

Transformation of First Nation Community Development in Saskatchewan

CREATING THE FRAMEWORK FOR CHANGE IN COMMUNITY

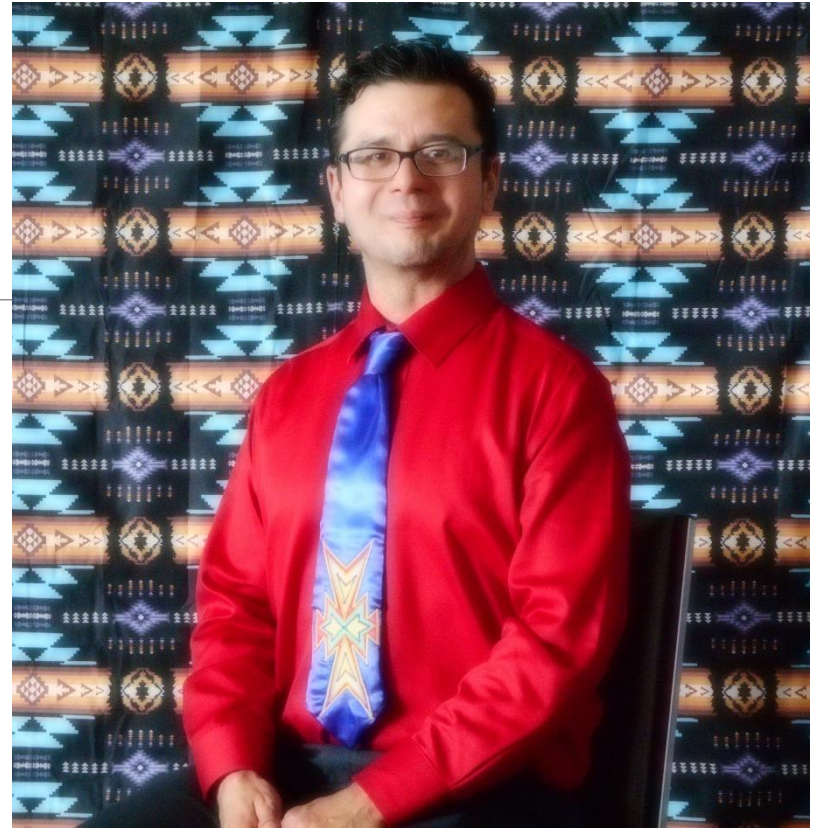


URBAN
systems



Indigenous Services
Canada

Pheasant Rump
Nakota First Nation



Introductions

To begin lets go back
4 years.....

