

# TLA'AMIN NATION

## HEALTH & WELLNESS PLAN | 2022





In summer 2021, we began to develop a new Tla'amin Health and Wellness Plan to guide the next seven years. This is the first plan since signing our treaty. The 2022-2029 Tla'amin Health & Wellness Plan is guided by our ta?ow and is consistent with the new Comprehensive Nation Plan.

We connected with our teachings and our people to understand where we are and where we want to go in relation to our health and wellness. We reviewed Tla'amin cultural knowledge documented in interviews, reports, and books. We read past plans and information about Tla'amin Health. We read the Comprehensive Nation Plan which creates clear direction for our work in health. We spoke to Tla'amin Elders, Tla'amin Health leaders and staff, and Tla'amin members working in the area of health and wellness. We connected with Tla'amin people – in total, 153 people completed surveys, and 207 provided input either by focus group or at community events.

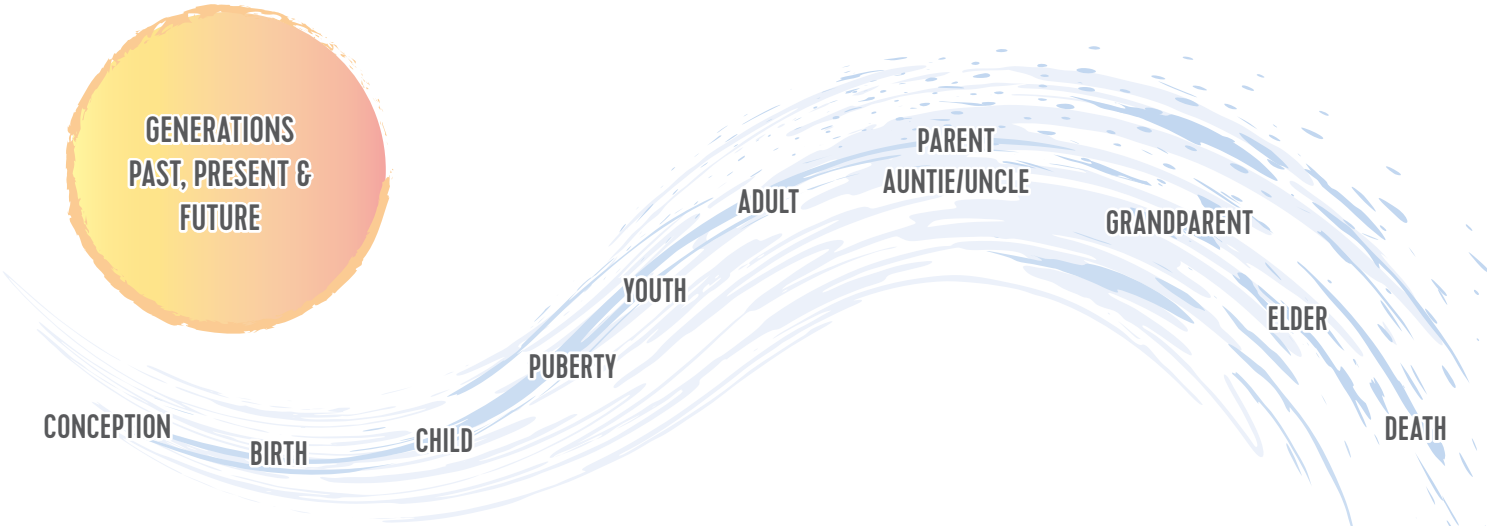
We created and reviewed drafts of the plan with staff, Elders, leadership, and Tla'amin members. This document is the result of that process.



## Eh Kwa'A'Nuns Kye'A'Mieux

When the people in our community are well again, all around us will also be well.

The wholistic wellness of Tla'amin people is a concept drawn from our taʔow and the wisdom of our ancestors. Our taʔow – including our language, teachings, spirituality and medicines – is who we are – and has provided the tools for our health and wellness since time immemorial. Our taʔow tells us that our health and wellness is inclusive of mental, physical, spiritual, emotional well-being, is connected to our relationships to territory (əms gųε) and relations (jεʔaʔε), and spans across all stages of life and through generations.



We have a right to health and wellness, as individuals, as families, and as a Nation. Colonial systems were put on us and our health was interrupted. As a self-governing Nation, we are decolonizing and reclaiming who we are and what health and wellness means to us, and privileging our own ways of knowing and being. Self-government will be the cornerstone to all of our plans; it will give the Nation and its people the tools to revitalize our health and well-being.

