxa Business Development Grants**

In March of 2023 the Economic & Investment Sector Council approved the 2023/24 budget which includes \$60,000 in funding to continue to support the Ktunaxa Business Development Grants. Ktunaxaniñtik can apply for up to \$5,000 to support their business development or business expansion needs.

### **Ktunaxa Micro-Loan**

The Economic & Investment Sector administer the Ktunaxa Microloan program that provides funding to Ktunaxa entrepreneurs to develop or expand their businesses. Ktunaxaniñtik can access up to \$10,000 in initial funding and up to \$25,000 over a lifetime. During the first quarter of the 2023/24 fiscal year there are currently seven active micro-loans.

### **Business Development Support**

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

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

- Assisting individuals to apply for funding opportunities

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## ***2: Strategic Pillar Two: Maximize Economic Presence***

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### **Skinkuꞵ Treasures**

The Skinkuꞵ Treasures online gift shop is live and staff are continuing to provide support to ensure all inventory is listed and has promotional pictures. <https://skinkuctreasures.ca/>

Skinkuꞵ Treasures is in the process of updating the Point of Sales technology which has caused some unforeseen circumstances which includes the inability to purchase items off of the online gift store. The Economic & Investment Sector is collaborating with the KNC Finance and IT departments to rectify the current challenges.

The Skinkuꞵ Treasures Retail Manager is working with the Economic & Investment Sector to develop and implement training for the Skinkuꞵ Treasures staff to build capacity in the following areas:

- Customer service
- Conflict resolution
- Point of Sales technology training

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

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### **Ktunaxa Business Certification Process**

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

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

The Economic & Investment Sector Council have reviewed the definition of a Ktunaxa Business several times since October of 2021 and approved the following definition at the November 2022 Sector Council Meeting: Ktunaxa Business -Any partnership between Ktunaxa business and non-Ktunaxa business is acknowledged as a Ktunaxa business if the business is at least 51% owned by a Ktunaxa partner and the Ktunaxa partner has Power of Decision.

The Economic & Investment Sector prepared a draft policy for the Sector Council to review and it was approved on March 9, 2023. The next step is for the Economic & Investment Sector staff to create the implementation process to certify Ktunaxa businesses and present to the sector council for approval.

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#### **4: Strategic Pillar Four: Strengthen Sector Governance**

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The Economic Investment Sector continue to provide project management support to the Social Investment Sector as well as Yaqan Nuʔkiy for the Seven Nations Soaring Eagle Treatment Centre. Currently, the collaborative group is exploring funding opportunities to address costs that have increased due to the current construction market. Yaqan Nuʔkiy, First Nations Health Authority, and the Ktunaxa Nation Council Social Investment Sector will be meeting to discuss additional funding opportunities.

##### **Ktunaxa Nation Council Communication**

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

##### **Funding Proposal to Support Sector**

The Economic & Investment Sector Director has engaged with Columbia Basin Trust and the Province of British Columbia to explore support for business development opportunities. Columbia Basin Trust declined to support the Economic & Investment Sector request. The Province has submitted a request to for funding for this fiscal year and is having additional discussions about potential long-term funding.

##### **ʔaḡam Community Enterprises**

Economic & Investment Sector staff are assisting ʔaḡam Community Enterprises (ACE) with customer service training for and business capacity support for upcoming potential initiatives for ACE.

##### **Education & Employment/Paper Excellence Collaboration**

The Economic & Investment Sector have been providing support to the Education & Employment Sector for the upcoming youth camp that is associated with the Bear's Lair television show that is broadcast on APTN. The camp is for Indigenous youth between the ages of 11 and 18 and will be held on July 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup>. There are 25 spots available.

##### **Ktunaxa First Nation Community Engagement Meetings**

The Economic & Investment Sector will be visiting each Ktunaxa First Nation to engage with members and community staff to discuss what type of support is required from the Economic & Investment Sector. The first engagement session will be held in ʔaḡam on May 9, 2023 from 3:00 PM until 7:00 PM in the administration boardroom.

## Challenges

- The Economic & Investment Sector, like other sectors is short-staffed. The Executive Assistant position has been posted and I am hoping to complete interviews over the couple of weeks
- The Strategic Initiatives Manager position is still vacant and there have been no applicants for the term position

# Education & Employment: *Working Together*

## ***Indigenous Skills & Employment Training Program (ISET)***

Currently have 12 ISET Post-Secondary students in the following programs.

- Bachelor of Social Work
- Hairstylist
- Business Admin – Accounting
- Biological Sciences
- Automotive Service Technician x 2
- Aboriginal University Studies
- Environmental Sciences
- Office Administration x 2
- Heavy Duty Mechanic
- Carpentry Level 1

We are starting to receive fall semester applications; four so far.  
We have funded 35 job start supports and 11 industry trainings.

We wrapped up the 2022-2023 fiscal with the following ISET Stats:

- 141 Clients Served
- 46 Clients Employed
- 29 Return to School

## ***BladeRunners***

We finished the 2022-2023 fiscal with 35 completed BladeRunners, and 44 participants.

We are currently supporting one person in a wage subsidy. We currently have three participants for the new fiscal and are expecting six participants for the Horticulture cohort.

We have completed the operating plan for 2023-2024 and in the works of developing 4 cohorts.

May 18 – June 1, 2023 – Horticulture Cohort

June 2023 – Hunting Cohort

June 2023 – Tourism/Hospitality

August 2023 – Art/Culture

September/October 2023 – Archeology/GIS

## ***WorkBC***

### **Case Load – 74 Clients**

- 49 – Cranbrook
- 11 – Fernie
- 13 – Invermere
- 25 clients in Job Sustainment

### **12 Clients Currently in Post-Secondary**

- Social Services Worker
- Upgrading
- LPN
- Class 3 Licence
- Class 4 Licence
- Early Childhood Educator
- HVAC
- Nail Technician

### ***YESS Agreement***

Currently have 4 full-time participants in the program and are working with RezDawgs to recruit 3 more mentorship roles, as well as a potential 3 more through Shuswap band.

We have extended this contract with Service Canada for funding for an additional 10 participants with a renewed budget of up to \$150, 000 for wages, work gear/additional supports (mileage, meals accommodation etc) through to March 31, 2024.

### ***Youth Summit***

Planning for the Youth Summit Trek 2023 is underway. Meeting on May 8, 2023 with key people to work out dates, plan, and decide how Lands and Resources and TKL would like to be a part of the trek.

## Training Center - Ya kił nitki kꞵamnamki

We have most of the equipment for the Training center. Staff have been learning how the Mindstorm coding kits work, so that they can assist youth that are working on them. We also have the Virtual Reality head sets working as well as the subscription to different simulation environments. We hope to give demonstrations to the Ktunaxa First Nations and KNC staff soon.




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*The name for the Training Center has been chosen by TKLAC:*

*Ya·kił nitki·kꞵamnamki – Place where individuals go to learn something.*

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## ꞵa·knusti

Worked with Strategic Fire Control to get training for the ꞵa·knusti to support with prescribed burn for ꞵaꞵam, there will be more support for pre, during, and post fire monitoring throughout the summer and fall for ꞵaꞵam and the cities of Kimberley and Cranbrook. Next training opportunity with BC Wildfire is taking place April 5 & 6.