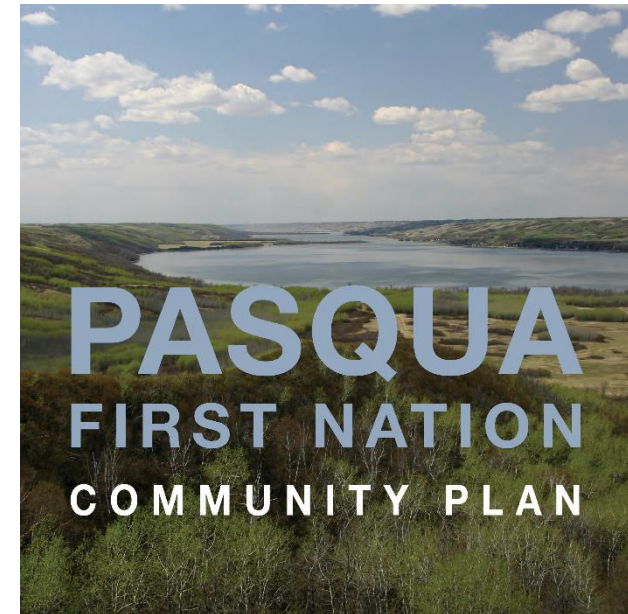
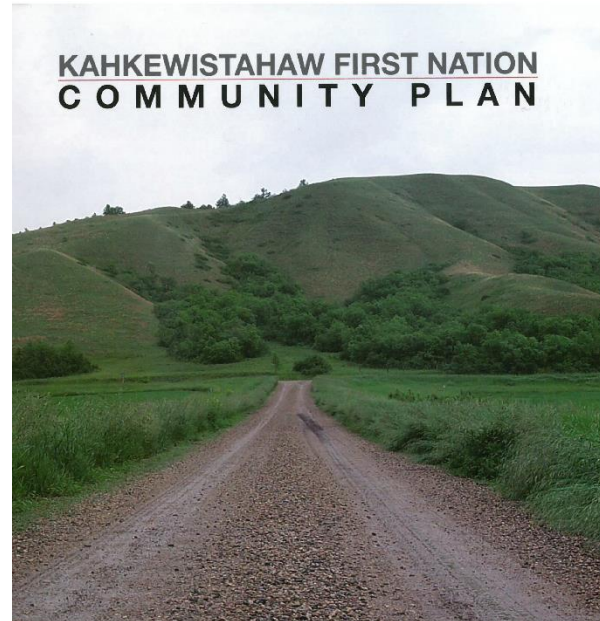
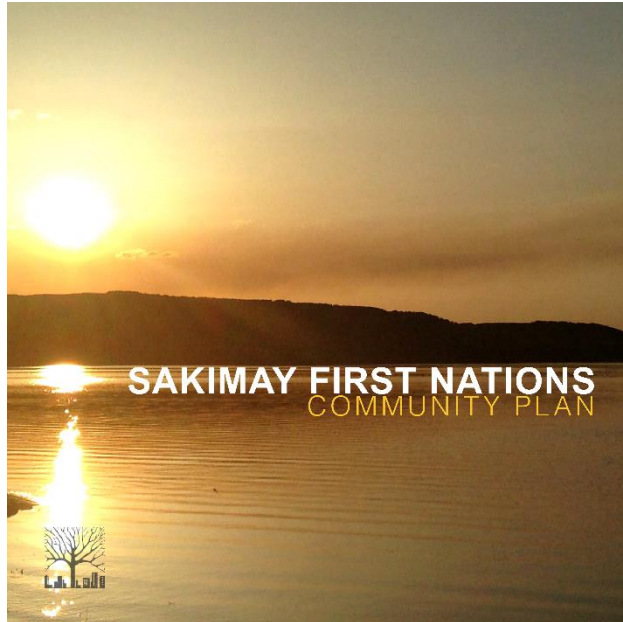


Before 2015 – Planning was **sporadic**

Until recently, First Nation communities in Saskatchewan have not had a consistent way to track and measure progress, or regression, as it relates to capacity development and community wellbeing



Before 2015...



Framing up a pilot project as a **collective effort**

This pilot project was developed, supported, and executed through a partnership model led by the participating First Nation Communities and supported by Indigenous Services Canada (ISC) and Urban Systems.

The focus of the CDI pilot project was to develop community-based plans

Having an emphasis on identifying measurable indicators for the assessment of overall community health and wellbeing.



Framing up a pilot project as a **collective effort**

The philosophy guiding the development of the CDI was that the people themselves can improve their communities by working together, building consensus on priorities and actions, building on community assets, and developing community capacity.



Where we began...

GOALS & OBJECTIVES



BARRIERS & CONSTRAINTS



If we were successful...

All First Nations in SK would have not just a community plan but a local staff dedicated to building and implementing it

A network of “community navigators” or “community developers”

Building local skills and capacity through the development of a community plan

Communities having more access to their data

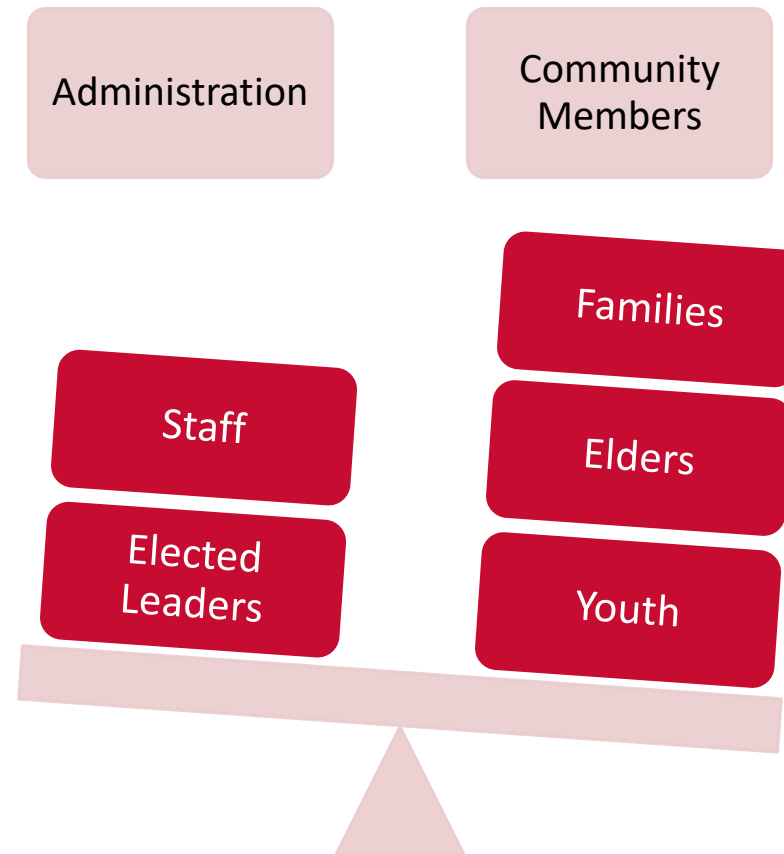
Dedicated staff at ISC to support communities in setting up and implementing their plans