**84% of respondents to the Health Plan survey said that anxiety and depression are common among family and friends.**

**65% said that trauma prevents them or members of their family from being healthy as they could be.**

In signing our treaty, we have taken an important step in self-determination. The work in front of us as a Nation includes ensuring there is always a strong role for culture and language, that we build up a health and wellness system that reflects our needs and beliefs, that we centre the needs of all Tla'amin people in the work we do, and that we strengthen partnerships with our Sister and neighbouring Nations and with the health system.

We recognize that the best health and wellness model is the one we build ourselves. It is with courage, our taʔow, and Tla'amin excellence that we will restore health and wellness and thrive as Tla'amin peoples. This model must reflect that our teachings tell us to come together in unity and kindness with one another and with our territory. Reconnecting with language, children, Elders, and land. Experiencing joy and connection. Experiencing love, security, and good food. People need opportunities to experience these things in order to feel whole and well. This will help us know our strength as Tla'amin people. It will bring wellness into life on a daily basis.

This model also must include wholistic health programs and services that affirm our identity as Tla'amin people, and that support our physical, emotional, and mental health – all of which must reflect our spiritual teachings and taʔow. These programs must be inclusive of all Tla'amin people, free of racism and discrimination, and without transportation and financial barriers to access. They must be integrated within the other social and environmental programs that keep us healthy and well – including housing, culture and language, and sport and recreation



# HOW TA?OW GUIDES OUR WORK

This Plan shares the ten core principles of our ta?ow described in the Comprehensive Nation Plan. These ta?ow describe how we show up, how we treat each other, and how we advance our work – this will shape everything we do at Tla’amin Health.

yiq a?et Accountability	qweqwaystowt Communication	lasam qwayigən Discipline	θaθxwln Fairness	gənaχwuθ Honesty	pit qwayegəns Humility	tiyhəgən metəm Integrity	tiystəm Respect	?a?aθəm Sharing	χaxgiyanən Spirituality
Take what you can use and learn from every experience and criticism.	Always be careful of your words because they can be like weapons and can never be erased.	Be an asset to your family and your people in the best way you know how through hard work.	Don't choose favorites among your children or your people. Ensure that they are treated equally.	Be true to yourself and others.	Never praise yourself; if you are truly great, others will do that for you.	Be a living example of the change you want to see in others.	Your everyday life should reflect your traditional teachings.	Interdependence and cooperation are what give us the strength to achieve great things together. When we share, we are not wasteful.	Remember where you come from and that all things in Tla’amin territory have a soul and a purpose for being here. Strive for balance with your surroundings.
Expect more of yourself than you do of others.	Consultation must be meaningful, significant and inclusive.	Every day brings a new lesson and an opportunity to make things better.	Be transparent in your deeds, people need to witness how things work.	Don't participate in gossip because you do not know if it is true.	Judge yourself first, and learn from your mistakes.	Trust is earned; make sure you are worthy of it.	Teach your children to behave appropriately towards other people and in public so they will carry your values.		
Take responsibility for, and fix your mistakes to make yourself a better person.	Respect the teachings of others, even when you do not agree.	Be self-sufficient; do not rely on others to take care of you.	Holding on to grudges and anger only comes back to hurt you later.	Intellect should never overshadow wisdom and common sense.	Have compassion for the plight of others; you have not lived their experience.	You have only one reputation; it should honour your Ancestors.	Honour Tla’amin ancestors, our connection to the land and a sustainable future for our children by keeping them at the forefront of all processes.		
	Listen and learn first and speak last.	Make your mind and body strong so that you can overcome obstacles.			Do not make fun of other people or similar bad things might happen to someone you love.				

In the *Comprehensive Nation Plan*, the canoe is the symbol for čěčgatawł (community services), as the canoe carries everything and everyone and acknowledges our need to look after all and to not leave anyone behind.

A canoe journey is a powerful symbol of how we will call upon our ta?ow, including the ten principles above, in our work to implement this Health and Wellness Plan.



