



scəwáθən məsteyəx^w

TSAWWASSEN FIRST NATION

x^wəliwənstəx^w k^wθə syəwéhəł ct

(Honouring Our Ancestors) Charter

July 2024

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Dear Tsawwassen Members, Staff, and community,

I am so pleased to present the xʷəliwənstəxʷ kʷəθə syəwəhəl ct (Honouring Our Ancestors) Charter to the Tsawwassen community. This Charter represents the evolution of our self-governance as it is the framework for the vision of our Nation. It complements our planning by providing a guiding light, so that all of the activities we undertake move us toward that vision.

Over the last two years, we have engaged with many Tsawwassen Members and this Charter is based on your input. I hold up my hands to each of you who participated in the engagement sessions. It is my sincere hope that you see yourself and your dreams for the future in this Charter. The Charter is organized around six theme areas that cover all the areas of our government operations. Importantly, there is also a guiding principle of Language, Culture, and Healing. Our language and culture are fundamental to who we are as individuals and as a Nation, and fundamental to our journey of healing the intergenerational harms caused by colonization. You will find this principle woven throughout the entire Charter, and within each theme.

Successful implementation of this ambitious Charter will take the hard work and dedication of many. Each elected official, department, and staff member has a role to play. So too does each Member, in continuing to provide feedback to TFN Government on strategic projects, programs and services, so that we know we are still heading in the right direction and can course-correct when we need to. When we practice our culture within ourselves, our families, and our Nation, we honour our ancestors. When we strive to make a better world for our People and steward these lands for future generations, we honour our ancestors. And when we work together as one in nə́caʔmat, we honour ancestors. I thank each and every Tsawwassen Member for your contributions to this Charter, and for your contributions to our Nation. I believe our ancestors are proud of how far we have come and how much farther we plan to go.

hay čxʷ qə

sxʷamisaat
Chief Laura Cassidy
on behalf of Executive
Council



Executive Summary

The Tsawwassen First Nation xʷƏliwənstəxʷ kʷƏə syəwéñəl ct (Honouring Our Ancestors) Charter is a post-treaty visionary framework, designed under the umbrella of the treaty document Declaration of Tsawwassen Identity and Nationhood, to guide the Tsawwassen First Nation towards a more prosperous, sustainable, and culturally vibrant future.

This Charter takes a seven-generation approach to not just sustain, but to restore, regenerate, reciprocate, be resilient and exhibit stewardship. It is rooted in the principles of honouring our ancestors, preserving cultural and linguistic heritage, and ensuring the well-being of future generations. It embodies the collective aspirations and commitments of the Tsawwassen community, providing a comprehensive roadmap for sustainable development and stewardship of Tsawwassen lands.

Core Principles and Themes

At the heart of the Charter is the guiding principle of Language, Culture and Healing, recognizing these elements as essential to the Tsawwassen First Nation's prosperity and well-being. This principle is interwoven through six key themes, each with its own set of desired outcomes, reflecting Tsawwassen First Nation's aspirations and the legacy aimed to create for future generations. These themes are:

- **Governance:** Embodies and respects the Nation's values and culture. It prioritizes inclusivity, transparency, and adaptability, ensuring that governance structures are fair, equitable, and in line with the community's hopes and traditions.
- **Health, Wellness and Safety:** Encompasses a holistic approach to community well-being, prioritizing physical, social, mental, and emotional health. It integrates traditional practices with modern healthcare, ensuring a safe, supportive, and nurturing environment for all members.
- **Economic Prosperity and Food Security:** Sustainable economic growth, financial stability, and food sovereignty for all members. It ensures that every member benefits equitably from the Nation's resources while positioning the Tsawwassen First Nation as a leading economic and food security influencer in the region.

- **Complete Communities, Assets and Infrastructure:** Focuses on creating a resilient living environment on Tsawwassen First Nation lands by developing balanced employment, recreation, and housing opportunities supported by strong infrastructure, embracing Tsawwassen First Nation culture and values, and preparing for future challenges like climate change.
- **Education and Livelihood:** Prioritizes providing high-quality education, learning, and employment opportunities for Tsawwassen First Nation members, integrating traditional knowledge and cultural practices with modern education and careers to empower and prosper the community.
- **Ecosystem and Stewardship:** Emphasizes the Tsawwassen First Nation's commitment to environmental conservation and sustainable management of natural resources. It integrates traditional Coast Salish ecological knowledge with modern scientific practices, ensuring that the land, water, and biodiversity are preserved and revitalized.



