OUR LAND IS OUR FUTURE

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UNION OF B.C. INDIAN CHIEFS
CHIEFS COUNCIL
JUNE 1ST- JUNE 2ND, 2011
VANCOUVER, B.C.

Resolution no. 2011-27

RE: First Nations Public Service Capacity Building Strategy

WHEREAS First Nations in British Columbia are in the process of negotiating various agreements to have their inherent right to self-government recognized;

WHEREAS with increasing decision-making and governing responsibilities First Nations are engaged in Nation building processes to strengthen and enhance their capacity to create effective and efficient administrations to implement the vision of their Nations;

WHEREAS while the governments of Canada and British Columbia are engaging in devolving responsibilities for program administration they have not provided resources to support capacity building at the community level to manage, support and refine programs to best meet the needs of First Nations citizens;

WHEREAS the United Nations *Declaration on the Rights of Indigenous Peoples* sets out:

> **Article 21(1)**: Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter alia, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security;

WHEREAS Over the 2008-2010 fiscal years First Nations leadership commissioned the development of a province-wide capacity building strategy built on the needs of BC First Nations as expressed in three rounds of community sessions, several conferences, and community visits. The *2010 Nation Building through Human Resources Development Discussion Paper*, articulating the strategy, has been submitted for endorsement by the Union of BC Indian Chiefs. The vision for this strategy is:

> *"BC First Nations that are exercising their decision-making rights and responsibilities through governments and administrations that strive for excellence in community service";*

WHEREAS to implement the strategy, Chiefs are being asked to support the First Nations Public Service Secretariat; a small group of individuals will be responsible for coordinating with existing First Nations organizations, professional associations, and regulatory bodies' activities and initiatives that support building capacity in First Nations communities - the standard that has been set is excellence, and the theme for this strategy is "The Courage to Excel";

WHEREAS the First Nations Public Service Secretariat's mission is to strengthen and enhance capacity in First Nations communities and organizations, on an individual and Nation level by coordinating and facilitating activities and initiatives that are affordable, accessible, and meet the standard of excellence in service;

WHEREAS funding to support this initiative is being gathered from several agencies including the federal and provincial governments, and other organizations.

THEREFORE BE IT RESOLVED the UBCIC Chiefs Council endorses the *2010 Nation Building through Human Resource Development Discussion Paper* and the 2010 – 2011 FNPSS Annual Report;

THEREFORE BE IT FURTHER RESOLVED the UBCIC Chiefs Council directs the First Nations Public Service Secretariat (FNPSS) to prevent duplication of work, ensure that maximum resources are invested in communities, and report back to the Union of BC Indian Chiefs for review and renewal of FNPSS' activities and operating mandate;

THEREFORE BE IT FINALLY RESOLVED the UBCIC Chiefs Council directs the UBCIC Executive to provide a letter of support for the FNPSS that can be included as FNPSS seeks resources to continue support for this initiative.

Moved: **Chief Jonathan Kruger, Penticton Indian Band**
Seconded: **Acting Chief April Charleson, Hesquiaht First Nation**
Disposition: **Carried**
Date: **June 2nd, 2011**

Briefing Note on the First Nations Public Service Secretariat

To: **Union of BC Indian Chiefs (UBCIC)**
From: **Christa Williams, Executive Director First Nations Public Service Secretariat (FNPSS)**
Date: **May 19, 2011**
Re: **FNPSS Report**

Purpose:
To inform the UBCIC on the progress of implementing the BC First Nations Capacity Strategy 2010-2011.

Summary of Highlights:
The First Nations Public Service Secretariat (FNPSS) has just completed year one of the implementation of the BC First Nations Capacity Strategy, 2010.

The Vision and Mission Statement of the strategy are as follows:

- BC First Nations that are exercising their decision-making rights and responsibilities through governments and administrations that strive for excellence in community service.
- The First Nations Public Service Secretariat's (FNPSS) mission is to strengthen and enhance capacity in First Nations communities and organizations, on an individual and nation level.

The Goals of the First Nations Public Service Strategy, and accomplished goal activities:

1) Strengthen and support relationships between First Nations Leadership, administration and communities;

2) Coordinate and strengthen human resource development for Nation workers in the core competencies: human, financial, records and information management, and policy development;

3) Support and enhance human resource development efforts for Nation workers in a range of professional sectors such as health, education, children and families, resource management etc.

Record of Accomplishments Overview:

- 148 persons participated in FNPSS delivered training opportunities in seven different subjects such as: Records and Information Management, Human Resources, Policy, Difficult Conversations, Minutes and Agenda, and Briefing Notes
- Two Memorandums of Understanding have been signed and three are in progress (these are with organizations who have expertise that is valuable to First Nations communities and organizations like Records and Information Management and Policy Development)
- 9 community representatives supported to attend Provincial and National conferences and provide feedback to the FNPSS regarding value to communities
- 14 people participated in job shadowing and information sharing opportunities in BC Ministries
- Two Mentorship Programs in Records and Information Management and Human Resource Management have been established in draft with a view to piloting in 2011-2012

- 33 Provincial and Federal Interns
- Establishment of the First Nations Health Human Resource Strategy Council and supporting discussion paper
- Three practical tools developed for First Nations use in the areas of Records and Information, Human Resource Management and Policy Development

For a complete look at the activities of the First Nations Public Service Secretariat please pick up a copy of their annual report at www.firstnationspublicservice.com.

Next Steps:

- Continue coordinating and facilitating activities and initiatives that are affordable, accessible and meet the standards of excellence in service to strengthen and enhance capacity within BC First Nations;
- Finalize partnerships with the Indigenous Adult Higher Learning Association (IAHLA), Human Resource Sector Council, and the BC Human Resource Managers Association (BCHRMA);
- Continue to search for other relevant partnerships;
- Seek funding for a stable FNPSS that remains small and productive.

Christa Williams
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