### Relationships

- Protocol
- Songs
- tiystəm (Respect)
- Introducing ourselves
- qweqwaystowł (Communication)
- Building relationships with communities
- Working together
- gənxwuθ (Honesty)



### Services

- θaθxwłn (Fairness)
- Caring
- Taking care of our bodies
- Language
- Being on land and water
- χəχgiyanən (Spirituality)
- Loving
- Traditional Medicine
- ?a?aθəm (Sharing)
- Take only what we need



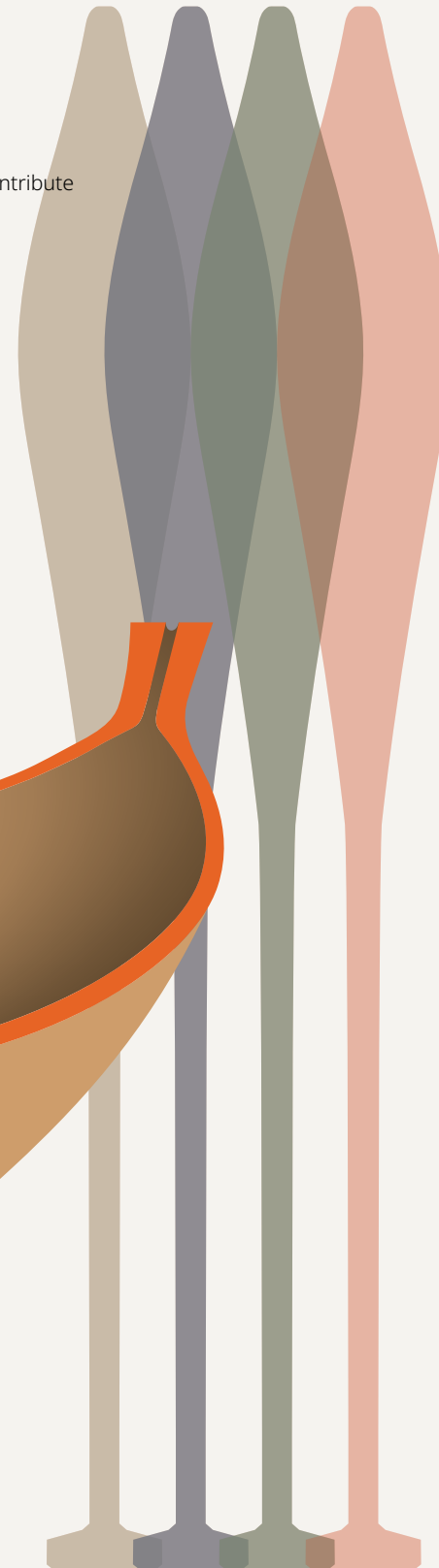
### Self-care

- Building each other up
- We cannot move forward if we don't all contribute
- λasəm qwayigən (Discipline)
- Training
- Celebrating success
- tiyhəgən metəm (Integrity)
- Resting
- Having Fun



### Improvement

- Listening
- pit qwayəgəns (Humility)
- Working through difficult conditions
- yiǰ ałet (Accountability)
- Paying attention
- Working with the elements





## WHAT WE ARE GOING TO DO

**Four paddles are needed in the water to reach our destination.  
We will focus on four goals to achieve our vision:**

**We will strengthen our most important relationships** with Tla'amin citizens, amongst Tla'amin Government staff, and with health system partners.

**We will deliver wholistic health and wellness programming** to support the physical, emotional, mental, spiritual, and social health of our people across the life cycle and in accordance with Tla'amin ways.

**We will care for ourselves**, investing in the capacity and wellness of our staff to support them to do the important work of caring for Tla'amin citizens.

**We will keep building the best for Tla'amin people** by continuing to learn, improve, measure our impacts, and pursue excellence in our models of care and administration.

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For each of these four goals, we describe what we will to do advance the work, how we will do it, and how we will know we are making progress. To advance this plan while also responding to emerging and shifting priorities, we will develop a clear operational plan to describe the specific actions and priorities of each Tla'amin health department. The operational plan will be adapted year to year to advance the overall objective of a trajectory of increased wellness of Tla'amin people.

### VISION

Tla'amin Nation is a healthy, thriving, and culturally strong community that respects our people, water, lands, and resources and embraces our ta'ow in all that we do.

### MISSION

Tla'amin Health's mission is to honour our ancestors and our ta'ow through responsible, open, and accountable health leadership, partnership and administration in support of the wholistic wellness of Tla'amin people – past, present and future.



# 1

## STRENGTHEN OUR MOST IMPORTANT RELATIONSHIPS

Relationships and connection is how we define ourselves as Tla’amin people and are the roots of our well-being – relationships and continuous reconnection with the land and territory, with our ancestors, with our Sister and neighbouring Nations, with one another. Over the next seven years, we will strengthen a “One Heart, One Mind, One Nation” approach through deepening our relationships. We will better align as one Nation government. We will strengthen internal and external partnerships that advance Tla’amin health and wellness. And we will be in continuous and trusting relationship with our most important partner – centering Tla’amin citizens, on and off-lands, at the heart of our work.