1

Introduction

1.1 Context

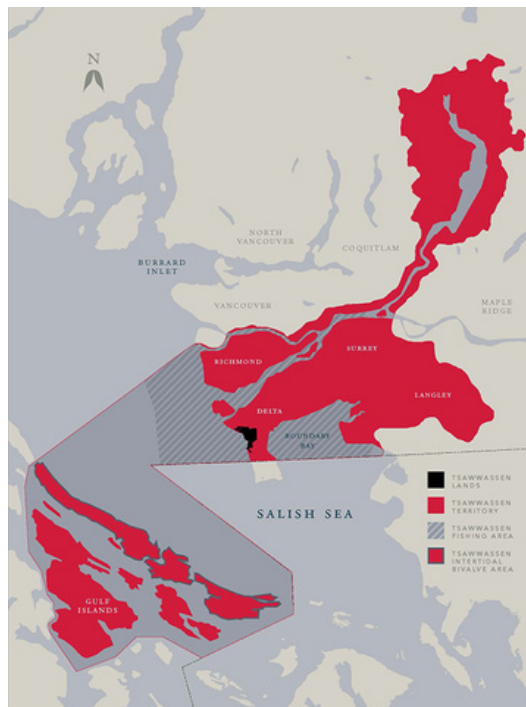
Tsawwassen and surrounding lands are the ancestral home and traditional lands of the Tsawwassen people, we have been here “since time immemorial.”

The TFN land base is deeply connected to our identity. Our traditional territory is bordered on the northeast by the watersheds that feed into Pitt Lake, down the Pitt River to the city of Pitt Meadows, where they empty into the Fraser River. It includes Burns Bog and part of New Westminster, following the outflow of the Fraser River just south of Sea Island. From Sea Island, it cuts west across the Salish Sea to Galiano Island and includes all of Saltspring, Pender and Saturna Islands. From there, our territory continues northeast to include the Point Roberts Peninsula and the watersheds of the Serpentine and Nicomeckl rivers.

Traditionally, food was abundant. For centuries, we had a trade and barter system, and specialized services, such as processing of resources, were exchanged. Through our longhouse culture, we had extensive practices and ceremonies that dealt with governance functions. Our longhouse systems also ensured the redistribution of wealth to make certain our people could survive.

On April 3, 2009, the Tsawwassen People ratified the first urban First Nations Treaty in B.C. It reconciled our aboriginal rights and title and restored our right to First Nation self-government, protected in the Canadian Constitution and established the Declaration of Tsawwassen Identity and Nationhood.

In 2022, the Tsawwassen Nation Council began developing a generational, collaborative approach to addressing social issues, economic viability, and environmental challenges. This led to the creation of this XʷƏLIWƏNSTƏXʷ KʷƏΘƏ SYƏWÉHƏL CT (Honouring Our Ancestors) Charter (the Charter). Under the umbrella of the Declaration of Tsawwassen Identity and Nationhood, the Charter will serve as the cornerstone of TFN's vision for the future.



Declaration of Tsawwassen Identity & Nationhood

Preamble

We are S̓əwəθn M̓steyəx̓w (*Tsawwassen People – ‘People facing the sea’*), descendants of our kwəθə syəw̓nec̓t (*ancestors*) who exercised sovereign authority over təməx̓wct (*our land*) for thousands of years. Tsawwassen People were governed under the səniw (*advice*) and guidance of siʔem (*leaders*), sciʔeł (*high-born women*) hiwaq̓w (*headmen*), and sqʷiq̓w̓el (*speakers*) through countless generations.

We honour the ni sqwel kwəe syəw̓nec̓t (*words of our ancestors*) who preserved our history, our hə́h̓q̓m̓íh̓emq̓ən (*language*) and protected our inheritance. We lift our hands to our ancestors and Elders who imparted syaw̓ən (*teachings*), s̓x̓w̓x̓w̓əyem (*stories*), stiləm (*songs*) and q̓w̓əy̓eləx̓ (*dances*) that allowed us to maintain our unique identity and way of life. We honour our children and future generations who will ensure these teachings carry on.

We honour the Creator from whom all life flows as the source of our spirituality. We will uphold our fundamental belief system to maintain harmony with all of creation. The deep pride we hold with regard to our x̓eʔx̓eʔ syaʔys (*sacred traditions*) enhances our sense of belonging in this world. We will continue to protect our spiritual healing and purification sites and the sacred resting places of our ancestors.

