



LEARNING & NETWORKING FORUM
HOSTED BY



JUNE 18, 2020
9:15 am to 3:30 pm

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To view recordings of some sessions or access presentation material visit:
<https://fnps.ca/managing-new-realities-virtual-forum>



The First Nations Public Service Secretariat (FNPSS) forum was a full-day virtual event hosted on June 18th, 2020 and was composed of an opening panel, then three learning sessions, followed by discussion and Q&A. The session allowed for attendees to engage closely with subject experts, and experienced First Nations administrators, including members of the FNPSS Band Administrators Advisory Committee (BAAC), as well as participants in the FNPSS Mentorship Network. The forum focused on the sharing of best practices and policies amongst BC First Nations during the COVID-19 pandemic. Additionally, the forum provided a platform for First Nation administrators to share their priorities and needs during the COVID-19 pandemic, which will provide feedback and direction for FNPSS and our partners activities, and support Administrators' relationships with community and Nation leadership.

Attendees: **93 participants attended the event from over 34 communities** and organizations. The forum was also attended by over 32 federal volunteers from various departments and agencies, coordinated by the BC Federal Council secretariat, who tuned in from across Canada and provided support to the FNPSS team and to event attendees.

BAAC & MENTORSHIP PANEL



The first session of the Forum was the Band Administrators Advisory Committee (BAAC) and Mentorship Panel. The speakers shared their experience managing the COVID-19 pandemic in their communities and their plans moving forward. Discussion topics included the importance of updating emergency and pandemic plans, as well as communicating with members. Additionally, the speakers also focused on the importance of food security and shared the measures they implemented in their communities, including food deliveries, through the Head Start program, and a communal fishing derby. The panel also addressed the risks posed by the pandemic and emphasized the importance of identifying and communicating the risks to the community.

Speakers:

Collette Sunday (Upper Nicola Band)
Babs Stevens (Skidegate Band Council)
Craig Smith (Xats'ull First Nation)

Collette, Barbara ("Babs"), and Craig are members of the FNPSS Band Administrators Advisory Committee (BAAC) and Collette and Craig are both involved in the FNPSS Mentorship Network.

LEADERSHIP IN A TIME OF CHANGE



This session encouraged participants to reflect on principles of good leadership and explore their own leadership approach in times of turbulence. The session emphasized the importance of good governance and good leadership during these uncertain times of change. Laara Yaghujaanas, from Carden Consulting, emphasized that leadership is for anyone who wants to serve the interest of others. The session also focused on the principles of good leadership, and the characteristics of leaders. Discussion topics included the importance of strong leadership from elected leaders, staff, and community members during times of crisis like COVID-19 pandemic. Laara also emphasized that the best leaders are those who govern their emotions and stay calm; make sure they take care of themselves; maintain compassion and their core values; and take responsibility for their actions.

Speakers:

Laara Yaghujaanas (Carden Consulting)



REOPENING OFFICES & RETURNING TO WORK

This session focused on the obligations of managers as Band Offices work on reopening safely. The session provided an overview of the applicable regulations from Federal Labour Program officials and best practices from a First Nation HR practitioner. The speakers emphasized the importance of assessing COVID-19 related risks in the workplace, as well as implementing preventative measures and procedures. The speakers reviewed Canada Occupational Health and Safety Regulations, as well as Worksafe BC requirements. The session also covered recent changes to the Canada Labour Code. Robin Henry presented on the experiences and policies implemented at 'Namgis First Nation. The session also emphasized the importance of including a mental health safety plan while planning for the return to work.

Speakers:

Robin Henry ('Namgis First Nation)

Siobhan Hutchinson (Labour Standards Inspector, Government of Canada)

Melissa Morden (Safety Officer, ESDC)

HEALTH & WELLNESS



The Health and Wellness session emphasized the importance of staying both physically and mentally well. This session brought together three speakers experienced in supporting mental health in our communities. The session aimed to help managers and leaders to make mental wellness part of the normal culture for their teams. The speakers also shared numerous tools to support health and wellness while at work. Sandra Harris emphasized the importance of breathing, reflection, and balance. Other discussion topics included connecting with colleagues, how to seek help and provide support, as well as identifying and addressing sources of stress in the workplace. The session also detailed the strength and resilience that First Nation communities continue to demonstrate in the face of uncertain and stressful times like the COVID-19 pandemic.

Speakers:

Jacki McPherson (Health Director, Osoyoos Indian Band)

Sandra Harris (Social Development Advisor, Gitksan Government Commission)

Katie Hughes (Executive Director, Mental Health and Wellness, First Nations Health Authority)



"It was a very positive workshop. Really good speakers."

"Would love to volunteer or participate in other events you put on, learned a lot and it was very well organized."

"It was a great learning opportunity to hear about other's tools and challenges."

"Thank you for the opportunity to speak and listen to the speaker"

"You guys did an awesome job! Very impressive - in content, in numbers participating, in technology. The whole thing. Well done!"