Have also been in discussions with a local horse person that is able to provide horsemanship clinics to the ꞵa·knusti as well as a backcountry campout after the completion of the multi day horsemanship clinic.



## Industry

- TC Energy is starting up their Indigenous Construction Participation Plan (ICPP) in Elko in the next few months. Environmental monitoring training available for the 2 positions being offered on-site – currently have on Ktunaxa citizen in training.
- Kicking Horse Canyon Project is heading into its final construction year, no Ktunaxa members currently working on site but capacity has been increased with Ktunaxa businesses – namely Big Chief Bussing with transport and Harris Rebar.
- FMI Installations – Back on site for the Joseph Creek substation for BC Hydro – No entry level positions available at this time but looking for Heavy Equipment Operators.

Canfor – met with HR and Darlene Trach to discuss recruitment techniques and how they can be more involved with the Nation and communities. We discussed summer student positions, day in the life opportunities, Mill tours for youth and potential for post-secondary opportunities.



# Lands & Resources:

## *In our ancestral homelands*

Pillar I	Pillar II	Pillar III	Pillar IV
<p><b>Governance &amp; Jurisdiction Clarity</b></p> <p><b><u>Strategic Goal:</u></b> Ktunaxa can exercise jurisdiction to steward the lands and resources of ʔamakʔis Ktunaxa now and for future generations.</p>	<p><b>Community &amp; Citizen Engagement</b></p> <p><b><u>Strategic Goal:</u></b> Strong and clear working relationships, connection and communication between communities and the KNC, so that Lands Sector activity is relevant and based on the principle; Qapi qapsin kin ʔitkin hin ʔisti Ktunaxa.</p>	<p><b>Organizational Management</b></p> <p><b><u>Strategic Goal:</u></b> Operational excellence so that the Lands Sector can realize the strategic goals and objectives.</p>	<p><b>Capacity Development</b></p> <p><b><u>Strategic Goal:</u></b> Ktunaxa speaking for Ktunaxa.</p>

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### *Guardian: Lands*

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### Geographic Information System (GIS) Mapping Activities

- ArcGIS Enterprise dev & field data collection strategy – working out final details before rolling out to Lands field staff and ʔa·knusti
- TKL: Place Names, boundary/districts discussion & spatial data strategy
- Kootenay Connect Working group (support for KNC)
- Supporting the Qatʔmuk winter survey – setting and checking cameras, scouting for wildlife use, etc.
- Various mapping requests (RMS, Land Stewardship planning)
- Big Horn Sheep GAR order mapping support
- Forestry/CCVF Training development
- ʔazpu project report mapping



## The ʔaɕpu Project

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

## Development of Ktunaxa Hunting Regulations

- Revised and updated “What we Heard” report and presentation to align with what we have heard from community members through engagement over the winter.
- Planning community engagement for AFN and LKB to ensure we are on the right track for changes to the Regulations

## Adventure Tourism/Recreational Tenures – Development of Ktunaxa Regulations RDCK TUS - 5 Proposed Regional Parks Kootenay Lake

- Internal discussions are occurring on how we move forward on this topic – waiting for the ʔaɕpu final report to inform identification of values, potential impacts from recreation activities and provide Ktunaxa-centric mitigations
- RDCL to discuss RDCK Board/stakeholder questions and next steps for the Parks
- Requested time on LKB C&C's next chief and council to present findings and seek direction on next steps

## Kicking Horse Canyon Phase 4 (KHCP4)

- Met with the KHCP4 team - requested draft fencing and mitigation documents to mitigate impacts to big horn sheep. These have been outstanding for some time. KNC staff also met with MoTi who oversee the project. They let us know that they are pushing the consulting/construction team to get the fencing right and to include all the requests that have been made by KNC to ensure the fencing works and we don't have the same issue as in Phase3
- Phase 3 updates are slowly happening - monitoring of the updates are ongoing which will show what worked and what didn't in terms of environmental mitigation. We can apply lessons learned to phase 4 and any future highways projects.
- Lambing area fencing is being put up ASAP to ensure the lambs and ewes are safe within the lambing area
- Project update provided by MOTI at the end of March
- Seeking draft construction, monitoring and environmental management plans from MoTi and TiCorp for us to review
- ?a·knusti monitoring the big horn sheep in the area bi weekly

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

- Monthly project update meeting with proponent:
  - Received project plans for Elko 5 days before work is set to begin – conversations are ongoing over this and the lack of notification for blasting is particularly an issue
- Our terrestrial biologist will be meeting with the proponent the end of April to collect info on construction plans and what mitigations they will need based on the info she gets from Rose Foothills has been reporting all permit applications to KNC and it is uploaded into the Referral Management System
- All upcoming permit applications for the remainder of the year were provided so that we can review and identify issues prior to being sent to provincial or federal regulatory agencies
- Meeting once a month for construction updates and check ins for what is to come the following month.
  - Yahk reclamation work is beginning
  - Elko construction will begin again starting the week of April 23<sup>rd</sup>, and mitigation and management plans for wildlife are in place. KNC staff will monitor effectiveness as work progresses.

## Bighorn Sheep Winter Range Government Action Regulation (GAR) Order

- KNC wildlife biologist is refining maps - Province taking our information back
- Ktunaxa have opportunity to build the GAR Order Document

- Planned out meetings with the province for May and planning another knowledge holder session to go through the "finalized" documents
- Held Knowledge holder session March 15th to provide input into the GAR Order. Staff gained a lot of insight, added to our maps and really got a sense of where we need to go with this GAR order from some of our knowledge holders
- Meetings set with the province for April 19th to go through our findings from the knowledge holder session, and discuss what we need to include in our GWM and what we feel needs to be added and considered in the GAR Order
- Moving forward we want to Continue building out the GAR order with Ktunaxa Knowledge at the forefront of this Order.
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### *Guardian: Water*

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## Columbia River Treaty (CRT)

- Canada: US Treaty Negotiations (with KNC participation). ½ day on-line meeting and 3 days meeting in Washington DC:
  - Key technical discussion on flood risk management and use of flood risk storage space in Canadian reservoirs
  - Second key technical discussion on integrating Canadian flexibility (for ecosystem and cultural values) into joint Assured Operating Plan
  - Also established salmon reintroduction subgroup to inform the negotiations on salmon restoration requirements
- Lots of CRT ecosystem function technical work:
  - Primary productivity in Kootenai reservoir
  - Development of fish entrainment performance measure
  - Ecosystem function sub-committee meeting
  - Further development of functional flows concept/performance measures
- CRT Planning Model (CRT PM) work:
  - CRT Planning Model work to analyze potential climate change scenarios
  - Two meetings to develop agendas for Joint Steering Team meetings
- Several meetings regarding accounting for 'Specified Operations' reservoir volumes
  - Two Joint Steering Team meetings
  - Planning for April Joint Steering Team workshop
- Initiate Indigenous Nation and tribal meeting to develop Joint Ecosystem Board Terms of Reference
- Finalized CRT Indigenous Cultural Values workplan and funding
- Concluded funding agreement (Shared Cost Agreement) with BC for period to March 2024
- Development of CRT governance discussion paper
- Other meetings: Negotiations Advisory Team (NAT), CRT Indigenous Nations Working Group (IN WG) and Canadian Negotiations Working Group
- Libby Dam sub-group meetings to develop Libby co-management recommendations for negotiators

- Ongoing work on various Ecosystem Function studies and modelling scenarios to support the CRT negotiations
- Continued training to learn how to write code in the CRT Planning Model
- Round 16 of negotiations with the US just concluded in Washington, DC. with some progress moving toward key topics around Canadian reservoir storage volumes allowing for flexibility for Canadian priorities such as Cultural Values and Salmon flows.
  