So we started planning...

With communities leading the way and a strong partnership supporting them

We had to get input from **many people**



We had to meet people where they were at



FAMILY/YOUTH CAMP

POINTS 1st 40, 2nd 30, 3rd 20, 4th 10

TEAMS

(LEADERS)

NIKANIWAK

(YOUTH)

OSKAYAK

(STORY TELLER)

ACHIMOWAK

(WISDOM)

NIKAMOWAK

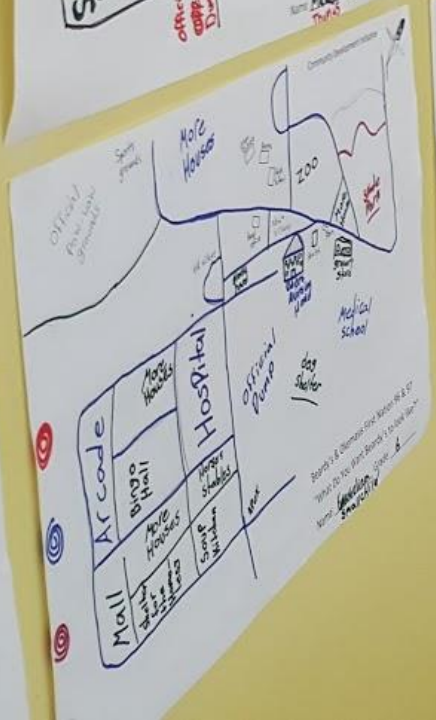
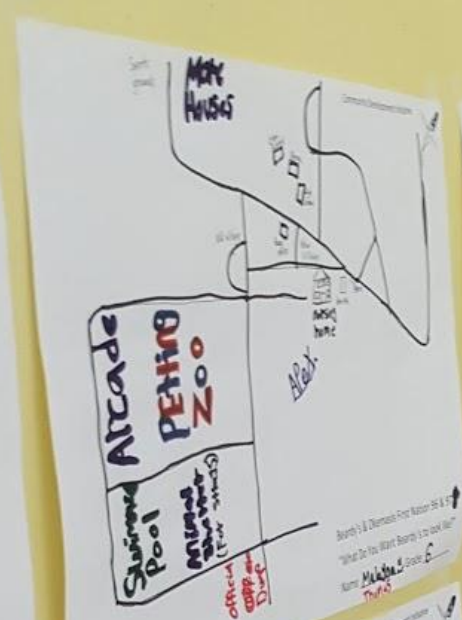
Team	1st	2nd	3rd	4th
NIKANIWAK	40	30	20	10
OSKAYAK	40	30	20	10
ACHIMOWAK	40	30	20	10
NIKAMOWAK	40	30	20	10

A young man in a blue t-shirt and a baseball cap stands near the sign, looking towards the campsite.