Today, the Tsawwassen Government will enact a suite of contemporary laws that are fundamentally based on traditional laws and principles that have been carried through each generation. By enacting Tsawwassen Laws, we reaffirm these traditional principles and transmit them to subsequent generations in a manner that has relevance in modern society.

Today, Tsawwassen Laws will be passed in our sacred longhouse – the place where we governed ourselves in the past. We will carry on the tradition of putting the nail on the wall by the door – to hang up any hard or negative feelings before coming into this place to work together for our people – past, present and future generations.

On this historic day, Tsawwassen First Nation declares that:

Traditional practices and sacred ceremonies directed governance functions in our longhouse. Today, our traditional government and institutions evolve into the establishment of the Tsawwassen Government. Historically, our leaders were responsible to the People and acknowledged and considered their voices on all important matters. These traditional principles and institutions are reflected in the Tsawwassen Constitution and the Government Organization Act.

The lands, eco-systems and resources within our traditional territories have always been essential to our way of life. Our ancestors acted as stewards and guardians to control access to our lands and resources in order to protect our way of life and our economic foundation. These traditional values are reflected in the Land Act; the Land Use Planning & Development Act; the Fisheries, Wildlife, Migratory Birds and Renewable Resources Act.

Our historical lineage predates the arrival of settlers to our lands. We have maintained our identity through ancestral names that carry the history of our people and that connect us back to generations from long ago. Our traditional practice to recognize our chains of kinship and to collectively determine the criterion for our citizenship, including the right of our People to choose to remain on or reside away from our lands is reflected in the Membership Act.

Through our teachings we understand that we must always extend our hand to support one another to ensure all Tsawwassen People have the opportunity to achieve their full spiritual, physical, emotional and intellectual potential. We will continue to uphold these traditional values as reflected in the Education, Health & Social Development Act and the Children & Family Act.

Historically, a complex socio-economic system played an important role within our community and in cooperation with neighbouring tribes. Accumulation of wealth was attributed to spirit powers. Wealth was important for subsistence, trade, gifts and to qeʔwet (*pay for services*). In the past, practices to re-distribute wealth were based on traditional sharing principles and collective responsibility to ensure all the People thrived. These principles are reflected in the Economic Development Act, the Financial Administration Act and the Property Taxation Act.

Our People adhered to customary principles regarding the responsibilities and conduct of our leaders in how they represent the People. Likewise, respected leaders and Elders provided advice and wise counsel to settle disputes. These traditional principles will continue as reflected in the Administrative Review and Judicial Proceedings Act and the Conflict of Interest Act.

The hə́h̓q̓m̓íh̓emq̓ən language is of vital importance to our cultural inheritance. It is a personal and cultural expression of our identity as a People through which our history and our way of life is taught. It both describes the world we live in while also connecting us back thousands of years. The Tsawwassen Government is determined to protect and promote the education and utilization of our language, culture and traditions as reflected in the Culture & Heritage Act.

Culture is the foundation of our existence and survival. Today we will establish a Standing Committee on Culture and Language to continue work on the incorporation of hə́h̓q̓m̓íh̓emq̓ən and Coast Salish culture into our Laws and Institutions.

Of equal importance are traditional laws and x̓eʔx̓eʔ syaʔys (*sacred traditions*) that will not be written or documented. Those traditional laws and practices continue to apply and will be shared with future generations in strict accordance with our teachings.

The Tsawwassen People exist as part of two worlds: traditional and modern-day. We now institute the system where our two worlds can co-exist. We have connected our fundamental teachings together with universally held principles of responsible government to establish the Tsawwassen Government and to enact Tsawwassen Laws for the betterment of our People.

On this historic inaugural session, we make the transition from the Tsawwassen Band Council to the Tsawwassen Government. We reaffirm that today marks the day we fulfill our aspiration to implement our inherent right to political autonomy, economic independence and true reconciliation with Canada and British Columbia.

This declaration is made on the Effective Date of the Tsawwassen Treaty, April 3rd, 2009.