- On March 24<sup>th</sup>, a joint statement was issued by Prime Minister Trudeau and President Biden [Joint Statement](#) which included the following:
  - Canada and the United States will intensify their work over the coming months toward agreement on a modernized treaty regime that will support a healthy and prosperous Columbia River Basin. We will focus on flood risk management, power generation, and environmental benefits that are shared equitably by both countries and the Indigenous peoples and Tribal nations, communities, and stakeholders in this watershed. The Columbia River is a vital shared resource that underpins many lives and industries on both sides of the border and the watershed requires our attention and prompt coordination.
  
  - Canada and the United States also intend to reach an agreement in principle by this summer to reduce and mitigate the impacts of water pollution in the Elk-Kootenay watershed, in partnership with Tribal Nations and Indigenous Peoples, and in order to protect the people and species that depend on this vital river system.

## Parks Canada Aquatic Stewardship Plan (ASP)

- Participated in an ASP working group meeting
- Coordinating with TKL to plan a field tour to Kootenay and Yoho National Parks this summer (June 15-16). The objectives of the field tour are to:
  - Discuss aquatic health within the context of the Aquatic Stewardship Plan being developed for Kootenay and Yoho National Parks
  - Gain a better understanding of Ktunaxa values as it relates to aquatic health and stewardship
  - Visit culturally important sites within the two parks and share Ktunaxa history and stories related to those sites

## Columbia River Salmon Reintroduction Initiative (CRSRI)

### Indigenous Knowledge Council (IKC)

- Collaborating with other Nations on work plan, research projects;
- KNC internal discussions continue on Ktunaxa-focused research and activities related to salmon with work plan and budget under development; Working with TKL staff – they developed a draft research design that is being reviewed by other members of the IKC
- Met with Technical Working Group and Communication Advisory Group for work planning workshop Apr 18-19 in Nelson

### **Executive Working Group (EWG)**

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

### **Implementation Team (IT)**

- Continued discussions on draft knowledge sharing protocol/agreement and CRT-CRSRI communications protocol agreement;
- Debrief of Implementation Team and Environmental Working Group meeting
- CRSRI funding action committee continues to explore and follow-up on continued funding options;
- Coordinating structure and process for collaboration with US Tribes and CRT Negotiation technical teams, which has included some political challenges;
- Convened EWG-IT meeting on March 20;
- Coordinating in-person CRSRI collective visioning/planning meeting for April 26

### **Technical Working Group (TWG)**

- Continue to finalize first round of technical studies and entered into Stage 1 of peer-review process (includes 5 governments); discussed revision themes at TWG-IKC-CAG work planning meeting Apr 18-19 in Nelson
- TWG-IKC-CAG work planning meeting Apr 18-19 in Nelson; good discussion on next steps for technical studies and movement into new studies, ways to address capacity constraints
- Finalizing draft report on Chinook monitoring study;
- Planning experimental sockeye release, with funding (from ECCC, MOF, DFO) secured for spring activities;
- Convened meeting with CRITFC to initiate collaboration on technical studies (April 13); issues with CRT renegotiations were highlighted as obstacle for free-flowing collaboration

### **Communications Advisory Group (CAG)**

- Draft documentary of CRSRI circulated within CRSRI;
- Produced a Bringing the Salmon Home webinar featuring the Outreach & Engagement team, Indigenous Knowledge Counsel and Youth Salmon Warriors;
- Planning Bringing the Salmon Home Festival for May 2-3, 2023
- TWG-IKC-CAG work planning meeting Apr 18-19 in Nelson; good discussion on next steps and capacity constraints; currently looking for lead from KNC as Troy Hunter has taken on a new role

## Fish and Wildlife Compensation Program (FWCP)

### Board

- Internal discussions about expanded FWCP Board, First Nation Working Group appointments
- Request to BC Hydro will be made to provide support for leadership discussions on how Nations work with each other where there are contract opportunities in areas of shared interest; Nicole and Misun to meet with Alison Stockwell and Misun will follow-up on this request

### First Nations Working Group (FNWG)

- Coordinating ʔa·knusti, business participation in annual and ongoing projects, annual grant projects;
- ONA staff continue to express interest and pursue contracts for work that occur within exclusive ʔamakʔis Ktunaxa; feedback to FWCP has been that this is an Indigenous Nation leaderships discussion and not a matter for FWCP to address (see above note about requesting support from BC Hydro for these discussions); FNWG members negotiating KNC-ONA contract for work on Kootenay and Arrow lakes

## Chinook Habitat and Adaptive Management Framework

- Webinar held with CRSRI TWG (Apr 5) to provide overview of studies and discuss implementation of adaptive management framework in technical studies; decision to be made by TWG at upcoming meetings
- Finalization of technical reports that will be presented to TWG of CRSRI in April 2023 and synthesized in a final report July 2023

## Engagement on Fisheries and Aquatic Projects – B.C.

### Kootenay Lake

- Planning and coordination for the Gerrard Rainbow Trout reduction program with Yaqaan Nuʔkiy, including logistics and budgeting for field
- Flatbow conducting predator control work that was initiated Mar 22, 2023 and continues to end of April; staff are also working with Ministry of Forests on Lardeau predator control week of Apr 24

### Upper Kootenay Burbot

- Field work being conducted by KNC contractor and ʔa·knusti



### **Koocanusa Kokanee**

- Project management and provided an update to Montana Wildlife and Parks biologist about recent trends in the Kokanee population

### **Wigwam/White River FSW**

- Field work being conducted to collect hydrometric measurements and will continue for approximately 20 days during spring and summer 2023

### **Wildhorse River Habitat Restoration**

- Work being implemented by contractor
- Request for Proposals posted for securing restoration construction and planning contractor; proposals being reviewed

## **Engagement on Fisheries and Aquatic Projects – Canada**

- No activities in Feb
- Weekly phone calls with contractor. Contractor has been attending bi-weekly meetings and completed a full review of the project. He submitted a list of technical questions and comments to the proponent that are being addressed, particularly on the scientific limitations of the environmental impact study.
- Contractor submitted comments for KNC staff review; awaiting comments from KNC staff

