



Gitanmaax
Comprehensive
Community Plan:
(2012-2017)

goals & strategic directions



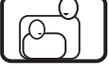
"Honouring Our Voices"

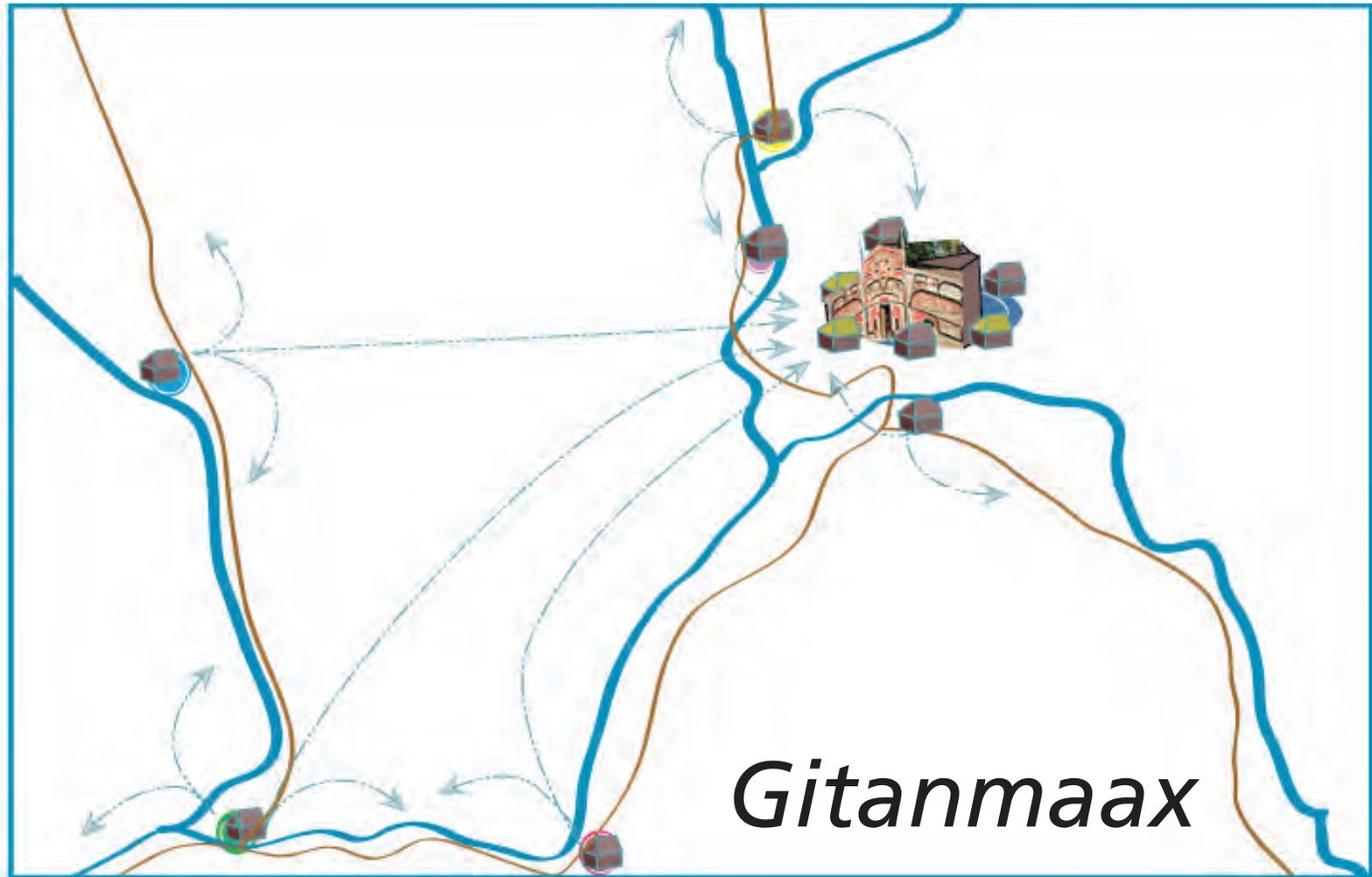


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A central Gitxsan community.

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- Sandra Olson
- Brian Williams
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Introduction

The *“Honouring Our Voices”* project was an inclusive grass roots approach to planning for the future of our community. The Gitanmaax Comprehensive Community Plan (CCP) that you are holding in your hands is one (1) of three (3) documents created for Gitanmaax as part of the *“Honouring Our Voices”* planning project. Each of the documents is explained in this introduction.

The purpose of the CCP is to express the vision of our community and our goals and strategic directions for the next five (5) years (2012-2017). The Gitanmaax CCP is the reflection of community members’ voices and is organized to reflect the culture and history of Gitanmaax as well as to outline the pathway to improve community life for everyone.

There are several sections in the CCP. This introduction section is followed by the strategy for turning this plan into a reality. The following section offers a brief history of Gitanmaax. The planning process and development areas of focus are discussed in the next sections. The community’s strengths and vision statement are presented in the following sections. A summary page of our community planning goals is next, which is followed by the complete list of our goals and strategic directions. The key facts (Fast Facts) that are referenced throughout this document are from the following sources: the Gitanmaax Band Capacity Building and Planning Project 2005-2006, Gitanmaax Community Capacity Project 2005, Gitanmaax Community Snapshot 2007, Gitksan Government Commission, Census data from 2001 and 2006 and the Comprehensive Community Planning Survey 2011. A glossary of community development terms in *Gitksanimx* is provided at the end of this document.

In this document, you will find many drawings. These beautiful images represent children and youth views on the meaning of ‘majagalee’, which roughly translates into English as children or flowers. As part of the *“Honouring Our Voices”* project, there were over 50 drawings handed in by children and youth.

The second document that accompanies the CCP is entitled the Annual Implementation Plan (AIP). This is a document that is created on an annual basis by the Band Council and Administration that consists of a selection of goals and strategic directions that will be the focus of funding and effort for a single operating year. The AIP includes timelines, roles and responsibilities, budgets, performance measures and reporting guidelines. If the CCP is a wheel and the community is the road, then the AIP is where the rubber hits the road. The AIP is the main tool that can help us keep our big ideas for positive change off the shelf and put into action year after year so we all grow healthier together.