Signed:


Chief Kim Baird


Councillor Laura Cassidy

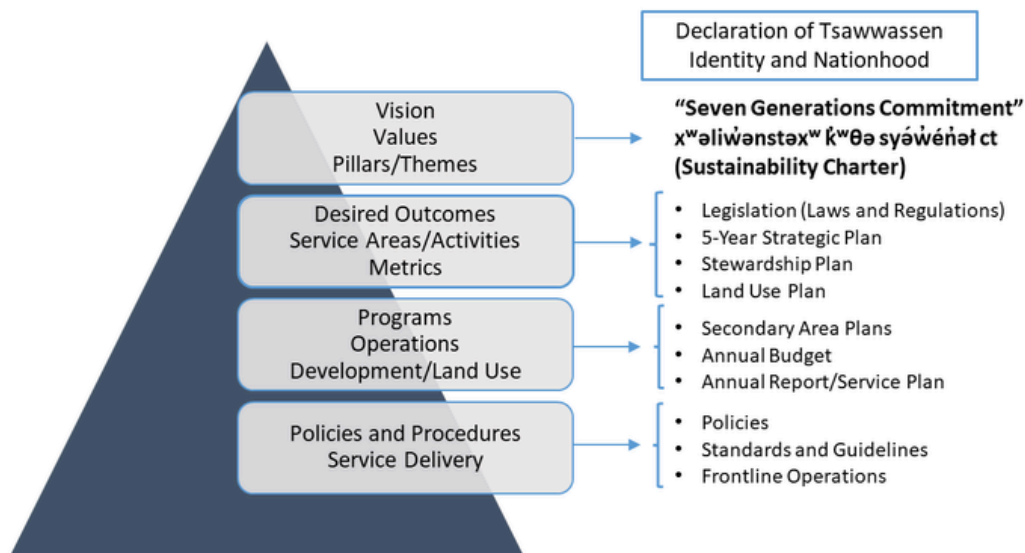

Councillor Andrew Bak


Councillor Andrea Jacobs


Councillor Remo Williams

1.2 Charter Organization

The Charter is a document that outlines Tsawwassen First Nation's foundational values and objectives for achieving collective goals and aspirations as described in the Declaration of Tsawwassen Identity and Nationhood. The Charter comprises six interconnected themes, representing a holistic approach to honouring Tsawwassen's heritage and stewarding its legacy. Each theme has a desired outcome, indicating TFN's vision for progress in that domain. The six themes encompass the TFN's commitment to holistic sustainability, cultural vibrancy, and community well-being, ensuring that the Tsawwassen ancestors' legacy endures and thrives for future generations.



1.3 Guiding Principle – Language, Culture and Healing

The Charter recognizes that language, culture, and healing are essential foundational pillars of TFN’s journey toward prosperity and well-being. These pillars are embedded in and support the six themes of the Charter, emphasizing the crucial role of TFN’s linguistic and cultural heritage in shaping educational systems, healing practices, economic models, community engagement strategies, and land and resource management approaches. By embracing these principles, TFN seeks to create a holistic framework honouring its ancestral wisdom, fostering resilience, and nurturing a thriving, culturally rich community for generations.



1.4 Overview

The project was developed over two years, involving community members and staff. Internal policies and strategies were reviewed to identify their strengths and opportunities and determine alignment with TFN's future vision. Other charter documents were reviewed to gather valuable insights and best practices.

Engagement efforts focused on eliciting community values and framing the foundational framework of the Charter. Through extensive dialogue and collaboration, the project team synthesized member feedback to create a draft framework of themes and preliminary desired outcomes, which laid the groundwork for the Charter's subsequent phase. This was followed by further engagement to collect member feedback regarding values and aspirations. Concurrently, collaborative sessions, member meetings, and workshops with the TFN department heads were held to develop further and refine the Charter's desired outcomes. The Charter represents the collective aspirations and commitments of the TFN community, providing a comprehensive and actionable roadmap for TFN's future, honouring our ancestors.



2

Engagement

2.1 Engagement Summary

Staff and community member engagement was conducted throughout the project. The first phase took place between November 2022 and April 2023, focusing on gathering community input to understand from TFN what TFN values are essential, how they practice sustainability in their own lives, and what is important for them in this Charter. The second round of engagement took place between November 2023 and February 2024 and focused on gathering further feedback on the proposed charter elements based on the feedback received during the first phase. Details of engagement activities are highlighted below:

Member Engagement

- **Members' Gathering: (November 2022):** TFN staff sought initial feedback on sustainability concepts and the Charter. Members were encouraged to share their values and visions for sustainability on TFN lands through various interactive activities, such as map annotations, value boards, and a member survey with incentives for participation.
- **Youth Survey (December 2022 & March 2023):** TFN developed a youth-targeted survey shared during two in-person meetings with Youth.
- **Elders' Survey (April 2023):** TFN developed a survey to engage Elders and brought it to two in-person meetings at the Elders Centre.
- **Community Visioning Session (May 2023):** The TFN Recreation Centre hosted a community visioning session to reflect on the TFN community's long-term aspirations and changes. Participants included the Chief and legislators (Figures 1 and 2).
- **Members' Gathering (September 2023):**



- **Off-Land Member Engagement (November 2023 - December 2023):** To engage off-land members, TFN held two in-person meetings in Bellingham, WA, in November 2023 and Vernon, BC, in December 2023.
- **Family Meetings (December 2023 - January 2024):** TFN gathered feedback on the Charter during ten family meetings.
- **Email Feedback (January 2024):** TFN solicited feedback from on-land and off-land members with email addresses on file.