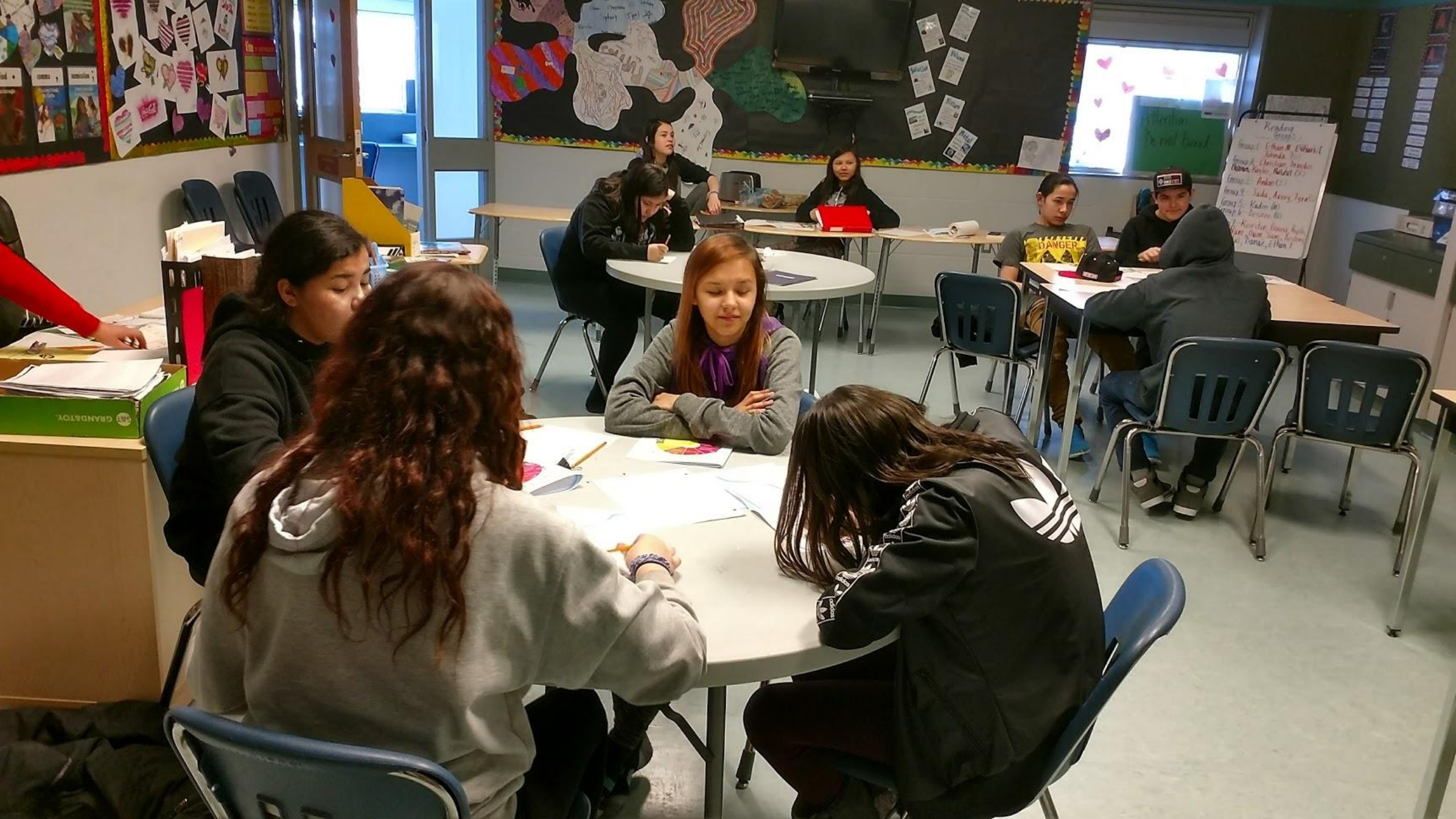
First Nation 96 & 97
ready's to look like?
Grade: 6