The third document that accompanies the CCP is the Compendium of Research and Evaluation (CORE). The CORE is a binder of relevant information about Gitanmaax that has informed the CCP. In the CORE, one can find all of the community input from the *“Honouring Our Voices”* project (e.g., complete survey results) and previously completed policy and planning documents.



Turning our plan into reality

Most people agree that too many planning documents end up on the shelf and are never used. The key to turning the CCP into action is by creating a practical and possible Annual Implementation Plan (AIP) for the community and the Band Council and Administration. The AIP is created once a year, revised accordingly throughout the year, and used on a regular basis to make sure the CCP is helping guide how decisions are made.

An AIP is a living document and can be organized into a set of tables such as the one below. The idea is to take a few goals and strategies each year and organize an action plan that leads to progress in the selected areas.

| Goal: | | | | |
|--|---------------------------------------|--|---------------------------------|---|
| Strategic direction: | | | | |
| What does success look like in this area at the end of the year? | | | | |
| What activities need to happen? | Who is responsible for this activity? | What resources are needed? (new resources or existing) | When does this need to be done? | How will we communicate to the community? |
| | | | | |

For Band Council and Administration, the development and use of the CCP and AIP is essential to helping the community realize its vision and goals. Involving community members in the change process is vital to its success and communicating out to them when strategic directions are being pursued and have been achieved is equally important.

For community members, the CCP and AIP can provide a way for everyone to have a role in a positive community change process.

A brief history of Gitanmaax

The oral history of the Gitksan villages starts far back in time in the large community of Temlaham, which was located on the Xsan (Skeena) River somewhere below Hazelton, and was apparently destroyed with a landslide from Stekyawden (Roche Deboule), approximately four thousand years ago. This event is thought to have blocked salmon migration on the Skeena for several years, and probably caused a dispersion of peoples seeking other food sources. The scant archaeological record of the Gitanmaax area, from work in the Hagwilget Canyon, confirms continuous occupation for some period ending about 4000 years ago, partial occupancy over a long period, then continuous occupancy by the Wet'suwet'en (granted by the Gitksan in 1820 following the slide in this canyon that blocked fish migration further up the Kseendaw (Bulkley)).

The confluence of the Bulkley and the Skeena has long been an area for tribes to gather and trade and it is thought that Gitanmaax peoples (People of the Torch Fishing Place) settled here not long after the destruction of Temlaham. The settlement was at the confluence of the two rivers, on the Bulkley side where 'Ksan is today. Eventually five overland trails converged at Gitanmaax, facilitating trade with villages further up the drainage systems and with the Tsimshian peoples of the coast.

European influence reached the Gitksan in the mid-1820s, with trade goods brought upriver and overland from the Hudson Bay posts in Fort Babine and Bear Lake. The deadly epidemics followed in waves a few decades later, taking many many lives and disrupting the culture, creating great difficulty in coping with the invasion of miners and settlers that started with the Omineca Gold Rush of 1869-73.

The village of Hazelton was established on Gitanmaax lands in 1866, following the construction of the Collins Overland Telegraph which opened up wagon roads to the north and east, facilitating white settlement along the valleys. Many Gitanmaax people relocated onto the bench overlooking Hazelton but did not cede any rights to land.

The government established the 'Reserve' system in the 1890s, over the continuing objections of the Chiefs, eventually establishing four parcels of land, Anlaw, Gitanmaax, Ksoo-gun-ya and Tsitak, totalling 1407 hectares. The village of Kisgegas on the Babine, with 978 hectares, which gradually emptied as people moved closer to schools and hospitals, was assigned to Gitanmaax in the 1930s (to prevent it being declared abandoned and reverting to Provincial land). In 2010, an additional parcel of 65 hectares was added to the Gitanmaax reserves.

The first hospital in northern BC, now known as Wrinch Memorial Hospital, was established on Gitanmaax lands in 1908. The Hazelton High School, also on Gitanmaax land, was the first amalgamated High School in BC. The Village of Hazelton and Gitanmaax have now successfully shared resources to provide infrastructure to their two overlapping communities for many decades.

Our history in context

The Gitksan have been occupying and evolving in our domain for at least fifteen millennia prior to the intrusion of lixsgiyat'mgyat (not aluugiyat - or native). We have a language, territory, settlements, laws, customs, institutions, governance, commodities, currency and trade. We had a mutually beneficial relationship with the lixsgiyat'mgyat that had begun mingling with the Gitksan, prior to the beginning of mainstream Canada's imposition on the Gitksan and our territories around 1846.

European pioneers wanted to develop Canada as a nation but was impeded by the Royal Proclamation of 1763 decreed by King George III. This established the constitutional framework for the negotiation of Indian treaties with the Aboriginal inhabitants of large sections of Canada. Aboriginal rights and title became an 'Indian problem'. Indigenous people were viewed as uncivilized and savage. How could an uncivilized and savage people have Aboriginal rights and title to land that required treaties? To proceed with the official development of Canada, the 1857 "Gradual Civilization Act (GCA)" became the official solution. It dismissed Aboriginal rights and title. Canada concurred with established churches that Aboriginal people required civilizing and Christian teachings. Consequently, the GCA spawned the assimilation policy which established the system of 130 Indian Residential Schools "to kill the Indian in the child" as the flag-ship implementation program. Over a period of 150 years, 150,000 Aboriginal children were apprehended and interned in Indian Residential Schools.

Although not fully documented, between 1940 and 1980, an estimated 1,560 to 2,600 Gitksan children, some as young as 5 years old, were apprehended from 65 wilphl Gitksan (traditional extended Gitksan family units) and interned at school for periods of up to 13 years. Simultaneously, the Indian Act, a statute of Canada, established and regulated Indian bands, Indian band registry and lands reserved for Indians.

On June 11, 2008, Canada's historic apology to residential school survivors, Prime Minister Stephen Harper admitted that their "policy of assimilation was wrong [and] has caused great harm... [Children were] inadequately fed, clothed and housed.... All were deprived the care and nurturing of their parents, grandparents and communities." He also acknowledged that the "Legacy of Indian Residential Schools has contributed to social problems that continue to exist in many communities today." Now, we understand the backdrop that shaped and defined our character and behaviour, not of our own design. Our crime was that we lapsed in giving expression to our daxgyat (authority, strength, and confidence peculiar and particular to the wilphl Gitksan we each belong to) to allow that to happen to us. Today, in modern mainstream Canada, we as Gitanmaax band members necessarily must apply our individual and collective will and scarce resources to generate and implement well thought out plans that lead toward wealth and well-being.