### WHAT WE WILL DO

1. Champion a whole-of-Tla’amin Government approach by implementing the CNP’s health-related goals, and breaking down silos between all Nation staff. 🇨🇦
2. Strengthen trusting, inclusive and welcoming relationships and communications between Tla’amin Health and Tla’amin people on and off-lands.
3. Develop external partnerships that help us advance this Plan and which support the health of Tla’amin people.
4. Address anti-Indigenous racism and support cultural safety in all services accessed by Tla’amin people.

**“This year was my first year at Brooks and it’s had its pros and cons.**

**I have been experiencing bullying. Racism has been my everyday life. I’m fine I can handle it, but ways I think we could fix that is better knowledge with teachers and students.**

**The things I experience are so wrong and stereotypical, and I want to show and prove them wrong.”**

Throughout this document items marked with 🇨🇦 are directly from the *Comprehensive Nation Plan*.

Unless otherwise noted, quotes throughout the Plan are from respondents to the Health Plan survey.

## HOW WE WILL DO IT

- Work as one team between Tla'amin Health and other Nation services, collaborating on programs including sport and recreation, housing, culture and language, Elders, and child and family services. 🇨🇦
- Collaborate with the Sister and neighbouring Nations on health and wellness policy, priorities, and programs wherever possible.
- Maintain a partnership agreement and process with Vancouver Coastal Health (VCH) in support of our shared goals of improved health outcomes and improved quality of care for Tla'amin people, including through shared service planning, collaborative projects, and increased services.
- Work with VCH to implement anti-racism and cultural safety strategies for health programs and services in qathet, including an appropriately structured and supported Tla'amin liaison position at the General Hospital, pathways for addressing concerns and complaints, and a Tla'amin-developed education program for regional staff about Tla'amin history and people.
- Develop and deliver Tla'amin-specific cultural safety training for partners in qathet region, and for Tla'amin Health staff.
- Develop working partnerships with organizations such as Community Living BC, Lift Community Services, the local Division of Family Practice, and others to advance Tla'amin priorities and quality of services for Tla'amin citizens.
- Review and maintain health policies and practices to guide quality of services and administration and build trust between Tla'amin Health and Tla'amin people.
- Hold ceremony and events that build connections between staff, clients, and partners and support a welcoming and hospitable environment and culture related to health services.
- Improve communications with Tla'amin people through multiple channels, including information and education about health issues such as harm reduction, all programs and services, employment opportunities, and upcoming events. 🇨🇦

**Our research shows that right now, only 27% of Elders feel that the care they receive outside Tla'amin is free from racism and discrimination.**



## HOW WE WILL KNOW IT'S WORKING

- Tla'amin residents report better access to services within qathet region.
- Tla'amin residents report improved experience with health services within qathet region.
- There are increased programs and services available for Tla'amin people as a result of partnership efforts in-community and out of community.
- Tla'amin people view Tla'amin Health to be a welcoming and inclusive environment.
- Tla'amin people say they know what is going on with Tla'amin health.
- Tla'amin people say they trust Tla'amin health.



## DELIVER TLA'AMIN WHOLISTIC HEALTH AND WELLNESS SERVICES

Grounded in our ta?ow and self-government, we will actively pursue opportunities to grow and advance primary and preventative care programs, services, and initiatives delivered in-community and on our lands. Our services will be holistic – designed to support healthy living for Tla'amin bodies, minds, spirits and feelings. They will meet our people where they are at by considering the needs of Tla'amin people at different stages of life, of different genders, and with different health service requirements.

# 2

### WHAT WE WILL DO

1. Expand promotion of and access to primary and preventative care as the centre of our health care system and approach.
2. Support joy, social and spiritual connection amongst Tla'amin people as part of holistic health and wellness.
3. Ensure our program and service design, and decision-making reflects and embodies a holistic and wrap-around approach that is grounded in ta?ow, and meets our people where they are at across all stages of life.
4. Nurture the holistic well-being of Tla'amin children through expanding culturally-grounded wellness, prevention, and child care services.
5. Implement comprehensive and integrated initiatives to address the full spectrum of needs in mental health, wellness, and substance use. 🇨🇦
6. Expand in-community services available for Elders and Tla'amin people needing assistance with daily living.
7. Centre and celebrate Tla'amin culture in everything we do in health and wellness services.

