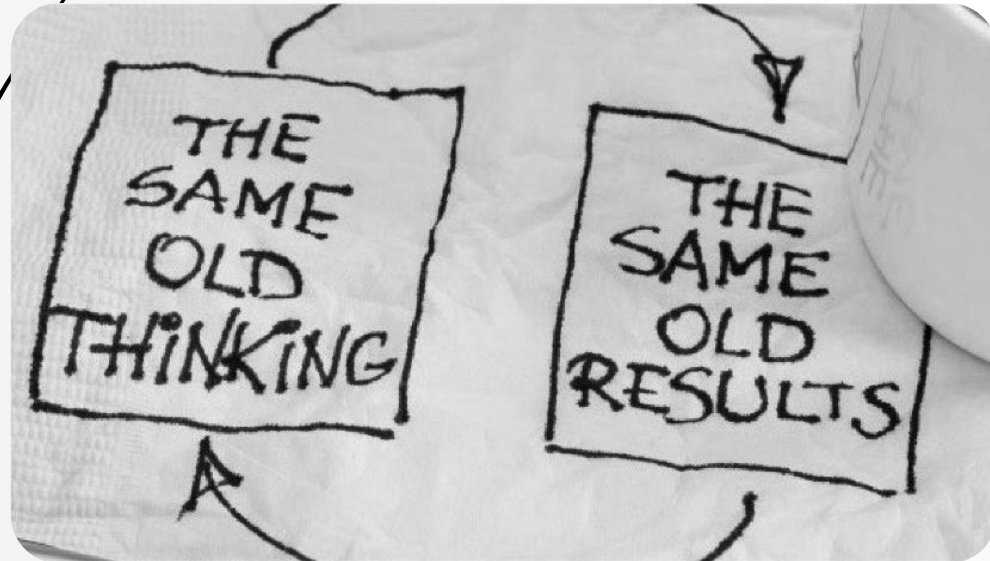




# **Effective Engagement with First Nations**

**A First Nations Perspective**

Successful  
engagement  
requires a shift  
in thinking!



**I**nsanity:

Doing the same thing  
over and over again  
and expecting  
different results.

TAKUMI  
PARK

GOT YOUR  
TP?

– Albert  
Einstein





# **Foundational Cornerstones for Effective Engagement with First Nations**

# Recognize at the outset that First Nations are **not Stakeholders** they are **Rights Holders**

Canada's First Nations have Constitutionally  
Protected Rights

*"35(1) The existing aboriginal and treaty rights of the aboriginal people in Canada are hereby recognized and affirmed.*

Have access to legal remedies to protect their  
rights



# Recognize that there are Two World Views

|                      |   |
|----------------------|---|
| <b>TIME:</b>         | Circular vs Linear                                |
| <b>COMMUNITY:</b>    | Kinship vs Individual                             |
| <b>GENDER:</b>       | Balance vs Male Dominant                          |
| <b>RELATIONSHIP:</b> | Interconnected (Holistic) vs<br>Compartmentalized |
| <b>LAND:</b>         | Sacred vs Commodity                               |

# Establish clear engagement goals at the outset

- What is it that you hope to achieve?
- What are you prepared to do?
- Are you there just to bombard the community with a pile of information?
- Are you interested in understanding local concerns?
- Are you interested in learning?



# Create Plans of Action

- Create a Communication Strategy that identify all forms of communication with the community
- Identify planning tools and methods that will allow open dialogue with the community members. Example: SWOT, PATH
- Create a Committee consisting of Community Members to oversee and help create awareness of the project if possible



# Respectful Dialogue

- Be Mindful of Body Language

Example Nodding signifies understanding **doesn't** signify agreement

- Be mindful of Tone

- Humor is a great asset

- Use Plain Language





# **Things to consider when seeking effective Engagement with First Nations**



# Time and Timing

- Start Engagement at the beginning of a project  
DO NOT show up the week before the shovel is going in the ground
- Be prepared to make time and to have patience
- Time is **key** for understanding and meaningful participation by **all** Community members

# Recognize



- ▶ This works both ways
- ▶ Not only for Industry or other Stakeholder
- ▶ It also costs the First Nation time to come to the table for example: travel costs, meeting costs, community consultations, and perhaps legal costs

# Research! Research! Research!

- ▶ Do your homework
- ▶ Have an awareness of who your Audience is and what are their values