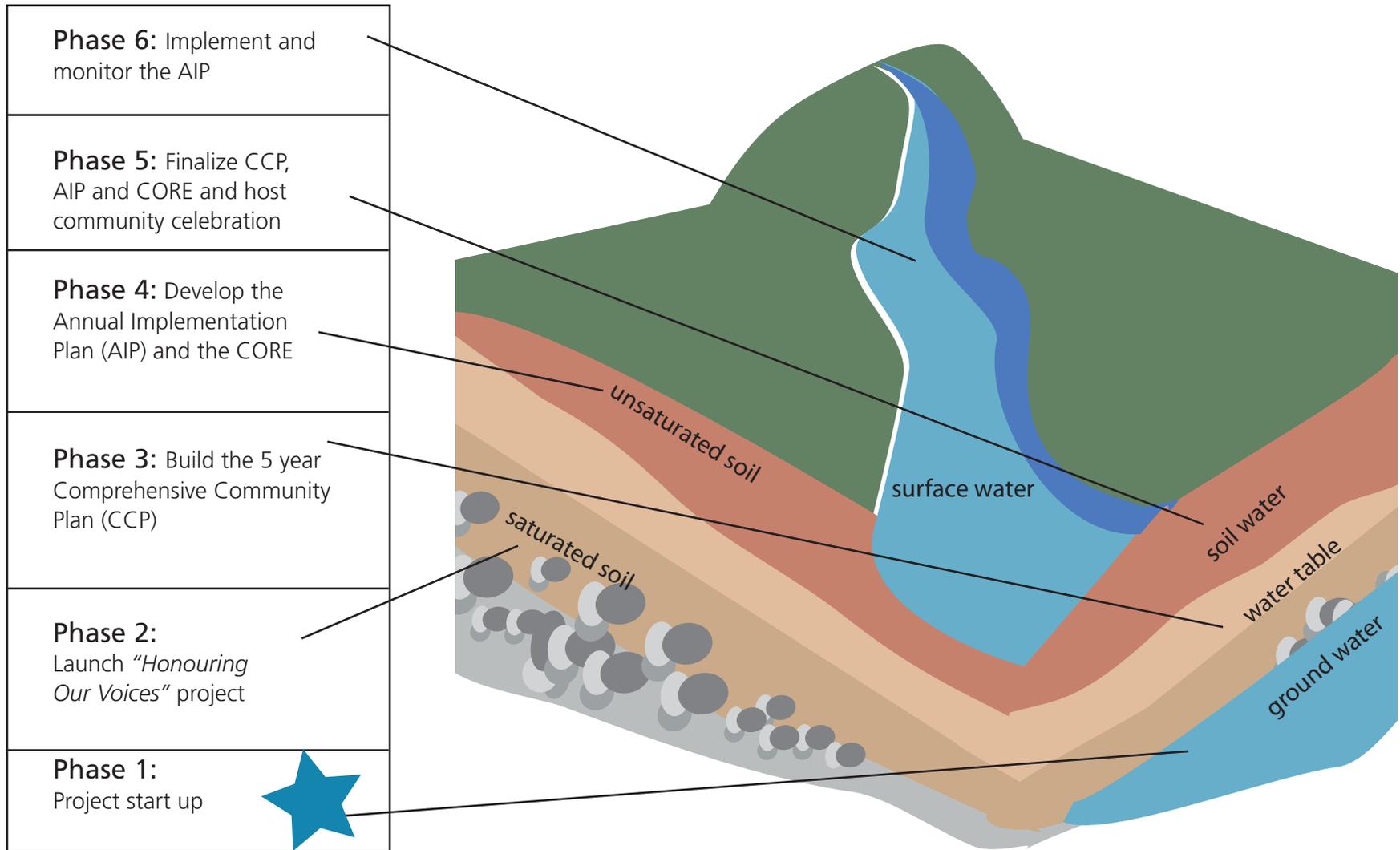
- Written by Gary Patsey

“Honouring Our Voices” planning process overview

There are six (6) phases to the “Honouring Our Voices” planning process. The phases, timing and activities are outlined below.

| Timeline | Project phases | Key activities and results | Status |
|----------------------|---|---|---|
| Jan 2011 | Phase 1: Project start up | <ul style="list-style-type: none"> • Research and develop a community based approach to planning • Hire CCP Facilitators • Establish CCP Advisory Committee (Jan 18, 2011) |  |
| Feb-May 2011 | Phase 2: Launch the CCP project and review literature | <ul style="list-style-type: none"> • 2nd Advisory Committee meeting to plan the project launch (Mar 15, 2011) • Invite community members from Gitanmaax, Gitanyow, Sik-e-dakh and Kispiox to launch and co-create the method for the CCP process (Apr 4, 2011) • Create community based Working Advisory Groups |  |
| May -Sept 2011 | Phase 3: Build a Five Year Comprehensive Community Plan (CCP) | <ul style="list-style-type: none"> • 3rd Advisory Committee meeting to review CCP process (Sept 13, 2011) • Community World Café Conversations (May 19, 2011), CCP Survey (May- Nov, 2011), youth workshop (Aug 25, 2011) and Elders luncheon (Aug 8, 2011) • Present CCP draft at gathering of all Chiefs and Councilors (Sept 12, 2011) • Speak Out validation workshop with community members (Sept 15, 2011) • Solicitation of input on CCP draft from Chiefs, Councils and Band Administrations (Oct 2011 - Jan 2012) |  |
| Sep 2011 - Mar 2012 | Phase 4: Develop Annual Implementation Plan (AIP) & Compendium of Research and Evaluation (CORE) | <ul style="list-style-type: none"> • Prepare CORE for each community, summarizing planning project information • Submit draft CCP to Chiefs and Council for endorsement in principle • Workshops with Chief and Council to develop AIP based on the CCP • All Councils forum (Dec 8, 2011) |  |
| Apr 2012 | Phase 5: Finalize CCP, AIP and CORE and host community celebration | <ul style="list-style-type: none"> • Final revisions made to CCP and AIP • Adoption of final CCP and final AIP by Chief and Council (Band Council motion) • Celebratory gathering of all communities to review final CCPs and AIPs |  |
| Apr 2012 and onwards | Phase 6: Implement and monitor the AIP | <ul style="list-style-type: none"> • Implementation of actions • Identify measures of success and regular (quarterly) reports to community members about progress on the AIP and CCP • Adjust the AIP and CCP as necessary | ongoing |

Our planning process is like the layers that build the rivers.



