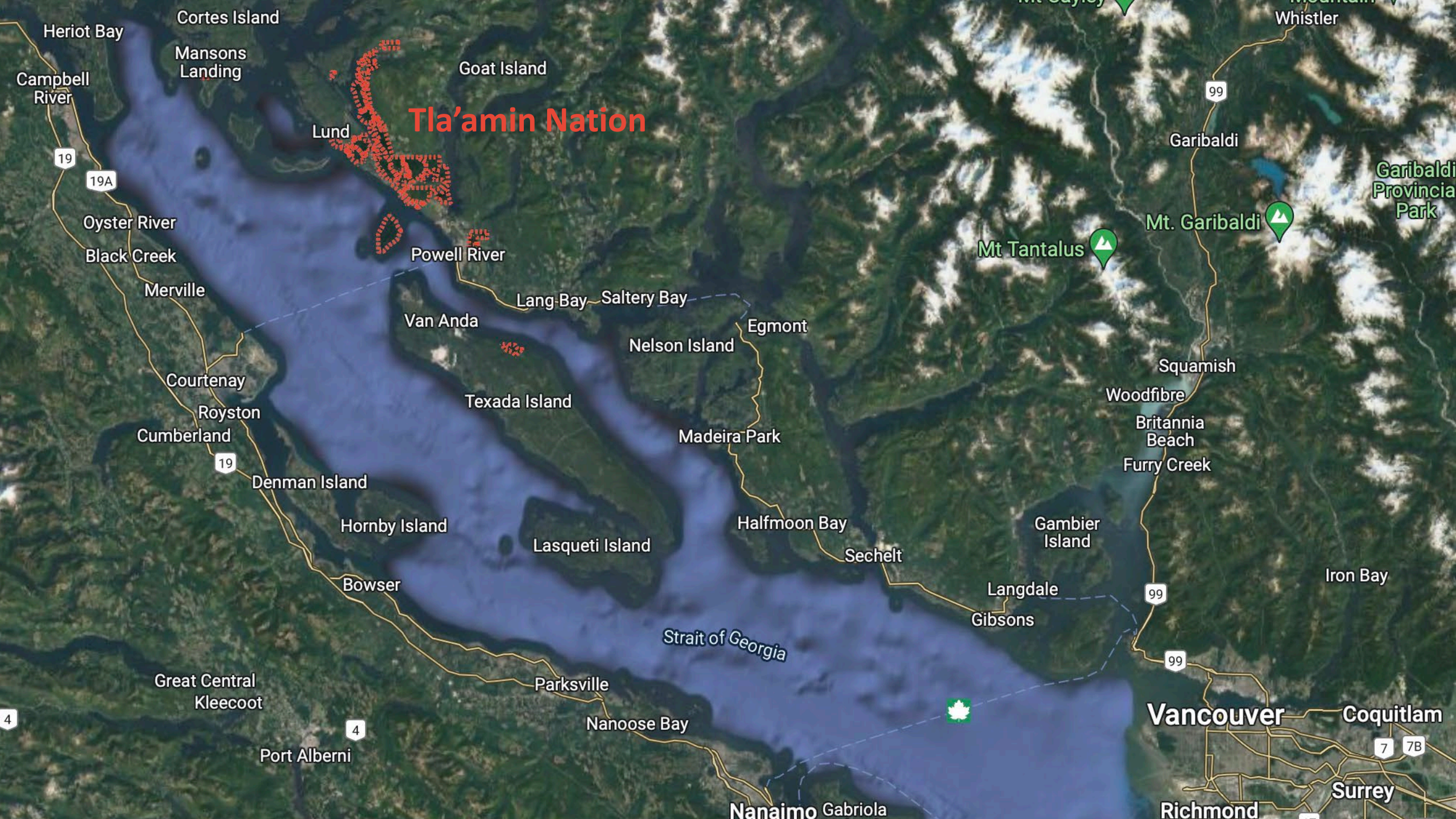




Preparing for the next steps

February 20, 2025

ʔəms nə qayumɪxʷ — ʔəms giɟe — ʔəms kʷʊn ah men
Our People — Our Land — Our Vision