## **Engagement on Projects – BC Hydro**

### **Water Use Plan Order Reviews:**

#### **Walter Hardman WUP OR**

- Comments were be passed onto BCH and they acknowledged receipt of our comments and revised their priority issues list, recommendations, report to the Comptroller of Water Rights; still awaiting draft of report from BCH

#### **Columbia River WUP OR**

- Pre-initiation is planned for the next 2 years and will require substantial resources from KNC for reviews to assess impacts to fish, wildlife, heritage, cultural values, recreation, access, title and rights, other Ktunaxa values
- Current timeline for WUP OR engagement is Sept 2024 to Mar 2027;
- KNC to provide a budget to cover the costs of engagement on the WUP OR's and this will need substantial inter-sectoral input

### **Fish Entrainment WGs:**

#### **Mica/Revelstoke Fish Entrainment Working Group**

- LRC briefing for May LRC meeting for direction of compensation option

#### **Aberfeldie Fish Entrainment Working Group**

- Delays to restoration planned for Galbraith Creek due to COVID, safety issues with structures, construction costs impacted by inflation;

- BC Hydro will be postponing construction work on this project until 2024 due to access issues at the project site. The road required to move equipment has been downgraded and will not support construction equipment until some reinforcements are completed.

### **Columbia Operations Fish Advisory Committee**

- Contractor provided notes on the meeting held on Jan 17, 2023 regarding monitoring of Kokanee of the west arm of Kootenay Lake
- A key comment by Chris was that recommendations to address uncertainties related to mitigation of fall drawdown by hydro facilities along this stretch of the Kootenay have not been implemented
- KNC recommended that the study design of the monitoring study be re-evaluated, developed with clear goals and objectives, and submitted for review by KNC
- FortisBC has identified funding as a limitation to the monitoring study and that a defined plan would help with securing the adequate funding needed for the study
- FortisBC agreed with developing a study design and leading the program
- DFO shared concerns over Kokanee redd dewatering and if not mitigated, habitat offsetting will be required under the Fisheries Act; KNC noted the scale of the dewatering is uncertain and needs to be quantified for if offsetting is required
- Possible mitigation/offsetting strategies were discussed

### **Fishery Guardian Program**

- Skookumchuck Pulp Compliance/Skookumchuck Creek protection
- Fisheries/aquatics referrals reviews
- Kootenay Lake Partnership – Enforcement Team sub-committee
- Supporting Yaqan Nukiy for Goat River/groundwater protection
- General fish habitat monitoring including with ʔa·knusti – Columbia River, Slovan Lake and river, Kootenay Lake, respond to sunken boat at start of Slovan River rainbow trout spawning channel with ʔa·knusti
- Sturgeon habitat monitoring with ʔa·knusti – Columbia River, Kootenay Lake
- Industrial inspections and compliance review– BC Hydro Sturgeon Habitat Enhancement Project; Paper Excellence Skookumchuck Pulp Operations (ongoing)
- Attend Kootenay Lake Partnership meetings to discuss monitoring and compliance of development permit applications along the foreshore of the lake
- Engage with MoTI for improved highways maintenance for protection of aquatic/fish habitat throughout ʔamakʔis Ktunaxa. Current practices are harmful to fish/aquatic habitat and existing guidelines are not being followed by contractors.

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## ʔa·knusti Team

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### ʔa·knusti Monthly Planning

- Developed a plan to scout locations that may be appropriate for Ktunaxa citizen site visits, camps, treks, etc.
- Scheduled training with Keepers of the Season to learn Ktunaxa ethnobotany

### Out on the Land

- Where were Ktunaxa ʔa·knusti this month?
- Species at risk survey for sturgeon on Fieldwork scheduling and procedure tools are under development
- Work with Yaq̓it ʔa·knuq̓i'it to develop standards for rangeland fencing
- Learn about fire effects monitoring with the potential to conduct monitoring around Kimberley, Cranbrook and at ʔaq̓am
- Discussed Adams Lake proposed hunting cabins north of Revelstoke – opportunity for collaboration? Plan to discuss with knowledge holders and seek political direction
- Planning horse husbandry training for May

### Fieldwork

- 
- Attended and supported the Buckskin making workshop in ʔakisq̓nuk
- Supported the youth hunting/trapping camp at ʔaq̓am
- Continued Big Horn Sheep monitoring bi-weekly near Golden
- Continued checking traplines near ʔaq̓am and Premier Ridge
- Kootenay Lake.
- Big horn sheep monitoring in Golden
- Monitoring prescribed burns for ecosystem enhancement at ʔaq̓am
- Archaeology monitoring at Beaver Creek Provincial park near Trail
- Observing, recording and reporting and recreation or other impacts to conservation lands and archaeology sites around Castlegar
- Checking that rangeland fencing for compliance with Ktunaxa standards in the Rocky Mountain Trench in collaboration with Yaq̓it ʔa·knuq̓i'it
- Archaeology survey in the Arrow Lakes Reservoir
- Wetland Restoration site visits in collaboration with Yaq̓an Nuʔkiy

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## Mining

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### BC Environmental Assessment Act Dispute Resolution Regulation and Policy

- Environmental Assessment Office (EAO) is working on the development of a regulation and policy for the Dispute Resolution process under the Environmental Assessment (EA) Act
- Given KNC's experience with the Dispute Resolution process under the Teck Fording River Extension Project, EAO has asked KNC to provide advice on EAO's approach to consultation on the regulation. KNC will be conducting this work over the next few months.

### North West Pacific's Crown Mountain Project Environmental Assessment

- KNC Staff provided input on the federal conformity review – which looked at whether NWP's Environmental Assessment Application had enough information and the required information to conduct an assessment of the impacts the project would have on the environment and Ktunaxa rights.
- The Impact Assessment Agency of Canada has concluded that NWP's application did not pass the conformity review and NWP will need to fill data gaps and resubmit their application
- Meeting to review comments will happen in May

### North Coal's Michel Coal Project Environmental Assessment

- KNC provided official communication to the EAO that they will be participating in the review of the Environmental Assessment for the Michel Coal project.

### Teck Appealing Administrative Penalties

- Three administrative penalties were issued on January 31, 2023 totaling around \$16,500,000
- The penalties were strongly informed by submissions made by KNC – increasing the fines significantly
- Teck informed KNC that they were going to appeal the fines because they believe they are too high and that they wanted to explore a compliance agreement (which can only be done through appealing the penalties).
- KNC told Teck that we are opposed to a Compliance Agreement that would implicate the penalties

- KNC learned recently that BC is also opposed to a Compliance Agreement and will support the penalties through the appeal process.
- On March 2, Teck appealed the penalties, saying the highest of the fines is 14X higher than originally proposed by the Ministry and 18X higher than BC has ever issued before.
- BC said that they are open to work with Ktunaxa to enable funds from penalties to be allocated to Ktunaxa – this does not require a Compliance Agreement – nor does Teck need to be at the table
- Next steps will be discuss with Ktunaxa leaders to seek further direction