Overview of community development areas

The goals and strategic directions presented in this document are organized in seven (7) community development areas. The seven (7) planning areas are briefly defined below:

Health and well-being

Health and well-being includes balance, spiritual wellness and connection to land, language and culture. Personal health and community well-being are most often realized when everyone has equal opportunity and resources to pursue their own vision of a good life.

Sustainable jobs and businesses

Job creation and developing sustainable businesses involves using community strengths to meet the economic needs of the community.

Community safety

This involves creating a place where people work together to reduce harm and help and support those who have experienced hardships. This involves building on the strong ways of caring for one another that has always been a part of being from Gitxsan ancestry.

Community facilities, housing and communication technologies

This area includes streets and street lights as well as the parks and buildings where children, families, youth, adults and Elders connect. This community planning area also includes housing which is a cornerstone of community health and well-being. Communication technologies such as internet, home phone service and cell service are also included in this planning area.

Lifelong learning

This area is concerned with how a person learns throughout her/his life. Lifelong learning includes formal education – the school system that runs from primary school all the way to university. It also includes informal education – how we develop our attitudes, values, skills and Gitksan knowledge and language from the people we know and live with.

Band Council governance and its relationships

This area involves the structures and processes by which community decisions are made and goals are accomplished.

Reserve lands

This area involves the planning work involves setting priorities to guide decisions about how reserve lands can be best used.

Planning for positive change: community development areas



Our community strengths

1. Knowledgeable and skilled Elders

Gitksan Elders with knowledge and skills to pass on to those interested and willing to learn

2. A strong and vibrant history and culture

Previous generations have developed a rich cultural tradition carried by Elders in the community that can provide guidance, knowledge and wisdom through periods of challenge and transition

3. Motivated and educated young people

A new generation of young people with opportunities for education and training is poised to build on the strengths of the past

4. Natural Resources

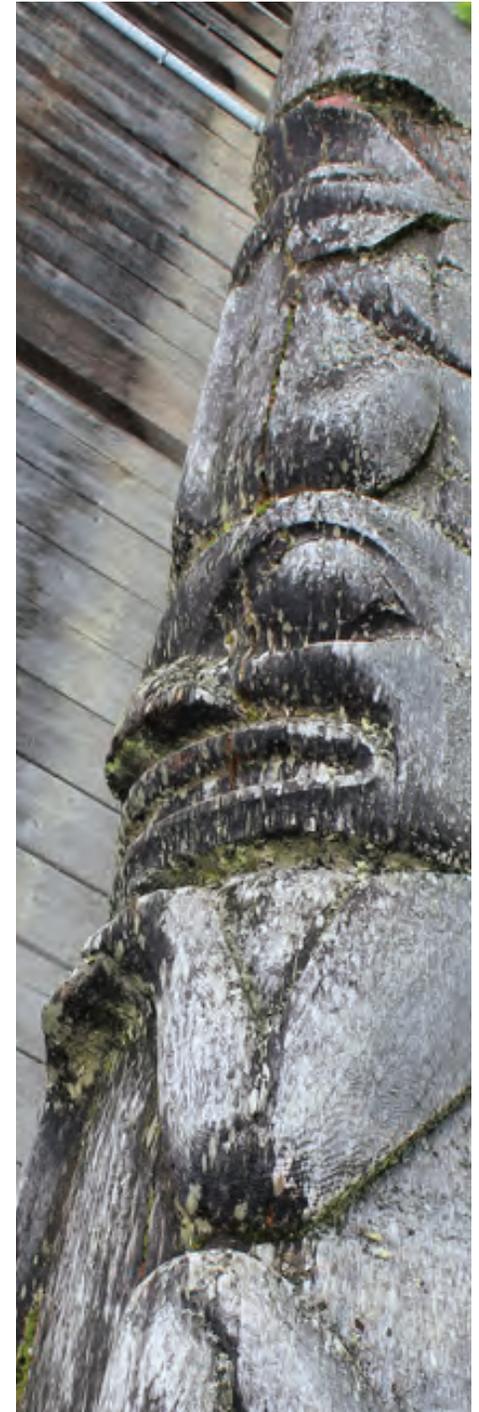
A beautiful land base connected to abundant natural resources with opportunities for economic development in areas such as tourism, forestry, mining and fishing

5. Local establishments and infrastructure

Local businesses and institutions (e.g., schools, Community College) support the local economy and help build community relationships

6. Individuals capacity

Many individual community members with training, skills, knowledge and experience are ready to work together for positive change





Our community vision

Our vision is to restore and maintain healthy traditional community values; while actively participating in the new economy.

Gitanmaax envisions a healthy community that is sustainable in its economy and social infrastructure. We will value all people for their knowledge and skills. We will make available opportunities and resources to empower community members to reach their potential.



Summary of our community development goals (2012-2017)

The 18 community development goals for Gitanmaax are listed below.