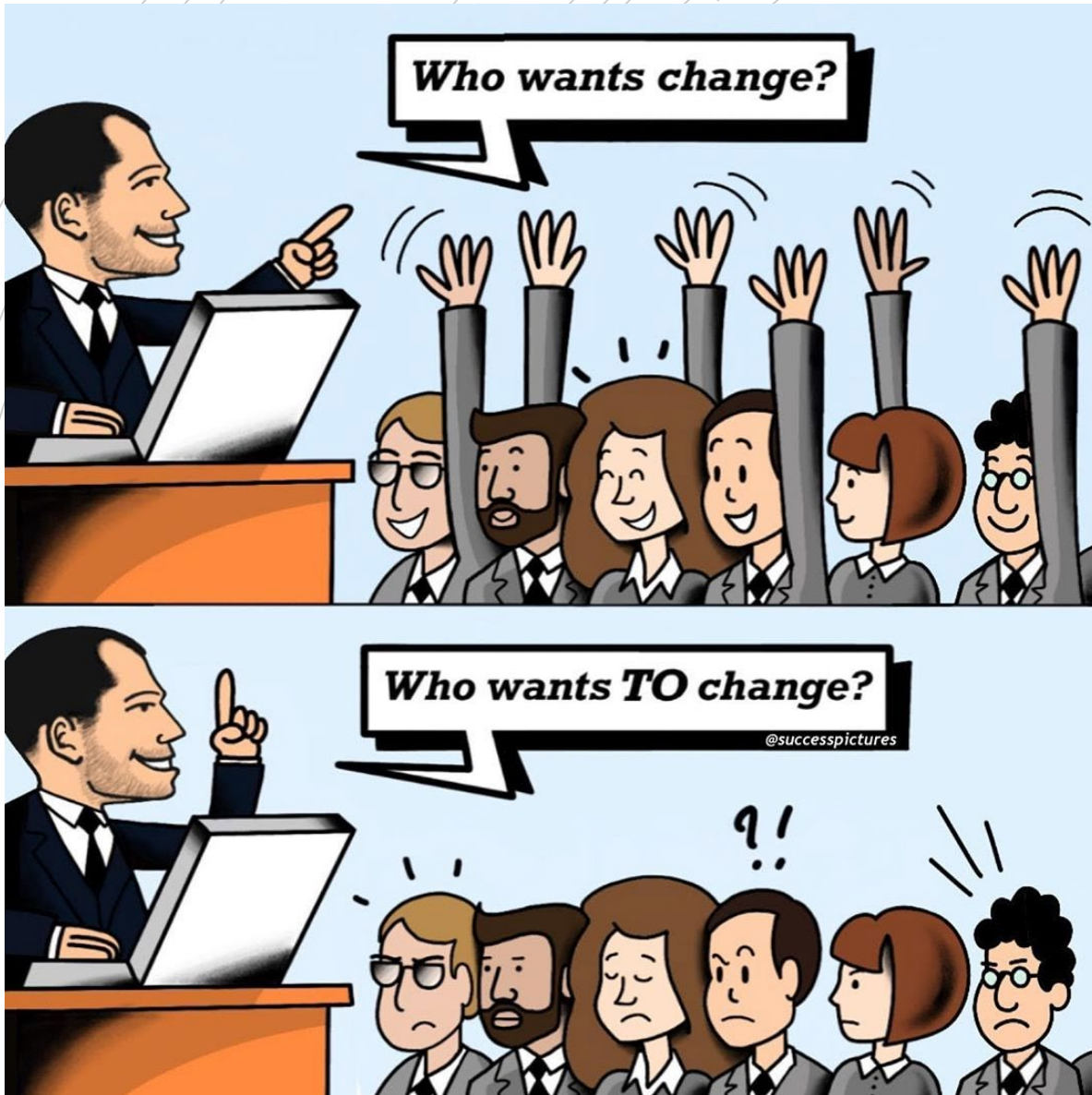
Tla'amin Nation

Preparing for next steps

- **Start Up**
- **Implementation**
- **Takeaways**

What was Start Up like?

- Too much work & not enough funding or time.
- Borrowed A LOT from other Treaty Nations and municipalities.
- Not enough opportunity to meaningfully engage community given the volume of work and limited time/budget.
- Not enough commitment to training, mentorship, ensuring corporate memory.
- Many leaders didn't understand what the laws meant.



- Many members and leaders do not understand the changes with the treaty and tend to resort back to the Indian Act ways they are familiar with.
- Treaty partners are not well set up for treaties and cannot live up to the “whole of government approach”. Little understanding of treaties generally.
- Broader public thinks that since you have a treaty, all the work is done.

More reflections on Implementation

- Implementation has gotten much better lately thanks to recent policy changes by Canada & BC.
- Better funding has allowed us to start addressing gaps in administration, housing, infrastructure.
- Better governance and stability has enabled us to bring some of our highly skilled and experienced Tla'amin people home.
- Less division now that the treaty is settled.
- More opportunities for work, school, training and/or starting a business.

Takeaways

- Treaty-making has improved a lot in recent years – many barriers have been addressed, but only through policy.
- Start having the conversation now about what the future Nation looks like. Do your best to communicate it so that the changes won't be a surprise.
- Start building your HR plan and invest in it now. Compensation, mentorship, training, etc. Needs commitment!



Let's paddle together. ʔimot.