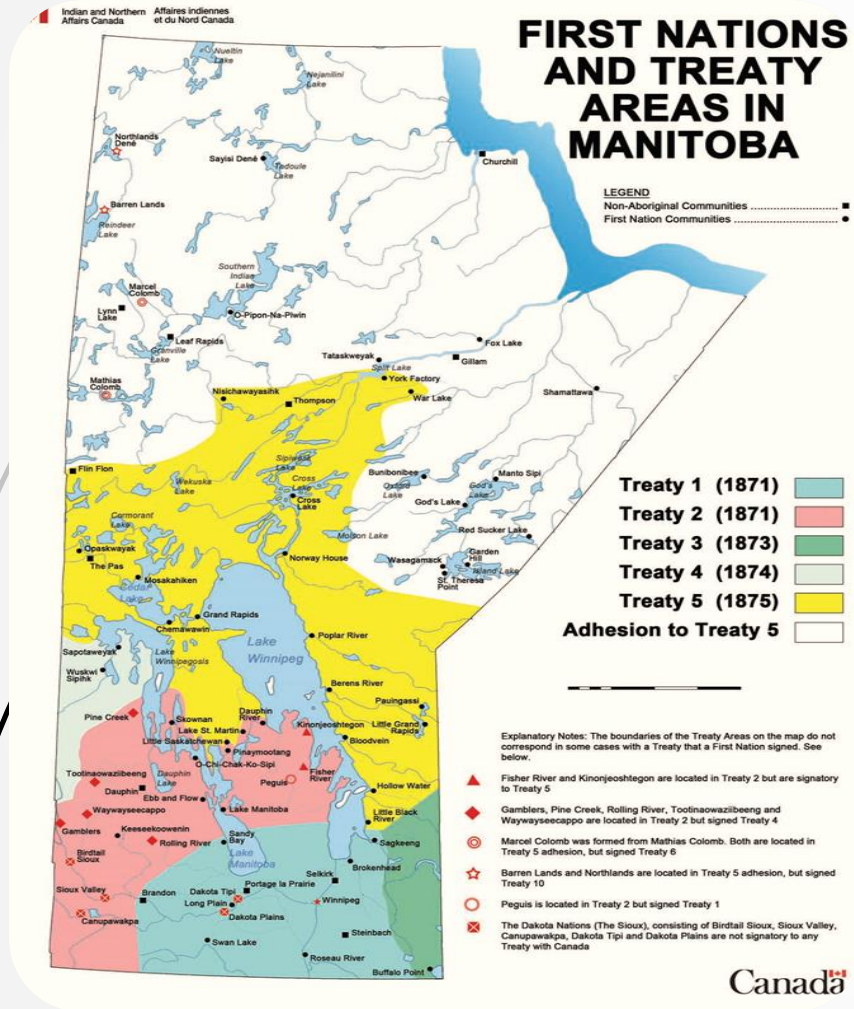
For example:

- ▶ Treaty Territory and Affiliations, TLE Holdings
  - ▶ Governance Structure
  - ▶ Previous Planning Projects
    - ▶ Demographics
    - ▶ Diversity in peoples spiritual beliefs
      - ▶ Existing Land Codes/ Regimes
        - ▶ Past & Future Projects
        - ▶ News Articles

# Recognize

➤ Identify areas of overlap (Treaty territories, Traditional territories)

➤ Who else do you need to bring to the table?



Canada

Canada





# Internal Processes

- Remember you're not only dealing with Elected Leadership
- Engagement needs to involve all members of the community
- Seek out & find Community Champion(s)
- Point of Contact usually begins with Chief & Council

# Recognize

Engagement needs to involve **all** members of the community and must be in collaboration with:

- ▶ Department Directors or Managers for example Health, Education, Lands, etc.
- ▶ Elders, Men, Women & Youth
- ▶ Land Users, Harvesters, Traditional Practitioners
- ▶ Possibly External Stakeholders



# Human Interactions & Building Trust Relationships

- ▶ Value **face to face** meetings
- ▶ Spend **time** in the community to do site visits and to learn about the history and customs of the community
- ▶ Be open to **incorporate** cultural activities such as a feast, smudging, pipe ceremony, Elders Opening Prayer, etc. into all activities. (Community Driven)





# Keep Records

- ▶ Record Minutes
- ▶ Record changes to Agendas
- ▶ Record additions to Work Plans
- ▶ Be timely with Information
- ▶ Be consistent with Reporting & Follow Up
- ▶ Information must be accessible