Health and well-being

Goal 1: Cultivate a high level of knowledge, skills and understanding about health issues among community members based on a holistic perspective that connects to the Gitksan language, culture and land

Goal 2: Ensure community members have opportunities to access healthy food and physical activity

Goal 3: Address issues of mental health, problematic substance use and healing

Sustainable jobs and businesses

Goal 4: Gitanmaax community members have good jobs and are knowledgeable about and skillful at operating business ventures

Goal 5: Support the Gitanmaax Development Corporation (GDC) and implement the Gitanmaax Economic Development (GED) plan

Community facilities, housing and communication technologies

Goal 6: Ensure that adequate and affordable housing is available to all community members

Goal 7: Ensure the cultural and recreational life of the community is strong and vibrant

Goal 8: Improve community access to the internet

Community safety

Goal 9: Gitanmaax is a community that is safe and secure for all members, especially for children, youth and Elders

Goal 10: Harmful drug and alcohol abuse does not occur in our community

Goal 11: Volunteering is a common practice in our community that is regularly celebrated

Lifelong learning

Goal 12: All members with access to formal and informal learning opportunities

Goal 13: Gitanmaax is a community where youth have many opportunities to expand their knowledge and build new skills

Goal 14: Gitksan culture and Gitksanimx are incorporated into community events and activities on an ongoing basis

Band Council governance and its relationships

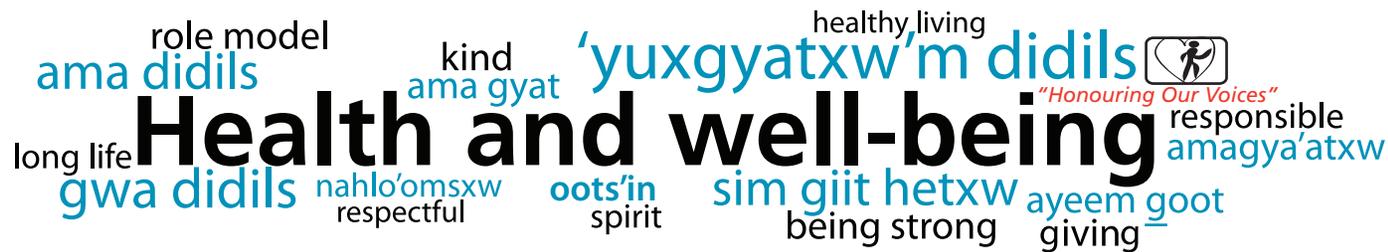
Goal 15: Everyone's voice is honoured at the table

Goal 16: Decision-making processes are transparent, fair and effective

Reserve lands

Goal 17: Gitanmaax land is used in a way that respects the land and the people

Goal 18: Ensure the health and safety of dogs and other animals



Context

Responses from the Gitanmaax Community Capacity Project in 2005 indicated that community members were quite satisfied with a number of their community programs. Among the most appreciated social development and health programs were: Brighter futures, Elders’ drop-in, Homemakers and lunch programs. Community members who participated in the “Honouring Our Voices” project identified the need for more programs and supports for children, youth and families.

The goals and strategic directions in the following pages aim to continually improve the health and well-being of Gitanmaax members. This section addresses three goals. The first goal is to educate the community about health. The second goal is to provide a variety of opportunities to eat healthier and be more physically active. The third goal is to support healing programs for mental health, harmful substance use and trauma. After each goal, several strategic directions are suggested for opportunities to strengthen the well-being of the community.

Fast Facts

“Services for Elders” was the top choice among community members when asked what health and well-being services were needed in the community. (CCP Survey: 2011)

There were 80 seniors (65+) living in Gitanmaax in 2011, representing 10% of the total population. (GGC: 2011)

Gitanmaax is part of the NW Health Engagement Hub, which is focusing on the transition of health services from Health Canada to First Nations Health Society. (GGC: 2011)



By Michael Patsey - Grade 3



Health and well-being

Goal 1: Cultivate a high level of knowledge, skills and understanding about health issues among community members based on a holistic perspective that connects to the Gitxsan language, culture and land

Strategic direction 1.1: Develop a five-year Community Health Plan that focuses on respect and understanding for traditional healing and medicine

Strategic direction 1.2: Continue to assist the development of the Elders' support group

Strategic direction 1.3: Host workshops for members to learn more about wellness and provide drop-in times for healing and mental health support sessions

Goal 2: Ensure community members have opportunities to access healthy food and physical activity

Strategic direction 2.1: Develop and circulate a monthly activity bulletin that informs community members about when and where healthy physical activities are happening

Strategic direction 2.2: Support access to low-cost child care when parents/caregivers participate in healthy initiatives

Strategic direction 2.3: Continue to enhance the implementation of the meals on wheels and in-home care services for Elders

Strategic direction 2.4: Deliver community workshops on food knowledge and food preparation and preservation skills

Goal 3: Address issues of mental health, problematic substance use and healing

Strategic direction 3.1: Organize an outreach project that can help community members (men and women) who are experiencing mental health and substance use challenges

Strategic direction 3.2: Develop programs that support positive self-worth among children and youth

Strategic direction 3.3: Organize community workshops to support healing and trauma care for individuals and families affected by mental health and substance use issues

jobs that provide a living
 anahla'alst' dim ant si'amhl didils gyat
Sustainable jobs and businesses
 self sufficient "Honouring Our Voices"
 lip gyat
 simgit hetxw loyal goliit' lax ts'ap locally based dim ganla bakxhl ansuuwilaaksa ongoing training heegal hard working

Context

Gitanmaax has a number of Band Council driven businesses including the Gitanmaax Food and Fuel gas bar, 'Ksan Campground and Tri-Town Theatre. Most employment in the community is provided by Gitxsan service organizations. Other employment is provided by seasonal silviculture work, mining and home-based and private businesses.

The sustainable jobs and business section addresses two goals that aim to compliment the goals in the Gitanmaax Economic Development Plan. The first goal is to build business skills and diversify business ventures. The second goal is to support the development of the Gitanmaax Economic Development Corporation and implementation of the Gitanmaax Economic Development Plan.

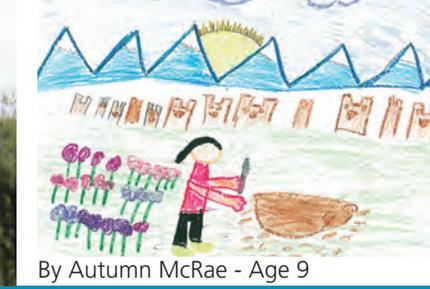


Fast Facts

305 members reported employment income in 2005 with an annual average at \$12,459.60. (Census: 2006)

65 members reported full time work with an annual average earning of \$33,984.00. (Census: 2006)

The unemployment level has been about the same for the last 5 years (62%). (GGC: 2011)



By Autumn McRae - Age 9



Sustainable jobs and businesses

Goal 4: Gitanmaax community members have good jobs and are knowledgeable about and skillful at operating business ventures

Strategic direction 4.1: Develop a tourism business plan with 'Ksan that focuses on tourist engagement with authentic Gitksan culture and art