## Mining Referrals

- The Mining Team continues to review mining referrals for all of ʔamakʔis Ktunaxa. Referrals include but are not limited to gravel pits, exploration, major mine development and water treatment projects. **A few projects of note include:**
  - Fording River License to Cut
  - Ta Ta Creek gravel pit
  - Legend exploration program
  - Mine's Act amalgamation and amendment process for Teck Coal Mines
  - Line Creek Dry Creek Environmental Management Act (EMA) and Mines Act Permit Amendments
  - Fording River Legacy Tailings relocation
  - Fording North Saturated Rock Fill
  - Bull River Mine Mines Act and EMA permit amendments
  - Goddard Marsh restoration
  - Various exploration projects throughout ʔamakʔis Ktunaxa
- LRC letters of non-support were sent on the following Multi-Year Area Based (MYAB) exploration programs near Kootenay Lake
  - Ledgend
  - Thor

## Elk Valley Water Quality Plan: Environmental Monitoring Committee

- Meetings were held on Adaptive Management, Benthic Invertebrate Models and special study in Clode Creek

## Elk Valley Cumulative Effects Management Framework (CEMF)

- Two staff attended the 11<sup>th</sup> Nation Symposium on Cumulative Effects Assessment and Environmental Management in Calgary – April 18-19
- Expert Team Leads received Objective Setting training
- Mining Team staff continue to make progress with BC on the implementation of the Elk Valley CEMF. Major focus is currently on the development of objectives for the Valued Components (VCs) to better inform recovery actions and decision-making as well as seeking interim opportunities to make aspects of CEMF legally enforceable. Expert groups are being formed for each VC including big horn sheep, riparian areas, Westslope cutthroat trout, grizzly bear, mature and old-growth forests, and high elevation grasslands.

## Teck Biodiversity Management Plan and Terrestrial Cumulative Effects

- Quarterly Technical Advisory Group (TAG) meeting with Teck, BC and KNC was held on April 3<sup>rd</sup>
- Discussions included Terms of Reference, Vegetation Quality Assessments and modelling

## Westslope Cutthroat Trout Recovery

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

## Teck Coal Human Health Risk Assessment

- Teck is working to finalize the HHRA to address technical concerns and biased conclusions KNC (Lands and Social Sector) are working together with Interior Health on next steps

## Federal Coal Mining Effluent Regulations

- Mining team staff are working with Environment and Climate Change Canada on the development of the Coal Mining Effluent Regulations with a focus on determining what limits are protective

## International Joint Commission Reference

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

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## Policy & Planning

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### ʔamakʔis Ktunaxa LSP

- **DRIPA 7 Research**
  - Continued review and revisions to Summary Report in preparation for presentation to BC
  - Presentation time booked with BC representatives for May 8<sup>th</sup>
- **State of ʔamakʔis Ktunaxa research**
  - Meeting with David Suzuki Foundation (DSF) staff and with Herb Hammond to explore the elements of a current state analysis in support of ʔamakʔis Ktunaxa Land Stewardship Plan development, Forest Land Plans (FLP) and Timber Supply Reviews. Exploring options to tailor analysis towards identifying areas required to maintain long-term ecosystem function, ecological thresholds for working landscapes, and connectivity corridors (ties in with work being done by Proctor and others, climate science, All Living Things, and could be supported by information from Elk Valley Cumulative Effects Management Framework (EV CEMF) and cultural cumulative effects assessment, and community engagement).
  - Draft MOU and Work Plan developed in collaboration with DSF. To be presented to Lands Director in April.
- Hosted Ian Adams to present on his work as BC Coordinator for identifying Key Biodiversity Areas (KBA). Presented on what KBAs are, and how they support spatial identification and rationale for stewardship and conservation planning.

### Qukin ʔamakʔis & Łam'na ʔamakʔis Collaborative Land Stewardship Plan

- Update on Nature Conservancy of Canada's history in Elk Valley; discussion on ideas about future
- Attend meeting on development and implementation of Elk Valley CEMF
- Met with BC Water, Land and Resource Stewardship (WLRs) staff twice to discuss working towards agreement of initiating land stewardship planning work including pre-conditions and interim measures. Draft list of interim measures developed by Ktunaxa Elk Valley Cumulative Effects Management team, which will be used as a base for interim measures to include in the written agreement initiating the Land Stewardship Planning processes.

- Presented to Lands Director and Operational Director potential stewardship options, as well as spatial areas to seek interim measures to protect cultural and ecological values as planning proceeds.

## Teck Conservation Lands

Attended Teck IMBA Cultural Working Group meeting. Action Item to meet with a small group from Teck and KNC to discuss how to re-invigorate the Joint Management Agreement (JMA) which is an agreement between Ktunaxa and Teck for co-management of several privately held lands in the Elk Valley that Teck purchased for the purpose of environmental conservation. One property – near Grave Prairie, was identified by Ktunaxa to be conserved for cultural and environmental purposes.

### Goals

- To work with Ktunaxa First Nations (KFN) to explore our internal working governance and then what our government-to-government (G2G) relationships with the external (B) could look like (i.e., renewed SEA or other)

### Objectives

- To explore options for a renewed G2G agreement with BC;
- To improve relationships/transparency and how the KNC (Lands in particular) and KFN's work together;
- To identify related issues and effects on other processes and agreements KNC and KFNs have with BC;
- To identify ways to operationalize internal working relationships between KFNs and KNC relative to each option; and
- To coordinate and share information about the implementation of the Letter of Agreement (LOA) with BC

### March Activities

- Establish internal working group with KNC and KFN staff
  - o Developed Terms-of Reference
  - o Developed work plan
- Hired contractor to support work



## Columbia Lake East Side Land Stewardship Plan

- **Fire Planning**
  - Meeting with provincial Fire Management expert and expanded group of KNC staff to develop a framework for collecting baseline cultural and ecological information about the east side of Columbia Lake that can be used to develop a multi-year prescription for returning Fire to the landscape.
  - Continue meeting with BC Wildfire Service Cultural and Fire Prescription Specialist to discuss evolving the *CLES Wildfire Response Plan* to a *CLES Wildfire Management Plan*.
  - Attended ʔaqam open house related to prescribed fire happening there. Had a booth for CLES and discussed, explored and networked around a cultural burn project for the multijurisdictional landscape
- Presented to Kootenay Connect Columbia Lake Corridor Working Group on Ktunaxa Stewardship, tools for indigenous conservation and link between CLES work and Columbia lake connectivity corridor
- Develop recreation-monitoring strategy with all land managers. Conversations with Nature Conservancy of Canada (NCC), BC Parks and WLRS staff to coordinate recreation monitoring and expand the network to focus on Ktunaxa values
- Planned and hosted kick-off meeting to reinvigorate Ktunaxa-BC Collaborative Stewardship Initiative CLES project table
- Met with Economic, TKL and BC Parks staff to initiate development of interpretive signage at Columbia Lake Provincial Park as well as expressed interest to install a new corporate parks entrance sign with Ktunaxa Language