# Recognize

- Ensure that any feedback, concerns or suggestions are noted and given ample time for discussion
- It is important to **CARRY INFORMATION FORWARD** from **PAST** engagements to **FUTURE** engagements
- How to integrate local interests or concerns into the overall planning process of the project;

# Jurisdictional Issues

- Federal
- Provincial
- Municipal
- First Nations
- Each have its own sets of interests, challenges, processes and procedures, timelines



# Anang-Makwa Our People, Our Place, Our Vision

Brokenhead Ojibway Nation  
Community and Land Use Plan





# Our Life Cycle Approach to Planning



## Living Document:

- Adaptable to the changing needs and requirements of the Community; and
- Review and update over certain time periods to ensure Community **sustainability** by identifying challenges and adapting the Plan to meet the needs of future generations.

## Life Cycle:

- All living things, Communities and their environment go through change and renewal, which together form a large part of what is called a **life cycle**. A lifecycle may include the four seasons, harmony through the human lifespan, or may include renewal of Community infrastructure such as housing;
- May be used to define growth, change and renewal over time to include both the People and environments; and
- Is usable and constantly evolving to meet the short, medium and long-term goals of BON.

The graphic on the next slide represents the **life cycle** approach, and is based on the Medicine Wheel, which symbolizes the interconnection of all life and environment as a circular journey.



# Our Life Cycle Approach to Planning

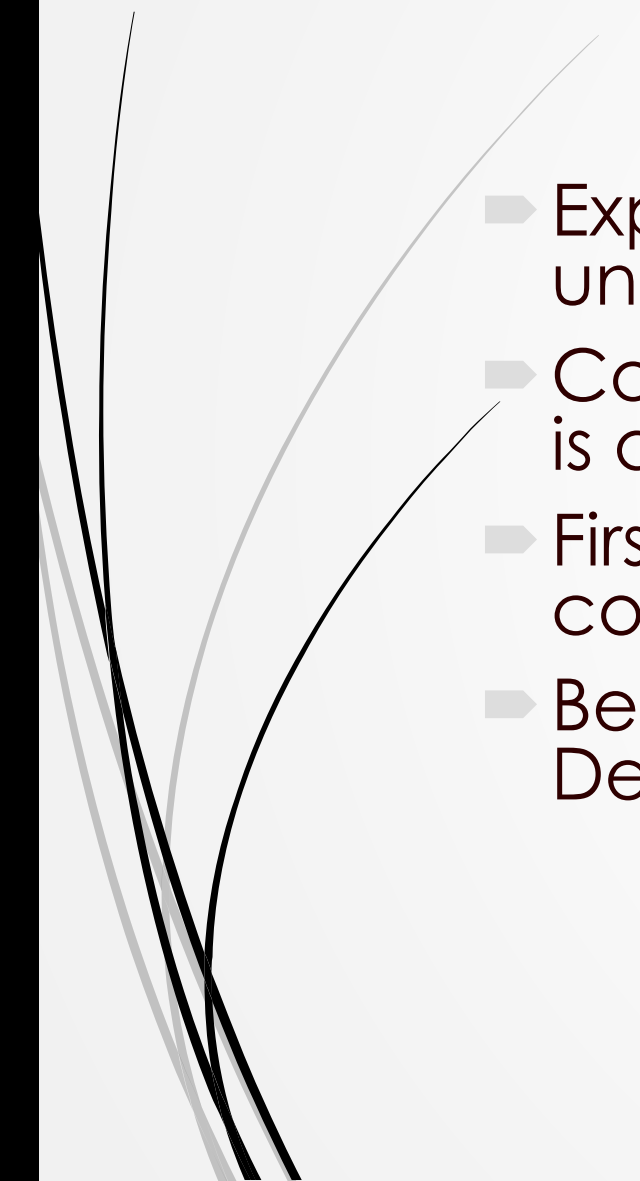


- **The Seven Planning Pillars**
  - People are the foundation
  - Represents a holistic approach to community and land use planning
- **Medicine Wheel**
  - Organizes the Seven Pillars to guide the planning process
- **Outer Wheel**
  - Governs the seven chapters in the Plan as a life cycle approach





# Final Thoughts

- 
- Explore ways of tapping into the communities unique strengths and capacity
  - Consider use of Interpretive services where English is a second language
  - First Nations are interested in the needs of the community and their social well being
  - Be creative about the Engagement Model & Design