



huu ay aht

ANCIENT SPIRIT, MODERN MIND

Treaty Implementation

Challenges and Lessons Learned

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Our Vision



The Huu-ay-aht envision a strong, self-governing and self-reliant Nation. Iisaak will guide us as we work together to foster a safe, healthy and sustainable community where our culture, language, spirituality and economy flourish for all.



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Demographics



Population ~730

Dispersion

On-TSL 15%

Off-TSL 85%

Population Centers

Anacla & Port Alberni

Vancouver Island Area

Lower Mainland Area

www.huuayaht.org



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Regarding Momentum

From Ratification to Implementation

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Huu-ay-aht Reunion





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Huu-ay-aht Reunion





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Treaty Ratification

High Activity & Emotion



Cathartic Resolution

1. Change in Energy Levels
2. Strategic Focus Shifts
3. Managing Expectations





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Energy Levels





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“The War Room”

Huu-ay-aht utilized a War Room Mentality when it came to Treaty Ratification.

- Close-Knit Team with High Motivation
- Central Command Structure
- Focused and Directed Energy
- High Burn Rate for All Resources

Highly effective approach to meeting the specific challenges of ratification...~90% voted in favour.



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Shift in Strategic Focus



Essentially, the war was won. And now, work to be done...

“Get it done” became
“Get it right.”

“What *could* be”
necessarily had to
become “what *would*
be.”



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High Expectations



The focused nature of ratification efforts made for a **distinct rise in the expectations** of our people for the future. It provided for a **high level of hope** and enthusiasm for the future. But also **set the bar very high** and set the timelines very tight for implementation...



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Slow Delivery

Drafting and **adopting laws is one thing**, but implementing them and **watching what results is very frustrating** for all involved.

Resourcing became a big issue, both human and monetary **resources became scarce**.





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Manage Expectations!





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For Your People



Communication
Frequency

Timetables for
Concrete Changes

Progress on Direct-
Effect Initiatives



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And Your Government

Self-Government is
slow, messy and
complicated.

Administrative
Progress is linked to
several factors all
linked to resourcing.





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Shifting Approaches

Ratification

1. Centralized
2. Close-Knit Team
3. Focused Energy
4. High Burn Rate
5. Doctrine of Flexibility
6. Narrative of Conflict

Implementation

1. Decentralized
2. Expanded Team(s)
3. Multi-Tasking
4. Budget Limits
5. Doctrine of Accountability
6. Narrative of Discourse



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Klecko, klecko!

Thank you, thank you!