**“Our teachings have brought a lot of calm into my everyday thinking.”**

## HOW WE WILL DO IT

- Offer cultural healing practices, including pursuing the development of a dedicated space(s) for spiritual health and ceremony, supporting on-the-land experiences, and developing initiatives to promote social bonds and celebrate Tla'amin culture. 🚣
- Participate in and support collaborations across Tla'amin Departments on programming to support environmental and climate health, culture, language, food security and sovereignty, sport and recreation, and to respond to the toxic drug supply crisis affecting Tla'amin people. 🚣
- Expand primary health care services in community, including dental care, nurse practitioner services, and psychiatric services.
- Work to eliminate barriers to health care access, including improving transportation to necessary services.
- Develop and implement a Tla'amin mental health and wellness approach describing team-based, culturally relevant, and comprehensive model of mental health and wellness. 🚣
- Expand substance use programs and services with a focus on harm reduction, healthy transition spaces, and healing services.
- Create in-community places and services for assisted living and long-term care.
- Nurture a respectful, caring, and client-centred culture of care across all in-home health services.
- Create capacity to deliver Occupational Therapy and Physical Therapy services in community, including developmental assessments and rehabilitation services for children and youth.
- Continue to work with the Nation Administration, VCH, and other partners to promote COVID-19 vaccine uptake, implement public safety protocols across all Tla'amin health services, and ensure the public health and safety of Tla'amin people. 🚣
- Work across Tla'amin Departments to develop and implement seamless and comprehensive health, education, and recreation supports for Tla'amin kids, including a key role for Tla'amin health to expand childcare services and enhanced child and family services prevention programming.
- Develop programming that reflects and supports the specific needs of Tla'amin women, with a particular focus on prevention and screening.
- Pursue new capital and facility funding to align with and support continued expansion of in-community health services and the achievement of this Plan.



## HOW WE WILL KNOW IT'S WORKING

- Tla'amin culture, spirituality, and language is part of everything we do.
- Tla'amin residents report having access to a comprehensive range of wholistic health services.
- There are increased health and child-serving programs and services for Tla'amin people available in-community.
- Tla'amin residents have access to harm reduction and substance use services in-community.
- Tla'amin Health is delivering a comprehensive spectrum of health promotion, disease and injury prevention, and primary care services across the life course.
- There are highly utilized and good quality new facilities available for health-related programming.

## CARE FOR OURSELVES

We can only give to others if we ourselves are well enough to give. Our community – including our staff – are coping with trauma, grief, and loss, in addition to the challenges of racism, lateral violence, and care fatigue. Whether you are staff working in a care setting or a family member helping your loved one, we know it can be challenging given the significant needs, pressures, and demands that face our caregivers both professionally and personally. We are committed to supporting the wellness of our health staff to be the best they can be in delivering services to Tla’amin citizens and continuing to invest in Tla’amin excellence in healthcare delivery and leadership. We are also committed to helping our community members help their loved ones at home, in a safe way.

# 3

### WHAT WE WILL DO

1. Support the physical, mental, emotional, and spiritual wellness of Tla’amin health staff through a range of events, wellness initiatives, and learning opportunities.
2. Provide learning and development opportunities for Tla’amin health staff in Tla’amin culture, language, spirituality, and ancestral health and ceremonial practices. 🍵
3. Build up Tla’amin people to assume more roles and greater leadership responsibilities in health. 🍵
4. Support those in our families who help with caregiving.
5. Support caregivers to heal from intergenerational and present-day traumas related to colonialism and community losses.
6. Acknowledge and celebrate successes and Tla’amin excellence in health.

**I feel like I’m the person that my friends turn to for their mental health concerns. I sit and listen to what they need to say. But afterwards I feel like I need to vent and talk with someone from an outside perspective.”**



### HOW WE WILL DO IT

- Provide traditional/ancestral, cultural and language learning opportunities for health staff.
- Develop professional and personal development approaches to advance recruitment and development of Tla'amin people for positions in Tla'amin health, including succession planning, mentorships, and training and development. 🚣
- Develop a staff wellness plan that includes supports such as access to cultural care and practices and mental health counselling.
- Ensure a safety plan is in place to support Tla'amin health workers physically, mentally, emotionally and spiritually.
- Implement respite services for caregivers and health staff.
- Carry out ceremonial and ta?ow-based practices and events to celebrate Tla'amin excellence, acknowledge grief and loss, and advance healing.
- Implement a consistent, transparent, and fair approach to human resource management, including performance partnerships and performance management.