Staff and Executive Council Engagement

- **Internal Working Team (2022-2024):** Throughout the project, a bi-weekly inter-departmental internal working team was hosted to capture the requirements and operational aspects of the whole organization.
- **Visioning Session (March 2023):** Held with the TFN Executive Council, department heads, internal working team, and other staff to explore further the Charter's intent, sustainability meaning, and visions for the community's future. The focus was on tradition, culture, economic-environmental balance, well-being, and long-term land investment.
- **Department-Specific Meetings (November 2023 - April 2024):** TFN held meetings with department leads to review and confirm the Charter's desired outcomes.



Sustainability Charter Visioning Session - March 28, 2023
 Internal Working team (staff), TFN Managers, CAO, and Executive Council

Graphic recording by: Kristan Elkow
 elkplan.ca ELK COMMUNITY PLANNING + DESIGN

Figure 2. Visual representation of staff and Executive Council visioning session, March 28, 2023.



Figure 3. Visual representation of community visioning session, May 4, 2023.

3

Themes and Desired Outcomes

The Charter includes six interwoven themes, each with its own set of desired outcomes which express the holistic vision and values of the Tsawwassen First Nation. These six themes are closely interconnected and underpinned by the knowledge reconnection to culture, language, and the land, which is central to the Nation. Efforts to reconnect TFN members with language and culture and create opportunities for members to interact with the land are found throughout the charter. They are intended to guide all future work on TFN lands.

3.1 Governance

This Charter will help steer TFN's self-governing structure to continually embody the Nation's values and culture. It prioritizes inclusivity, transparency, and adaptability, ensuring that governance structures are fair, equitable, and in line with the community's hopes and traditions.

Desired Outcomes

Reflection of Tsawwassen Nation Values in Governance: TFN Government structures mirror Tsawwassen First Nation values and culture.

Inclusivity and Transparency: The TFN Government exemplifies inclusive, transparent, and accountable governance and serves as a model for others.

Innovation in Governance: Tsawwassen First Nation governance is innovative and can adapt practices, laws, and operations to reflect and honor Tsawwassen culture and emerging needs.

Empowered Political Participation: Continuous capacity building including through TFN committees and Member education enhance Tsawwassen First Nation governance and political participation.

Innovative Lawmaking: The TFN Government autonomy create laws that address restrictions to their interests, using innovative approaches to improve governance overall.

Strategic Member Engagement on the use of TFN Assets: The Tsawwassen First Nation ensures there is significant Member engagement in the use of Tsawwassen assets (lands and revenues). This empowerment fosters a deeper connection to the land, reinforces the importance of stewardship, and supports a sustainable economic future that aligns with the Nation's values and culture.

Informed and Unbiased Decision-Making: Governance is characterized by informed, unbiased decisions that are fair, equitable, and balanced.

Self-Determination and Autonomy: Tsawwassen First Nation authority and self-determination in all desired areas.

Harmonious Community Relations: There is harmony between members, non-members and leaseholders, with mutual respect for Tsawwassen First Nation values and an inclusive community spirit.

Respected Sovereignty and Treaty Understanding: Tsawwassen First Nation is fully recognized as a modern-day, self-sustaining government with successful Government-to-Government (G2G) relationships and respected treaty status.

3.2 Health, Wellness and Safety

Health, Wellness and Safety within the Tsawwassen First Nation encompass an approach to community well-being, prioritizing physical, social, mental, and emotional health. It integrates traditional practices with modern healthcare, ensuring a safe, supportive, and nurturing environment for all members.

Desired Outcomes

Community Safety: Residents feel physically and psychologically safe within Tsawwassen lands and are supported by exemplary community services.

Access to Care and Traditional Healing: TFN members have access to the highest quality healthcare within the Nation’s lands, which incorporates Tsawwassen language and cultural practices, traditional healing, and modern medical support.

Empowered Mental Health and Trauma Recovery: The Tsawwassen First Nation has a robust support system dedicated to mental health and inter-generational trauma recovery within the community. Members are well served by accessible mental health services and have access to practical, culturally sensitive supports and resources for trauma recovery, addiction treatment, and emotional wellness. Members are supported in their journey toward a healthier and more fulfilling life.