Strategic direction 4.2: Re-establish a Gitksan carving and artistry program

Strategic direction 4.3: Continue to support local training that fits with labour market demands

Goal 5: Support the Gitanmaax Development Corporation (GDC) and implement the Gitanmaax Economic Development (GED) plan

Strategic direction 5.1: Engage in organizational development work that will solidify the (GDC) and hire a general manager for the Gitanmaax Development Corporation who can implement specific business development initiatives in the GED plan

Strategic direction 5.2: Engage in business development activities identified in the (GED)

Strategic direction 5.3: Research the feasibility of starting and maintaining a livestock ranch (e.g., cows, chicken, rabbits and turkey)

equal treatment
sayt k'i'y dim wildix ahl malak'uulit gyat

communication
'ndahl wila
laxnisxwhi
gyat

proper housing - affordable
amhl ga'anjakjokhl nii jokhl lax ts'ap;
needim dii gatgetxwt'

ama didils
good living

am dim wilajaxjokhl lip ligit naa
basic needs met

kwilganithl wilp anahla'alst'
community building

**Community facilities, housing
and communication technologies**

"Honouring Our Voices"




By Darius Morgan - Grade 2

Context

In 1998, Gitanmaax worked with the Gitxan Government Commission (GGC) on a full technical and comprehensive plan. The Physical Development Plan (PDP) contains technical data required to assist Council and the community in planning. Current research reviewed some of this information with Council, resulting in updated planning maps, charts, relevant statistics (i.e., population and housing data), which are included in the CORE. Following the 1999 plan, most of the required identified infrastructure projects were constructed.

Gitanmaax shares water treatment and distribution, sewage collection and treatment with Hazelton. The water treatment system is being upgraded in the current year. The community has a modern fire hall and equipment, a well maintained community hall, and a fully serviced supply of building lots sufficient for the current five year planning period.

Each year Council updates the "Five Year First Nations Infrastructure Investment Plan" (FNIIP), to direct the funding required from Aboriginal Affairs (AANDC) to build infrastructure and housing. This year Council has assessed the data gathered during the "Honouring Our Voices" planning work and reflected some the Community Development Goals in the FNIIP submission (included in the CORE).

The majority home units are well built and well maintained, however management of the 28 existing Social Housing units continues to be a challenge for successive Councils. Nearly \$400,000 in rental arrears inhibits Council from accessing further programs offered through CMHC. Emphasis is being placed on special housing needs identified for Elders, those with disabilities and single parents.

This section addresses three infrastructure goals that aim to compliment the goals set out in the FNIIP. The first goal is to ensure that every member is living in adequate housing. The second goal is to improve access to recreational and cultural events. The third goal is to improve access to the internet.

Fast Facts

Capital Infrastructure Expenditures 2000 to 2011

- Subdivision Development- \$3.0 million
- Roads Improvements - \$820,000
- Water System upgrades - \$4.45 million
- Community Hall Upgrades- \$420,000
- Housing Construction and Renovations - \$4.7 million (GGC: 2011)

23% or 56 dwellings are in need of major repair (GGC: 2011)



Community facilities, housing and communication technologies

Goal 6: Ensure that adequate and affordable housing is available to all community members

Strategic direction 6.1: Assess space requirements and urgency of housing needs and develop viable housing options and upgrades that will meet the needs of single parents, single households, community members with disabilities and Elders

Strategic direction 6.2: Provide workshops about the housing policy and provide assistance with the housing application process

Goal 7: Ensure the cultural and recreational life of the community is strong and vibrant

Strategic direction 7.1: Maximize the use of existing facilities to host cultural events and programs for the whole community (e.g., using 'Ksan to support local artists, storytelling nights)

Strategic direction 7.2: Plan and develop a multiplex recreation centre that incorporates a health station, Elders lodge and administrative offices

Strategic direction 7.3: Upgrade the roads network (older roads require resurfacing)

Strategic direction 7.4: Replace the fire truck

Strategic direction 7.5: Address water system issues (improved PRV installations, improve storm drains and ditches and introduce protective measures for potential flooding and erosion)

Goal 8: Improve community access to the internet

Strategic direction 8.1: Secure funding to support affordable, reliable high speed internet service for members

basic needs met
am dim wila jaxjokhl
lip ligit naa

healthy coping
dim ganla
hlimootxwhl
sipseepxwt

wilga
'niidjnsxwhl
gyat consensus

naa violence free
amaga'atxw

role model/
good living
ama didils

Community safety

hlo'omsw ahl lip didils dix
ganhl laga ts'uudix
respect for self and others

hoogyamgam sigootxw
good decision making

"Honouring Our Voices"




Kylee Wilson Wright - Grade 3



By Trinity Howard Mowatt - Age 8

Context

The Fire Department and Emergency services are highly valued and were considered one of the greatest strengths of Gitanmaax (Gitanmaax Community Capacity Project, 2005).

Drugs and alcohol misuse continue to be a concern for community members.

This section addresses three goals. The first goal is to create safe public and home environments in Gitanmaax. The second goal is to prevent harmful drug and alcohol use. The third goal involves encouraging volunteering.

Fast Facts

The Gitxsan communities have developed one Gitxsan Social Development policy as a locally based policy for income assistance. (GGC: 2011)

46% of community members stated that there are areas in the community where they "do not feel safe". (CCP Survey: 2011)

The Band Council is looking into jurisdictional questions about child and family welfare. (GGC: 2011)

The Gitanmaax emergency plan is currently being updated. (GGC: 2011)



Community safety

Goal 9: Gitanmaax is a community that is safe and secure for all members, especially for children, youth and Elders

Strategic direction 9.1: Establish a program of community safe houses for children and youth to go to and stay at if their own home becomes unsafe

Strategic direction 9.2: Identify areas of the community where street lighting is not adequate and install new lights in issue areas

Strategic direction 9.3: Develop a community safety patrol that can monitor and report safety concerns and work with agencies to address any problems

Strategic direction 9.4: Support ongoing healing workshops for residential school survivors

Goal 10: Harmful drug and alcohol use does not occur in our community

Strategic direction 10.1: Continue programs that address alcohol, drugs and family violence

Strategic direction 10.2: Develop a strategy to reduce the drug, alcohol and tobacco use in the community, with a specific focus on preventing use by children and youth