### HOW WE WILL KNOW IT'S WORKING

- Staff report Tla'amin Health to be a good place to work.
- Tla'amin Health staff report having access to a comprehensive range of supports and services.
- Tla'amin caregivers have timely access to trusted respite services.
- There are Tla'amin people working in all types of roles at Tla'amin Health.

**“Moving home was huge impact. My parents and my late husband are buried here. It’s important my children see and know where I grew up and how far we have come as a nation. I’m proud of us as a nation and a community.**

**My belly button’s buried here as well as my grandchildren’s so this is where home will always be to us.”**

# 4

## BUILD THE BEST FOR TLA'AMIN PEOPLE

Our people deserve the best quality healthcare and health administration, in accordance with our own definitions of what makes us healthy and well. Using our ta?ow to guide us, we will collect and bank our knowledge and data, measure how well we are doing, and use this information to continue to learn and improve. We will apply trusted methods to help us improve our services and the way we work. We will celebrate our successes and be honest and accountable with Tla'amin people about our challenges.

### WHAT WE WILL DO

1. Advance a culture and associated practices of quality improvement and excellence across all Tla'amin health and wellness work.
2. Enhance the collection, availability, use, and reporting of multiple forms of health and wellness data and information.
3. Implement evaluation, reporting and monitoring practices that are strengths based, focused on our vision, and hold ourselves and other governments accountable for their contributions to Tla'amin health and wellness.
4. Maintain clear and consistent processes for alignment and results delivery, including planning, performance measurement, and human resource management.

**"Intergenerational trauma is plaguing my family. I am trying to break it for my children but it is hard to process it all."**

## HOW WE WILL DO IT

- Use administrative data, and collect data, that can be used to inform improvement and monitoring of progress.
- Develop and monitor performance indicators that are meaningful to Tla'amin people, health staff, and elected leadership.
- Establish multiple ways for clients and community to provide feedback on Tla'amin health programs, services, and administration.
- Implement a transparent and fair complaints process.
- Develop and implement structured processes for staff debriefing and quality improvement.
- Engage staff in developing an operational plan each year to articulate clear responsibilities for all Tla'amin Health staff and show how we are advancing the commitments in this Plan.
- Maintain consistent internal communications to support all Tla'amin staff to understand this Plan, understand what is happening at Tla'amin Health, and understand their roles and responsibilities.
- Maintain accredited policies, procedures, and practices to assure the highest ethical standards, confidentiality, and inclusivity for Tla'amin people of all genders, orientations, and circumstances.
- Proactively pursue funding opportunities aligned with this Health & Wellness Plan.
- Align funding and contribution agreements with this Health & Wellness Plan and Tla'amin's status as a self-governing Nation.
- Hold staff planning sessions to ensure ownership of this Plan and shared development of an annual operational plan.
- Through a team-based approach, achieve and celebrate our accreditation requirements.
- Develop an evaluation framework for this plan, and for Tla'amin health programs and services, that reflects our definition of health and wellness and which includes lived experience, storytelling, quantitative data, and multi-media formats for sharing results.

## HOW WE WILL KNOW IT'S WORKING

- Tla'amin is able to share data and evidence about the quality of services and progress against this plan.
- Tla'amin Health staff report that their workplace actively promotes learning and growth.
- Tla'amin Health staff report knowing what is going on at Tla'amin Health, and what the plan is moving forward.
- Tla'amin Health has increased funding they can dedicate to the implementation of this plan.
- Tla'amin Health is proud of its accreditation achievements.

**“In our traditional way of teaching and learning, children would watch adults do things (cutting fish, harvesting clams, weaving, etc).**

**The adults would also watch the children, and see where their gifts lie. Then they would feed those gifts to create the next generation of knowledge-keepers.”**





This basket was made by the late master basket weaver, sɛlakəs Agnes McGee. Right now, we are at the moχ<sup>w</sup>aju (the belly button) or beginning of life. This 7-year plan is the long straight root, the foundation around which we will wrap each ring of the basket - an annual operational/work plan. Each stitch is an action. To build the base of a basket is called hinəč, building something from the bottom up. Only by carrying out the work in this way, with the words of our community will we have a strong base for future generations of Tla'amin people.



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