Food Security: The TFN Government implements sustainable agriculture and local food production initiatives to offer members convenient access to diverse, nutritious, and culturally relevant food options grown on Tsawwassen’s lands, promoting health and well-being.

Healthy Lifestyle: The TFN Government promotes a culture of healthy living, encouraging regular physical activity, participation in healthy leisure pursuits, and prioritizing overall wellness to foster a community characterized by vitality and resilience.

Families Want to Live on Tsawwassen First Nation Lands: Families actively choose to live on Tsawwassen lands because it is safe, clean, culturally vibrant, and offers a high quality of life.

Supportive Housing: Tsawwassen First Nation provides supportive, culturally appropriate housing for all members, including high quality, supportive housing for Elders and members.

Supportive Community Environment: Tsawwassen First Nation cultivates a supportive community that functions like an extended family, and members feel supported by the community.

3.3 Ecosystem and Stewardship

Ecosystem and Stewardship emphasizes the Tsawwassen First Nation's commitment to environmental conservation and sustainable management of natural resources. It integrates traditional Coast Salish ecological knowledge with modern scientific practices.

Desired Outcomes

Leadership in Conservation: Tsawwassen First Nation is recognized as a leading example of Indigenous-led, Coast Salish value-based conservation and stewardship, integrating traditional and modern methods that guide decision-making at all levels of government.

Active Stewardship Roles: All TFN members practice stewardship of Tsawwassen lands. Members engage in traditional practices and are in good relations with the lands.

Environmental Revitalization: Local ecosystems are in balance, and biodiversity is restored.

Partnerships for Stewardship: Strong partnerships are forged for collective local and regional environmental stewardship, including partnerships with other First Nations.

Regional Decision-Making Influence: Tsawwassen First Nation is a critical player in regional decision-making, impacting ecosystems, including areas adjacent to and within Tsawwassen lands.

Climate Change Resilience and Leadership: Tsawwassen First Nation is resilient to climate change and can influence regional and provincial climate policy.

Culturally Appropriate Climate Solutions: Tsawwassen First Nation integrates traditional, Coast Salish ecological knowledge with modern science to protect and restore ecosystems in the face of climate challenges.

Balanced Development and Ecosystem Integrity: Tsawwassen First Nation balances economic growth with ecosystem health, limiting development to align with community values and incorporating natural environmental value into economic decisions.

3.4 Economic Prosperity and Food Security

Economic Prosperity and Food Security within the Tsawwassen First Nation aim to achieve sustainable economic growth, financial stability, and food sovereignty for all members. It ensures that every member benefits equitably from the Nation's resources while positioning the Tsawwassen First Nation as a leading economic and food security influencer in the region.

Desired Outcomes

Strategic Financial Resource Management: The TFN government excels in the careful stewardship and strategic handling of financial resources, ensuring long-term economic growth and stability for the Nation including a focus on ensuring TFN Members of all ages have access to resources for healthy wealth management at an individual level.

Universal Economic Stability: All TFN members achieve economic comfort, stability, and financial well-being.

Regional Economic Participation: The Tsawwassen First Nation is positioned as a critical economic influencer, actively involved in decision-making processes and contributing significantly to regional economic development.

Regional Leadership in Food Security: The Tsawwassen First Nation is established as a central player in regional food security and supply, with a strong voice in decision-making, enhancing and advocating for the region's capacity for sustainable food production and distribution. traditional foods and sustenance activities (fishing, hunting, harvesting, gathering).

Equitable Access to Wealth: The TFN government ensures fair and equitable distribution of economic benefits from Tsawwassen lands so that all members partake fairly in the prosperity derived from communal resources.

Traditional Foods, Medicine and Food Security: Tsawwassen First Nation is a self-sufficient food producer, where members have easy access to healthy food options grown within Tsawwassen lands. Members are committed to preserving and utilizing traditional food knowledge and sustenance activities such as fishing, hunting, gathering and harvesting.

3.5 Complete Communities, Assets and Infrastructure

Complete Communities, Assets and Infrastructure focus on creating a resilient living environment on Tsawwassen First Nation lands by developing balanced employment, recreation, and housing opportunities supported by strong, well-maintained, and accessible infrastructure, embracing Tsawwassen First Nation culture and values, and preparing for future challenges like climate change.

Desired Outcomes

Complete Community: Tsawwassen First Nation lands have the right amount of employment, recreation, and housing opportunities.