## Qat'muk IPCA

- Develop work plan
  - Initial discussion on strategic planning
- Bi-weekly reporting with ECCC and BC check-ins to discuss where we are at with the project overall, and end-of-year reporting
- Discuss year-end reporting with ECCC
- **Monitoring Program**
  - Logistical planning and preparation for April wolverine and wildlife monitoring
  - Internal meeting discussed BC Recreation plans to develop campground at Jumbo Pass
- **Communications**
  - Working with KNC Communications department to go through video footage and to brainstorm potential video products
  - Developed 2 short videos of bio blitz and west side Qat'muk visit
- Participated in land-based learning session to learn what others are doing to get Ktunaxa citizens out on the land

## SEA Review

- Working Group Terms of Reference and Work Plan approved by ʔaǰam and Yaqan Nuʔkiy, waiting to hear from other Ktunaxa First Nations
- Work planning will include a review of the Ktunaxa/BC Strategic Engagement Agreement by KNC and Ktunaxa First Nation Staff with several goals:
  - Improve communication between KFN/KNC/Ktunaxa citizens
  - Increase collaboration between KNC/KFN
  - Develop systems and processes that make best use of staff time, increase capacity of Ktunaxa people, protect Ktunaxa rights associated with lands and resources, and improve confident decision making by Ktunaxa leaders on lands and resources issues.

## Collaborative Stewardship Initiative

- Attended BC-First Nations Collaborative Stewardship Gathering in Vancouver (April 4-5)
  - Networked with, and learned about work from, the other Collaborative Stewardship Forums in BC
  - Brainstormed how to implement recommendations for a renewed provincial mandate for Collaborative Stewardship Forums

# Social Investment:

## *Strong, Healthy Citizens and Communities*

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### *Director's Update, March 30, 2023*

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- Coordinate and support conversations with FNHA and each Community for the FNHA Contribution agreements contract negotiations for April 1.
  - Selected and began onboarding new CHR EMR. Patient Data Base
  - Drafted draft 3 of the LOU and integrated IH leadership feedback
  - Provided FNHA and IH guidance on gaps in PCN
  - Supervised/Supported staff
  - Applied and received new 50K for EMR and clinic supplies through FNHA slippage
- Social Sector Directors update March 30, 2023
- Supporting community governments in developing health plans
  - Community Government leadership attended Gathering Wisdom in Vancouver.

### **First Nations Health Authority Disengagement**

On January 9, a meeting was held at the KNC building of the four Nasu?kins, Councilors, and technical staff from the Ktunaxa First Nations along with FNHA representatives. Each of the Ktunaxa First Nations went back to their respective Councils for further conversations and indicated that there is interest by the Ktunaxa First Nations to all have direct funding agreements with First Nations Health Authority on April 1, 2023.

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### **Staffing Updates**

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**Racheal Nicholas** Clinical Managers last day of work was March 31, 2023.

Racheal will be moving on to Interior Health as an Aboriginal lead.

**Melanie Gould** has returned from two-year leave of absence.

**Janice Alpine** is the new Sector Council Rep for ?akisq̓nuk.

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## Report

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This month we have 625 encounters with patients at the Regional Clinic.

This includes appointments in person or via phone, outreach referrals, consultations, and family meetings with all care providers.

The KNC health team organized school health screening at ʔaǰamnik Elementary.

Sara organized a collaborative team to support with vision, hearing, and dental screening.

Mental wellness activities were included as well as height and weight taken in relation to car seat recommendations.

Sara organized dental hygienists to support along with KNC's registered nursing team, mental wellness clinician, and NP. ʔaǰam Health also participated.

Mike (NP) continues to support LKB with their OAT program.

Mike (NP) had his first in-person clinic day at the ʔaǰam Health Centre.

He will be visiting the second and fourth Tuesday of each month.

We have a fridge in the clinic so we can store more food from the food recovery depot and Cranbrook Foodbank. This allows patients to have a selection of snack foods, as well as healthy options from the four food groups.

We hosted a medication return it event during the month of March. The purpose of the event is to bring awareness and to encourage individuals to safely dispose of expired or unused medications.

We received a \$50,000 harm-reduction grant from FNHA.

This money will be used to continue to provide our harm-reduction services.

We are in the early stages of planning a life skills and wellness program for our vulnerable clients.

The Social Sector continues to work on the EMR implementation product. This will allow all providers within the clinic and the communities to share information and provide collaborative and safer care.

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## Education

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FNHA TB Nurse Heather Fenner came to provide education to the Ktunaxa Nation public health nurses as well as the community nurses. This was a full-day session.

The health clinic staff did a harm reduction refresher led by Laura Wittkopf.

There will be a mock overdose drill taking place next week.

The idea behind the refreshers and the drills is to keep everyone's skills up-to-date on best practices and things to look out for with the current drug supply.

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## Ongoing, and events

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KNC nurses will be providing orientation to the new LPN at Yaqit ʔa-knuqʔi't.

She joined us in the clinic mid-April. She also requires support to complete her immunization certification. Brittany Groff is a certified immunization assessor and will be supporting with this. Brittany also set Holly up with FNHA practice leads to further support her with orientation modules.

Ktunaxa Health Clinic hosted a Health & Wellness Fair on May 18.

They also secured the B.C. cancer mobile mammogram bus to provide screening on this day.

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## Governance Update

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- Support Community Leadership at Gathering Wisdom
- Coordinate and support conversations with FNHA and Each Community for the FNHA Contribution agreements contract negotiations for April 1.
- Selected and began onboarding new CHR EMR.
- Drafted draft 3 of the LOU and integrated IH leadership feedback
- Provided FNHA and IH guidance on gaps in PCN
- Supervised/Supported staff
- Applied and received new 50K for EMR and clinic supplies through FNHA slippage

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## *Cultural Framework Educator Highlights*

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### ***Ktunaxa Practice Framework***

Continued implementation of the practice framework has been a top priority. As new hires within the EKPCN (East Kootenay Primary Care Network) and the Cranbrook UPCC (Urgent and Primary Care Center) arise they are orientated by ourselves, using the framework as the over-arching guiding document.

Initial orientation then leads into more focused discussions on the practice approaches in the form of Modules. Six modules are being rolled out on a bi-monthly basis encompassing all seven approaches commencing Jan 2023-Dec 2023.

One (1) video resource has been developed regarding the framework, while another is in development hoping to be complete in 2023.

Discussions regarding a 'Cultural Safety and Humility' toolkit resource have commenced this year, which will allow the framework to breathe life into the development of the toolkit and again continue to be the guiding document supporting aspects of that work.

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## *Partnerships*

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### ***IH/Divisions of Family Practice***

Work with IH continues to evolve into projects that are more meaningful. The highest priority being physicians accredited Cultural Safety and Humility Training, which will allow doctors to receive professional development credits for attending our session. Currently we're developing content to submit for accreditation review. Ktunaxa Nation is in line to be the first mainland FN (First Nation) to have an accredited cultural safety training, Haida being the first off of the coast.

On-going work with IH educators within their Aboriginal Health and Wellness team largely looks like content review for their internal education, and attending the JACSH committee (Journey toward Aboriginal Cultural Safety and Humility). Recently the leadership group of the Aboriginal Health and Wellness team met at Ainsworth, and received a 2 hour presentation with another session to follow in July at St Eugene.