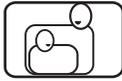
Goal 11: Volunteering is a common practice in our community that is regularly celebrated

Strategic direction 11.1: Develop a volunteer program that links community volunteers to projects in need of support

Strategic direction 11.2: Host an annual volunteer appreciation celebration

di wila cultural practices
 loohl Gitksan
 groomed hoꝰgyagam si'masxw
 how a person learns nda dim wila suuwilaaksahl "Honouring Our Voices"
 gyat lip guxws
 didi'itxwhl gyat personal responsibility
 gwin gya'atxw dim wit dix learn by doing
 sim algax, Gitksanimx language
 ganits'iits, ganiye'etxw grandparents

Lifelong learning



Context

Gitanmaax has a daycare and a Headstart program at GWES. There is also a successful SMILES program in the community. The First Nations High School is also located in Gitanmaax. All Gitanmaax elementary students attend public schools at New Hazelton or John Field school, where both French and Gitksanimx are taught.

The lifelong learning section addresses three goals. The first goal is that all community members have access to learning opportunities. The second goal is to create more youth focused educational activities. The third goal is to promote more opportunities for use of Gitksanimx language and Gitksan culture in community events.



By Tami Stevens - Age 9



Fast Facts

56% of Band members over the age of 24 had a certificate, diploma or degree in 2006. (Census: 2006)

21% of the at home population reported 'other' language as their mother tongue in 2006.

47% of the at home population are 30 years and under; the largest age group at home is the 15-24 year olds. (GGC: 2011)

30% of the at home population are children. (GGC: 2011)

The community has a total of 216 children with an average of 57 children per month accessing the income assistance program (as part of a family unit); this is approximately 1 out of every 4 children living at the lowest income level. (GGC: 2011)

The Gitksan Education policy is in its final draft version for post-secondary student supports with local rates to better meet student needs. (GGC: 2011)

30 students attend the First Nations High School in Gitanmaax. (GWES: 2011)



Lifelong learning

Goal 12: All members have access to formal and informal learning opportunities

Strategic direction 12.1: Work with Northwest Community College and GWES to design and deliver courses of interest to community members (e.g., household finance workshops, effective family communication, etc.)

Strategic direction 12.2: Support ongoing employment counselling and mentors for community members who want to go back to school

Goal 13: Gitanmaax is a community where youth have many opportunities to expand their knowledge and build new skills

Strategic direction 13.1: Organize an annual youth conference that is fun and inspiring

Strategic direction 13.2: Offer creative workshops for youth in: digital media, art, crafts and poetry writing



Lifelong learning

Goal 14: Gitxsan culture and Gitksanimx are incorporated into community events and activities on an ongoing basis

Strategic direction 14.1: Support evening classes and drop-in classes for people of all ages who would like to learn Gitksanimx

Strategic direction 14.2: Continue to develop Gitksanimx instruction and teaching in Gitxsan culture among early learners and in elementary and high school

Strategic direction 14.3: Explore creating innovative technologies to support learning Gitksanimx (e.g., an iPhone app)

Strategic direction 14.4: Support more Gitxsan cultural experiences and Gitksanimx courses for children and youth that are led by Elders (e.g., canoe journeys, drum making, blankets, regalia, moccasins, bread making, jarring fish, moose, berries, how to fix traps, etc.)

Strategic direction 14.5: Offer translation assistance at feasts to share teachings

Strategic direction 14.6: Support 'Ksan performing arts and encourage more Adaawk songs at community events

how to make good decisions
naada dim wila amasigootxws
dip nidiit xsihixgya'atxw't

good dialogue
nda dip wila k'akhl liseewa

Band Council governance and its relationships

"Honouring Our Voices"



ama diyee'a

leadership

needi agwi dim 'yaxwsiit'

open communication

wila 'nidinxwhl

sayt wanit

consensus

respectful

lak'oosinsxw

Context

Gitanmaax Band Council is a forward looking governance body that is actively pursuing partnerships that are beneficial to the community. Gitanmaax has a large council with 12 councillors and 1 chief councillor. Gitanmaax Band Council has a number of protocol and service agreements with the following organization: Ministry of Child and Family Development, Corrections Canada, as well as Gitxsan Health Society.

From the responses from the Gitanmaax Community Capacity Project in 2005, community members were generally satisfied with the overall assistance from the Band staff. There were many positive comments about the professionalism of the team; however, concerns about fairness and equal opportunities for all members were strongly voiced.

This section on Band Council governance addresses two goals. The first goal is to improve the relationship between the Council and community members by involving more members in decision-making. The second goal is to provide more information about the decision-making process.



By Samantha Johnson - Grade 8

Fast Facts

Community members chose "putting community plans into action" as the top way in which they would like to be involved in governance. (CCP Survey: 2011)

"Reporting out on decisions and how they are made" was the area that community members felt that Band council and administration needed the most improvement. (CCP Survey: 2011)

In the 2011 Band Council elections, the voter turnout was 34% of the total Gitanmaax population. 73% of the on-reserve population voted in the last election and only 15% of the off-reserve population voted. Gitanmaax follows the AANDC elections process with elections being held every 2 years. (GGC: 2011)



Band Council governance and its relationships

Goal 15: Everyone's voice is honoured at the table

Strategic direction 15.1: Host regular dialogues and open house forums between Band Council and members

Strategic direction 15.2: Produce a regular newsletter that shows how member voices are shaping the directions of the community

Strategic direction 15.3: Band Council actively works to coordinate its initiatives with the activities of other Gitxsan agencies

Goal 16: Decision-making processes are transparent, fair and effective

Strategic direction 16.1: Raise community awareness about how Gitanmaax policies and procedures are implemented

Strategic direction 16.2: Support the development of healthy working relationships between the Hereditary system and Band Council system

Strategic direction 16.3: Continue to put into practice hiring policies and procedures that ensure Band jobs are filled fairly based on standard human resource practices and professional assessments

Strategic direction 16.4: Promote visible legal proceedings by making meeting minutes publicly available

Strategic direction 16.5: Develop strategies to include youth in the decision-making activities of the Band Council



Context

The five Gitanmaax reserves include: Gitanmaax, 1085 ha; Anlow, 115 ha; Kisegas, 977 ha; Ksoo-gun-ya, 146 ha; Tsitsk, 55ha; and the quarter section recently added to the north boundary of Anlow. Detailed photo maps of these lands are located in the CORE. Technicians from the Gitksan Watershed office are assisting with additional resource mapping of these areas.