Well-Maintained and Accessible Infrastructure: Communities benefit from both well-kept physical and social infrastructure that evolves to meet changing needs. TFN Members and Leaseholders have access to the infrastructure they require, ensuring equitable opportunities for all residents to thrive and participate fully in community life.

Infrastructure Investment in Member Community Area: Ensure ongoing investment in underserved areas and that Members are well supported for their infrastructure needs.

Culturally Appropriate and Affordable Quality Housing: TFN members have access to high quality, attainable, inclusive and culturally integrated housing that reflects the cultural values and needs of the Tsawwassen people and accommodates the unique needs of individuals and families.

Cultural Representation: The community's physical space visibly celebrates Tsawwassen First Nation culture.

Community Connectivity and Inclusivity: Community social infrastructure fosters connection between members, is inclusive of the needs of non-members and uplifts all people who live on Tsawwassen lands.

Climate Change Resiliency: Community infrastructure and assets are resilient to the changing climate and flood risk challenges.

3.6 Education and Livelihood

Education and Livelihood prioritize providing high-quality education, learning, and employment opportunities for TFN members, integrating traditional knowledge and cultural practices with modern education and careers to empower and prosper the community.

Desired Outcomes

Empowered Education: Education is transformed into a celebrated aspect of family life, creating a legacy of learning and knowledge for future generations. The TFN government ensures that its students have access to the best educational opportunities available, both within the community and beyond.

Academic Scholarships and Support: The TFN government encourages and provides support for academic scholarships at the highest levels, enabling community members to achieve their individual educational goals.

Educational Counselling Services: The TFN government offers dedicated educational counsellors who provide personalized support to members of all ages. These counsellors help bridge the gap between education and meaningful employment by offering guidance on course selection, career pathways, and skill development tailored to individual strengths and aspirations.

Celebration of Educational Achievements: The TFN government recognizes and celebrates educational achievements and incentivizes other members to actively pursue education, increasing opportunities for securing meaningful employment and ultimately enhancing the quality of life for all members.

Financial Literacy: The TFN government equips members, particularly young adults, with the necessary skills and knowledge to effectively manage their funds, promoting financial literacy and empowerment within the community.

Shifting Expectations to Education and Stewardship: Education is land-based and founded on teaching traditional practices, environmental guardianship, and uplifting Tsawwassen First Nation culture and language.

Lifelong Learning: The Tsawwassen First Nation cultivates a culture of continuous learning and skill development at all ages.

Cultural and Inclusive Education: The Tsawwassen children flourish in a nurturing school environment that not only reflects but fosters respect and awareness for Tsawwassen First Nation culture and needs, and celebrates Tsawwassen language and heritage.

Educational Autonomy and Immersion: The Tsawwassen First Nation has the autonomy to make the best educational decisions for members, and schools offer total immersion in culture and language.

Professional Development and Community Contribution: Graduates become professionals who contribute to the community as leaders and mentors, inspiring others.

Integrated Work Experience: The TFN government departments employ TFN members, and members are leaders in the community.

Employment: TFN members have the skills and opportunity to participate in diverse, high quality work opportunities that reflect their values, ensuring that every member can find a meaningful and fulfilling role contributing to personal growth and the community's prosperity.

4

Implementation

4.1 Implementation

The Charter will be used to guide the Tsawwassen First Nation strategic planning process, which occurs every five years and is implemented through all plans and programs that follow the strategic plan. TFN staff will review the Charter to identify actions needed to achieve the vision outlined in the Charter. This regular review is ongoing to the changing needs and aspirations of the community. A Charter review process will be conducted every ten years to ensure this high-level guidance document remains relevant in our changing world.

The TFN will use monitoring mechanisms to evaluate progress in key aspects of community well-being outlined in the Charter, including health, social determinants of health, education, livelihood, and socioeconomic conditions. The following high-level potential indicators will monitor the progress and success of the Charter's desired outcomes. By systematically collecting and analyzing data related to these domains, the TFN will gain valuable insights into the impact of its initiatives and interventions. This will enable evidence-based decision-making and the refinement of strategies as needed.