ment Initiative
Max
Red
Blue
Tim
Whitings









Reading Group

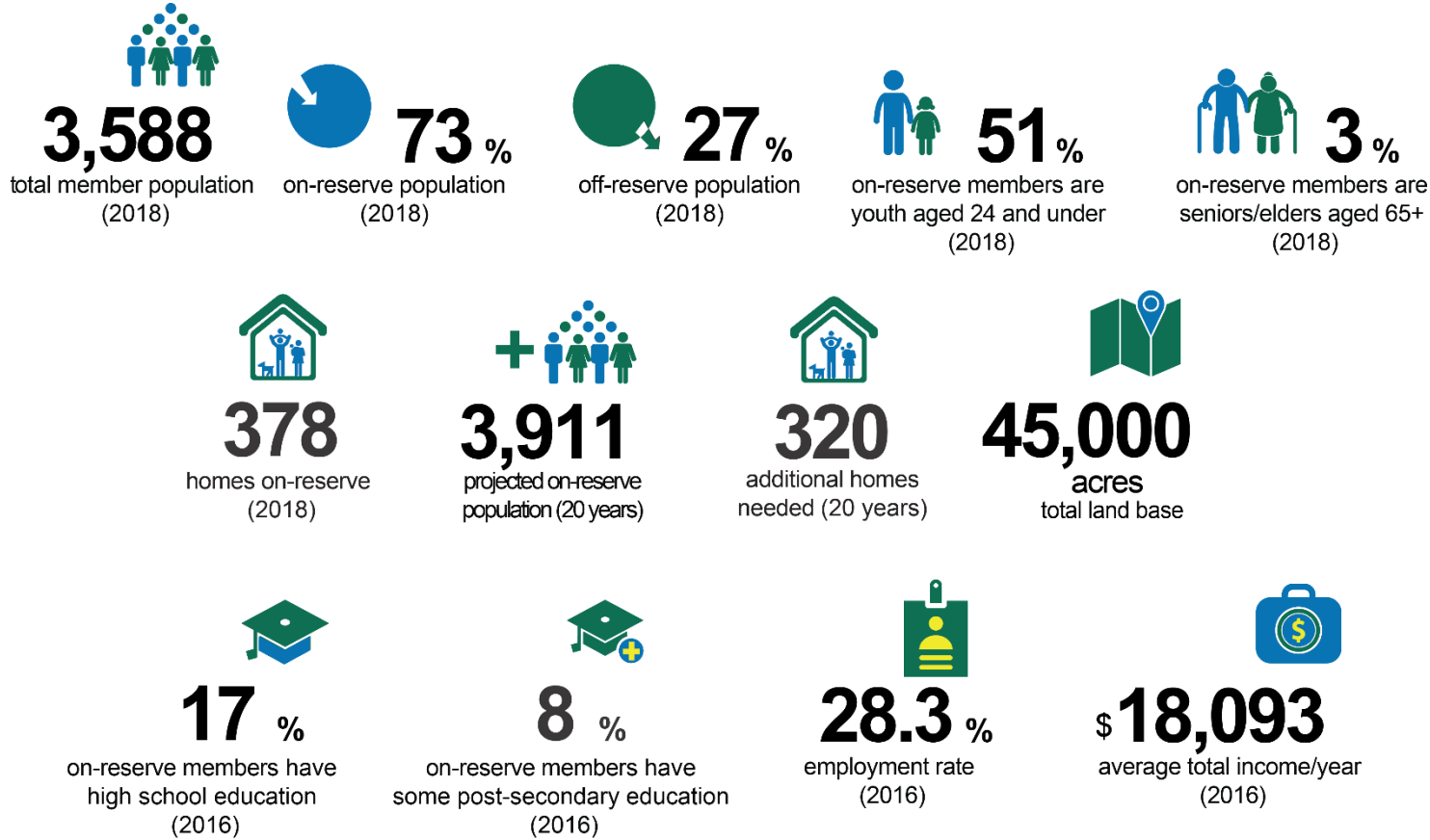
Group 1	Chen, M., Eshari, I.
Group 2	Jamela
Group 3	Christina, Brandon
Group 4	Khama, Taylor, Rajat (2)
Group 5	Andan (2)
Group 6	Jada, Avery, Isreal
Group 7	Kadir (4)
Group 8	Devon (4)
Group 9	Kristen, Emily, Aydin
Group 10	Chloe, Sam, Benjamin
Group 11	Al, Yonah, Ethan (2)

We had to collect data


From many sources and relate it to the stories and goals that we were hearing in community



COMMUNITY PROFILE



We **changed** up the way we communicated the final plan...

THEME	GOAL	ACTION	PRIORITY LEVEL High: 1-3 Years Medium: 3-5 Years Low: 5+ Years	FUNDING SOURCES	STATUS
 <p>GOVERNANCE</p> <p>Responsibility: Chief & Council Finance & Administration Portfolio Director of Operations</p>	INVEST MORE IN COMMUNICATION AND CONSULTATION WITH MEMBERS	Ensure members have access to information regarding community events, projects, and initiatives	High (on-going)		
		Ensure members have opportunities to provide input into the development of community documents, policies and decisions that affect all members	Medium (on-going)		
		Develop a consultation policy	Low		
	SUPPORT RESPONSIBLE LEADERSHIP AS A MEANS OF GUIDING THE COMMUNITY TOWARDS POSITIVE CHANGE	Acknowledge that there are many ways to lead in a community and support a variety of leadership in the community (youth, elders, hunters, farming, etc.)	High (on-going)		There is a diverse range of members on committees.
		Continue to be transparent regarding community financial status and financial decisions	High (on-going)		An end of year newsletter is circulated, and annual audit is conducted. Two band meetings held annually.
		Develop a financially responsible plan to implement community goals	High (on-going)		Addressed in the Governance and Administration Development Plan.
		Ensure staff are supported, they are key service providers to community members	High (on-going)		Training provided as needed.
	AFFIRM OUR INHERENT RIGHT TO GOVERN OUR COMMUNITY BASED ON OUR TRADITIONAL KNOWLEDGE	Develop a community citizenship act rooted in traditional knowledge and tribal principals	Low		
		Develop transparency acts, policy and procedures for all areas of community	High (on-going)		Developed job descriptions and Adopted Financial Administration Law (2018)

We **changed** up the way we communicated the final plan...