Psychiatric restorative work has also recently commenced. Two elders, Jared Basil and Shawna participated in developing and presenting a 1-day training/engagement with IH reps and psychologists to restore the relationship after some culturally insensitive occurrences regarding some Nation clients. This is ongoing as it has been identified that cultural safety and humility are not achieved in one session.

Oncology work and palliative care work are in early stages though will pick up, more this year leading into meaningful projects which can be reported on, accordingly.

In-person clinic trainings have begun at the Kimberly Health Clinic, with the Green Clinic in Cranbrook to follow. These will be a series of sessions with each clinic to foster meaningful relationships and providing direct education to those providing services.

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### *Nation / Community*

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Ktunaxa health clinic staff have requested and participated in trainings, with future sessions to come.

Social Sector staff have prioritized cultural safety training, receiving in-person sessions as well as virtual teachings.

Recently completed was an art event highlighting Ktunaxa Artists to health and industry partners, as art is direct reflection of culture we hope to continue to allow cultural awareness to permeate through these types of engagements.

Planning engagements with TKL will be underway beginning this fiscal identifying ways that the sectors can support each others work without duplicating or infringing upon scope etc.

Yaqaan Nukiy School has requested, and been receiving Cultural Safety and Humility Training for the past year and half for its staff and we continue to work together to develop presentations to engage the staff and raise cultural awareness.

LKB Health staff, and Jared, have begun planning a community engagement session for May, for Creston PCN support staff and LKB community members.

# Traditional Knowledge & Language

## *Speaking Our Languages and Celebrating Who We Are*

Traditional Knowledge & Language annual work plans are based on the Traditional Knowledge & Language Pillars, as approved by the TKL Sector Council and the TKL Advisory Committee:

- **Pillar One:** Language and Culture Revitalization
- **Pillar Two:** Band and Nation Synergy
- **Pillar Three:** Knowledge
- **Pillar Four:** Mentorship

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### **1: Pillar One: Language and Culture Revitalization**

*Culture and Language Management Plan, Integration, resurgence & increased competencies, Language revitalization, Healing, Ceremony & Songs*

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#### **Development of Language Curriculum**

- **Development of language curriculum-** Communication with university of British Columbia Okanagan 4 year fluency degree. Conversation held/contact information shared at University of British Columbia Okanagan with department head of Bachelor of Nsyilxcən Language Fluency program. This is not a regular task Martina Escutin will hold however there is potential for Martina Escutin to collaborate with University of British Columbia Okanagan and find out processes for creating a 4 year fluency degree program for the Ktunaxa Language through University of British Columbia Okanagan the next steps, Pending discussion with Traditional Knowledge & Language team lead Martina Escutin can continue to find out more information.
- **Developing a plan to support language revitalization** – Elise McClay, Linguist, has been contracted to support the Traditional Knowledge & Language Sector. Elise is focusing on examples around the world we can share, as well as preparing for a language practitioner’s session, determining potential outcomes of a session. Vickie Thomas has developed a proposal that can be used for partners in Language revitalization, Prepare first draft of federal application and first draft of a Crown-Indigenous Relations and Northern Affairs application.



## Financial Resources

- **B.C Hydro Support-** Finding funding opportunities, B.C Hydro sent a letter agreeing to support the Traditional Knowledge & Language Sector with its activities, this will support the Cumulative Effects Management Plan and a Place Names project. No reporting due. The money we will receive is for fiscal year 2022-2023. More money might be available for 2023-2024 Alexis Martig will keep in contact with B.C Hydro to give updates and explore other opportunities.
- **Seek Partners to achieve our vision for Language Revitalization** – A funding proposal has been circulated to the Ministry of Indigenous Relations and Reconciliation and Columbia Basin Trust. The Director is working on setting up meetings with the appropriate parties regarding this proposal – MIRR suggested May.
- **Beginners Language lessons** - In-person lessons started in February and continue to be held every 2<sup>nd</sup> Thursday at KNGB in room 209. These are open to anyone. We have had two guest instructors this month (Bonnie and Alfred). There continues to be good uptake from staff and would like to consider how KNC/TKL acknowledges those that are demonstrating their commitment to *q̓api q̓apsin kin ʔitkin hin isti Ktunaxa* through investing their lunch hour to learning the basics of Ktunaxa language.
- **Ktunaxa Language Resource Development – 10 Stories Project** – each of the books that were being finalized were reviewed by the TKLAC and determined they were not ready to be published. FPCC originally provided funds for this project but determined FPCC took the fund back last fiscal year. We will continue to work on these resources and publish them as an internal TKL project.

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## 2: Pillar Two: Band and Nation Synergy

*Cooperation, collaboration & collective success, connecting, resurgence & increased competencies, integration, sharing, ceremony & songs*

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### Processing and digitizing records

- **Digitization** – Margaret Teneese has been identifying Files that should be under the digitization roles and responsibilities.
- **Annual Archives Conference** – Dawn Scout has registered and started making plans on how to get to Victoria on April 28<sup>th</sup> to attend this conference

**Scanning** – Dawn Scout is working on scanning Archival material

### Building Relationships with Staff and Community

- **Attending the KFN's elders meetings** - attended the monthly ʔaq̓am elders meeting; attended the monthly ʔakisq̓nuk elders meeting; attended the Yaq̓an Nuʔkiy elders lunch.
- **Meeting with KFN Staff** – met with Yaq̓an Nuʔkiy staff and community members to determine how TKL can support their cultural activities. Outcome is planning a Pendleton coat making workshop and a regalia belt making workshop.

## Cultural Activities

**Website Illustrations-** Darcy Luke has created 4 illustrations for the website redesigning process and is working to complete the remaining illustrations.

- **Residential School Survivors Hoodie Design-** Darcy Luke has been creating a design to be printed on the hoodies for Residential School Survivors. Darcy Luke has completed the Design and is pending approval from the Traditional Knowledge and Language Sector Director once approved the design will be sent to legend logos for ordering and printing.
- **Blanket Exercises-** Dawn Scout has facilitated two blanket exercises at the St. Eugene Mission. Dawn Scout is going to meet with Leanna Gravelle, Vickie Thomas and Margaret Teneese about a contract.
- **Drum Workshop-** Planning for Drum Workshop, communications with other Traditional Knowledge & Language Sector Staff towards planning a drum making workshop at ʔakisq̓nuk. Planning budget, date, time, materials, registrants and vision for overall workshop. March 21 to 25 finalizing preparations for drum making workshop with Lillian Rose, finalizing agenda for the workshop.
- **Drum Workshop Language Content-** Developing language related to drum making and hide scraping/tanning to be included in workshop. Development of list of terms to include and teach before, during, and after workshop to promote total physical response method of language learning. Development of Circle based discussion activities to engage in before, during, after workshops as a means to promote community building and information sharing. Next steps to share a report of what was learned and overall participant satisfaction, including photos, direct quotes, and hopes for the future. Martina Escutin plans to hold conversations with the participants of Beatrice Steven’s hide tanning workshop to increase cohesiveness between the two projects, with the aim of developing a “Cultural toolkit” for hide scraping, tanning, and drum making with access to language associated with the activities.