Theme	Potential Indicators
<p>Governance</p>	<ul style="list-style-type: none"> • Level of member engagement in governance processes: % of population that vote; # of community members at meetings; # of members participating in TFN committees; meeting attendance rate of elected TFN committee members; # of mentorship programs or workshops aimed at increasing political awareness and understanding among membership; number of members actively participating in community engagement and feedback sessions; track the career progression of members within governance roles over time. • Transparency in decision-making: # of public communications / reports on decisions made; # of invitations to decision making meetings extended to members. • Member satisfaction with governance practices: % of survey respondents that report satisfaction with governance systems on member survey.
<p>Health, Wellness and Safety</p>	<ul style="list-style-type: none"> • Accessibility and quality of healthcare services: # of traditional healing options on TFN lands; % of survey respondents that report satisfaction on member survey. • Provision and utilization of mental health services: # of professionals on TFN lands; % of populations that is accessing these services. • Community Member safety: # of community safety incidents; members' perceptions of safety as reported on a member survey • Local food availability: % of food available to members from community gardens and TFN Community Farm. • Physical health: % of members who participate in physical activity programs; members' perceptions of own health as reported on a member survey. • Safe housing: # of supportive housing options within the community; % of members who report having safe housing on a member survey. • Nutrition: # of Members accessing education on nutrition or services such as dietician
<p>Economic Prosperity and Food Security</p>	<ul style="list-style-type: none"> • Economic prosperity: % of community members employed; % population above the poverty level; median household income. • Economic growth: # of local businesses; # of members who work on TFN lands; % of members who are employed. • Financial literacy: % of people who access financial literacy programs; % of members who report having personal savings on member survey. • Food Security: % of TFN membership that access tradition foods, foods produced and/or harvested on TFN land; % of people that report local food abundant and affordable on member survey.

Theme	Potential Indicators
<p>Complete Communities, Assets and Infrastructure</p>	<ul style="list-style-type: none"> • Quality and maintenance of infrastructure: % of assets considered in good repair; % of assets (roads, buildings, etc.) with planned maintenance schedules and budgets in capital management plans. • Quality housing: % members living in of high quality, efficient, culturally appropriate housing. • Recreation and community connections: % of members who access cultural and/or recreational programs and/or facilities. • Resilience of infrastructure to climate change impacts: # of proactive policies / projects that prepare community for the changing climate; # of days that service is disrupted after a climate event. • Inclusivity in community planning and development processes: # of members who participate in planning processes.
<p>Education and Livelihood</p>	<ul style="list-style-type: none"> • Educational attainment: % of members with a high-school ; # of members with a post-secondary education. • Scholarships and educational support services: Dollars spend to support member scholarship; # of members who report feeling supported to pursue academics on member survey. • Lifelong learning programs: # of people participating in learning programs. • Integration of traditional knowledge in educational curricula: # of classes / programs that include traditional knowledge; # of knowledge keepers engage in the education system; # of culturally inclusive educational programs and institutions available to members. • Diverse high-quality job opportunities: % of survey respondents that report educational and / or vocational satisfaction on member survey. • Traditional educators: Number of Member Educators in traditional fields (e.g., smoked salmon, carving). • Traditional learning: Number of Members participating in traditional learning (e.g., carving, Coast Salish art, weaving, bark harvest).
<p>Ecosystem and Stewardship</p>	<ul style="list-style-type: none"> • Health of local ecosystems: # of different species present at annual counts; # of conservation and stewardship initiatives. • Stewardship: # of members who participate in environmental stewardship activities. # of regional decision table attended by TFN leadership; # of TFN priorities that are respected in regional decision-making processes; % of environmental management plans and decisions guides by traditional ecological knowledge. • Food self-sufficiency: # of members participating in traditional food knowledge programs, local food production.



scəwáθən məsteyəx^w

TSAWWASSEN FIRST NATION

5

Closing Statement

5.1 Closing Statement

At its core, the Charter emphasizes honouring our ancestors, preserving their culture and language, and ensuring a sustainable and prosperous future for future generations. The Charter is a living document that will evolve with the changing needs and aspirations of the community. It guides decision-making processes, informs policy development, and reaffirms TFN's role as land stewards. The Charter is a testament to their vision and authority, extending across all territorial lands.

It recognizes that Elders are the strength and wisdom of our Nation. They are a source of inspiration and guidance for many in our community. They also are the memory of our community. They preserve and pass on our language, our culture and our traditional heritage.

This x^wəliwənstəx^w k^wθə syəw'éhət ct Charter also includes a dedicated focus on youth engagement and empowerment, ensuring our youth's voices are heard and their needs are met across all themes. Additionally, the importance of intergenerational knowledge transfer is highlighted, ensuring that traditional knowledge and practices are passed down to future generations.

The x^wəliwənstəx^w k^wθə syəw'éhət ct, serving as the cornerstone of TFN's vision for the future, will ensure that the TFN community thrives within a rich tapestry of cultural heritage and natural beauty.