This section discusses two goals. The first goal is to use Gitanmaax land in a way that respects the environment and the membership. The second goal addresses the concern for dogs and other animals living on the reserve.



By Kaden Jack - Grade 4

Fast Facts

Community members felt that "regular community cleanup days" would be the best way to make the community cleaner and more environmentally friendly. (CCP Survey: 2011)

The Gitanmaax community is 10.53 square kilometers in size. (Census: 2006)

Gitanmaax reserve lands are zoned for both residential and commercial purposes (GGC: 2011)



Reserve lands

Goal 17: Gitanmaax land is used in a way that respects the land and the people

Strategic direction 17.1: Continue to implement our Physical Development Plan

Strategic direction 17.2: Continue to develop the community garden as a community meeting place and as a source of nutritious fruit and vegetables

Strategic direction 17.3: Organize regular clean up and recycling in the village, school and surrounding trails

Strategic direction 17.4: Explore creative new uses of land for recreational purposes (e.g., additional picnic areas, parks, etc.)

Goal 18: Ensure the health and safety of dogs and other animals

Strategic direction 18.1: Raise awareness, pride and community among members about best ways to care for their pets (e.g., pet shows, animal shelters, training and dog owner clubs)

Strategic direction 18.2: Update by-laws regarding dogs on reserve (e.g., spay and neutering animals, licensing)

Glossary of Gitksanimx terms

Health and well-being

being strong: **sim giit hetxw**
giving: **ayeem goot**
healthy living: **'yuxgyatxw'm didils**
kind: **ama gyat**
long life: **gwa didils**
respectful: **nahlo'omsxw**
responsible: **amagya'atxw**
role model: **ama didils**
oojin: **spirit**

Sustainable jobs and businesses

hard working: **heegal**
jobs that provide a living: **anahla'alst' dim ant si'amhl didils gyat**
locally based: **goliit' lax ts'ap**
on-going training: **dim ganla bakxhl ansuuwila ksa**
self sufficient: **lip gyat**

Community facilities, housing and communication technologies

basic needs met: **am dim wila jaxjokhl lip ligit naa**
communication: **'ndahl wila laxnisxwhl gyat**
community buildings: **kwilganithl wilp anahla'alst'**
equal treatment: **sayt k'i'y dim wildix ahl malak'uulit gyat**
good living: **ama didils**
proper housing – affordable: **amhl ga'anajakjokhl nii jokhl lax ts'ap; needim dii gatgetxwt'**

Lifelong learning

child/flower: **majagalee**
cultural practices: **di wila loohl Gitksan**
groomed: **hoxgyagam si'masxw**
grandparents: **ganits'iits, ganiye'etxw**
how a person learns: **nda dim wila suuwilaaksahl gyat**
language: **sim algax, Gitksanimx**
learn by doing: **gwin gya'atxw dim wit dix**
personal responsibility: **lip guxws didi'itxwhl gyat**

Community safety

consensus: **wilga 'niidinsxwhl gyat**
good decision-making: **hoogyamgam sigootxw**
healthy coping:
- **ama xsigyaala ahl lip didils dix**
- **dim ganla hlimootxwhl sipseepxwt**
respect for self and others: **hlo'omsxw ahl lip didils dix ganhl laga ts'uudix**
violence free: **naa amaga'atxw**

Band Council governance and its relationships

consensus: **wila 'nidinsxwhl sayt wanit**
good dialogue: **nda dip wila k'akhl liseewa**
how to make good decisions: **naada dim wila amasigootxws dip nidiit sxihixgya'atxw't**
leadership: **ama diyee'a**
open communication: **needi agwi dim 'yaxxsiit'**
respectful: **lak'oosinsxw**

Reserve lands

clean: **saksxw**
conservation: **needim di amat'xw'm wil hlgyadihl ts'ap**
do not waste: **needi dim di agwi doxhl amamiit'**
well kept: **lup amagyatxwhl ga'ak dix**
yards in good shape: **needi gwi dim luu laagit'**

By Kristen Wilson- Grade 9



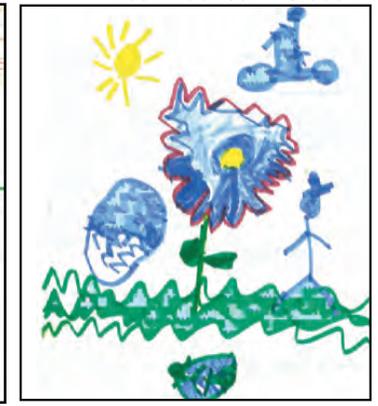
By Tenille Moore - Grade 2



By Zoey Larson - Grade 5



Roan Robinson - Grade 1



Majagalee

These art pieces were entries from the Gitanmaax Healthy Kids 2011: Youth Impressions Art Contest.

By Kristen Wilson- Grade 9



By McKaylee Ryan- Grade 3



By Rebecca Sampson - Grade 2



By Kaien Tait - Grade 4



By Jade Gray- Grade 10



By Brendan Wilson Wright- Grade 2



By Brenton Sampson - Grade 3

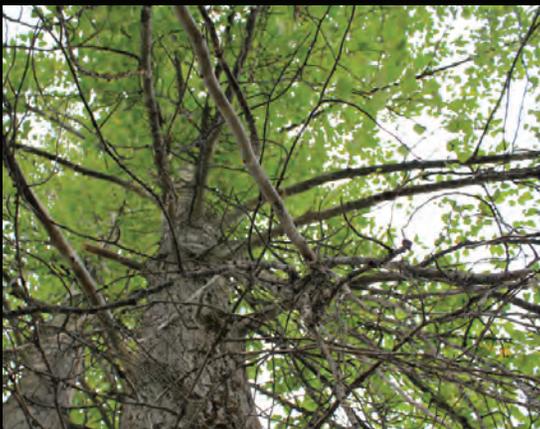




By Emily Campbell - Grade 2

The community at work





Gitanmaax
Comprehensive
Community Plan:
(2012-2017)

goals & strategic directions



"Honouring Our Voices"