- **Lunch and Learn** – host beginner’s language lessons, Vickie Thomas hosted the session on March 2 and the March 16 survivors/thrivers at their next session together.
- **Feather Workshop** – co-hosted two more session with Child and Family, one in Yaq̓it ʔa-knuq̓i’it and one in ʔakisq̓nuk. The facilitator was Everett White there were eight fans completed as well as transfer of knowledge between nephew and great uncle on how to take care of an eagle. Darcy Luke assisted organizing this workshop, created poster and helped setup and cleanup after the workshop. Two TKL Advisory Committee members participated in both sessions.
- **Buckskin Making** – the next session is being planned for May 27 – June 2, to be hosted by Bea Stevens once again.

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### 3: Pillar Three: Knowledge

*Research, preservation, transfer of knowledge & integration, ceremony & songs*

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#### Research Priorities

- **Traditional Knowledge & Language Advisory Committee**  
 Darcy Luke has now been in charge of arranging meetings and processes for the Traditional Knowledge & Language Advisory Committee which consists of organizing monthly Traditional Knowledge & Language Advisory Committee meetings, creating agendas, taking minute notes, honorarium and set up and clean up of meetings. This month Darcy organized both March meetings one on March 1 for the “large Elders group” meeting and one on March 8 for the “small Elders group” she has the upcoming Agenda for Aprils meeting completed and is currently working to complete the minutes from March 1 the Traditional Knowledge & Language Advisory Committee Small group is on the first Wednesday of the month and the Large elders group meetings happen quarterly throughout the year.
- **Ktunaxa Magazine Timeline**  
 Martina Escutin has been researching for significant dates for Ktunaxa, insert dates into an excel spreadsheet for the Ktunaxa - The magazine, completed and sent spreadsheet to Lillian Rose.
- **Ktunaxa Magazine Project**  
 Martina Escutin has been Developing magazine content, took steps forward to finalizing the magazine profiles, including Robert Louie Jr., Mara Nelson, Martina Escutin, Rick Nicholas, Peter Nicholas, and developing a plan to expand on Nicholas family athletes profiles. Duties included writing the content, communicating with magazine contributors and requesting photos, etc.
- **Cumulative Effects Management Program**  
 Alexis Martig is preparing funding for the Indigenous Centre for Cumulative Effects, meetings with staff about the content, budget and application sent on March 3.
- **Cultural Working Group**  
 Organize meetings with Teck representatives Alexis Martig had a meeting on March 8 with nine action items on different topics such as the Cultural Management Plan, the cultural interpretive center, conservation lands, and reclamation next steps for this project are to set up meetings between Ktunaxa Nation Council and Teck about these items and advance the draft of the Cultural Management Plan for the next meeting on June 14.
- **Ktunaxa Economy**  
 Developing the research design Alexis Martig Met with Jason Andrew two times to discuss the project in terms of content, timeline, outcomes and steps to develop. The next steps are to elaborate the research design and start organizing the research planning. TKLAC, TKL Sector Council will review the first draft within the next month.

- **The Columbia River Salmon Reintroduction Initiative**  
Support the Indigenous Knowledge team in designing a Work Plan Alexis Martig Attended two meetings and started to design the work plan in order to have a tangible distribution of the tasks and of a timeline Alexis Martig will submit the research design to the Indigenous Knowledge representatives Vickie Thomas and Marty Williams and start organizing the research planning.
- **Plaques**  
Dawn Scout has been working to get plaques completed for Painting portraits of Ktunaxa some who are still here with us today but most have passed on. Dawn Scout has been asked to get names for all the painted portraits in the hallway of the Directors wing in the Ktunaxa Nation Council building and to get plaques made for them Dawn Scout started to collect names for the paintings. As Dawn Scout started this project she went to St. Eugene's to compare with the paintings they had hanging in the hallways.
- **Bringing Home the Salmon**  
We are working with Syilx and Secwépemc on the upcoming joint activities. Including the Youth Salmon warriors event at the end of June. As well as planning internal activities that will support our preparation for these conversations from a Ktunaxa cultural perspective.
- **Determine Research Priorities**  
Progress on research projects are contingent on receiving funds. Alexis Martig will continue to work on moving each of the projects forward.
- **Create Processes**  
Defining **processes** – progress on defining roles in projects, and incorporating Christopher's work is ongoing.

## Creating a Resource Library – Archives, Repatriation, etc.

- **Ktunaxa Holiday Cards**  
Darcy Luke is creating Ktunaxa Holiday cards for each Holiday, Completed is 2 Birthday Cards and 1 Valentines Day card; the outcome will be 2-3 cards for each holiday.
- **The Ktunaxa Learners Initiative**  
Creating 12 illustrations with the text “*qapsin kin ʔwu·kat?*” there have been 8 illustrations completed and 4 more illustrations are in progress to be completed.
- **Hakq̓yit**  
Recording and uploading language content onto Hakq̓yit . Progress includes: communicating with Traditional knowledge & Language Sector communications coordinator, planning content to record searching for language content, recording language content, converting audio MP4's into MP3's. Uploading onto Hakq̓yit and organizing content on Hakq̓yit moving forward Martina Escutin hopes to spend more time on this project through April and August with the completion of the magazine project approaching Martina Escutin will have space and time to dedicate towards this important work.
- **Media Room**  
Cleaning, organizing and rearranging, have received metal shelves, moved and cleaned all the shelves and rearranged boxes and media devices moving forward there will be more organization of boxes and later on we will get proper storage boxes and then label and make a spreadsheet for the media room also looking to get a cabinet and desk for the media room, Dawn Scout reached out to facilities to find a desk and cabinet to order.

- **Creating Resources**

Complete the 10 stories project, Leanna Gravelle is tasked with completing the 4 stories that she started they are near completion and require Traditional Knowledge & Language Advisory Committee approval prior to printing. Re-print *Swaqmu's Tale*, Lillian Rose organized this to be re-printed and ready for distribution.

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#### **4: Pillar Four: Mentorship**

*Mentorship involves all of us, integration, identity & connection, ceremony & songs*

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### **Language Apprenticeship Program**

- **Language Learners initiative**

Develop proposal to seek long term funding for this initiative, so far Vickie Thomas created a high-level budget set meeting with potential partners assessed where the current funding is. Vickie Thomas is preparing the yearend report, Vickie Thomas developed a first draft of a briefing note to leadership about this initiative, seeking out support to finalize this prior to requesting meetings with each Chief and Council. Developing the outline of activities, Barbara Fisher has been working on a learners work book. Things they will focus on each week is supported by self assessments. Barbara Fisher has created a monthly plan of activities the learners will do Barbara Fisher also created a draft expression of interest to send out once we have the funding confirmed. This continues to be an on-going activity, TKL staff will present to the KFN Leadership once this initiative is ready to be operationalized.

- The Director will be meeting with Confederated and Salish Kootenai Tribe to learn from their successes and challenges of their Apprenticeship program.