✉ flyindust@gmail.com [f](#) [t](#)



[Home](#) [Housing](#) [Lands & Resources](#) [Education](#) [Governance](#) [Health & Wellness](#) [Recreation & Youth](#) [Economy](#) [Infrastructure](#)



"Through teamwork and the teachings of our Elders, we will build a strong, healthy and self-sufficient Nation."

- FDFN Vision Statement

We **changed** up the way we communicated the final plan...



Lands & Resources

Lands & Resources Community Goals



- Develop internal capacity
- Develop and enforce Land Laws, Policy and Procedures:
- Allocation policy
- Business Licensing Program

89.89

Size of Current Reserve Land, km², 2015 (ILRS/FNLRS)

[More Information](#)

2

Number of Urban Reserves, 2015 (INAC)

[More Information](#)

Land Law

Land Use Policies

[More Information](#)

2013

Year Joined FNLM

[More Information](#)



Some communities request a larger audience to support their plans

Launch meetings with federal, provincial, and private stakeholders to support community goals.



An aerial photograph of a large, calm lake surrounded by rolling hills and dense green forests. A semi-transparent dark grey rectangle is overlaid on the left side of the image, and a solid red rectangle is overlaid at the bottom. The text "Where are we today ..." is written in white on the dark grey area.

Where are we today ...

Outcomes

This collaborative approach challenged all partners to adapt and provided outcomes that were innovative, practical and transformative to the way we approach community planning with First Nations in Saskatchewan.



First Nations Navigators Lead Community Planning

📅 September 13, 2018 📁 Awards, Canadian Institute of Planners, Community Planning, Economic Development, Featured Stories, Indigenous Communities, Leadership, Local Government, Our Stories, Planning, Reconciliation, Stories



Community Dashboards

Community	Status
Ahtahkakoop Cree Nation	Ahtahkakoopfndashboard.ca
Beardy's and Okemasis' Cree Nation	Bofndashboard.ca
Black Lake Denesuline Nation	Blacklakefndashboard.ca
Cote First Nation	Cotefirstnation.ca
Flying Dust First Nation	flyingdustfndashboard.ca
Makwa Sahgaiehcan First Nation	msfndashboard.ca
Muskoday First Nation	muskodaydashboard.ca
Pasqua First Nation	pasquafndashboard.ca



RESOURCES LIBRARY

The Resources Library is a database to support First Nations in implementing priorities expressed in their community plans. This database was developed with the support of numerous partners. If you are aware of any other programs or services which support First Nations, please let us know by using the “Contact Us” form.



Things to Be Proud Of

- Communities that are Ready for Change
- ISC New Department to support Planning
- A Learning Process – room for experimentation
- Navigator Capacity Building – Personal and Professional Growth of Navigators
- Importance of Planning
- Excitement Around Data



Bumps Along the Way

- Go at the Community's Pace
- Administration/Leadership Buy-in
- Orientation of Navigators
- Role Clarity and Turn Over
- Breaking Down Silos



Ongoing Considerations...

- New navigators/communities spend more time in the pre-planning stage
- Allow communities self assess their ability to undergo planning project after pre-planning
- Evolution of the navigator position (continued support)
- Use and implementation of the Plan and Dashboard

If we were successful...

GOAL

- All First Nations in SK would have not just a community plan but a local staff dedicated to building and implementing it
- A network of “community navigators” or “community developers”
- Building local skills and capacity through the development of a community plan
- Communities having more access to their data
- Dedicated staff at ISC to support communities in setting up and implementing their plans

WHERE WE ARE TODAY....

- 52/74 communities are in process or have developed a plan and have staff hired
- There is a network of navigators that meets quarterly and they are learning and sharing with one another
- There is an additional staff who know the planning process specific to that community
- Communities are beginning to build their own data bases
- There are dedicated staff at ISC in SK to support this work
- There is a nation pilot project currently underway



Questions?
Comments?

Thank you for your attention
