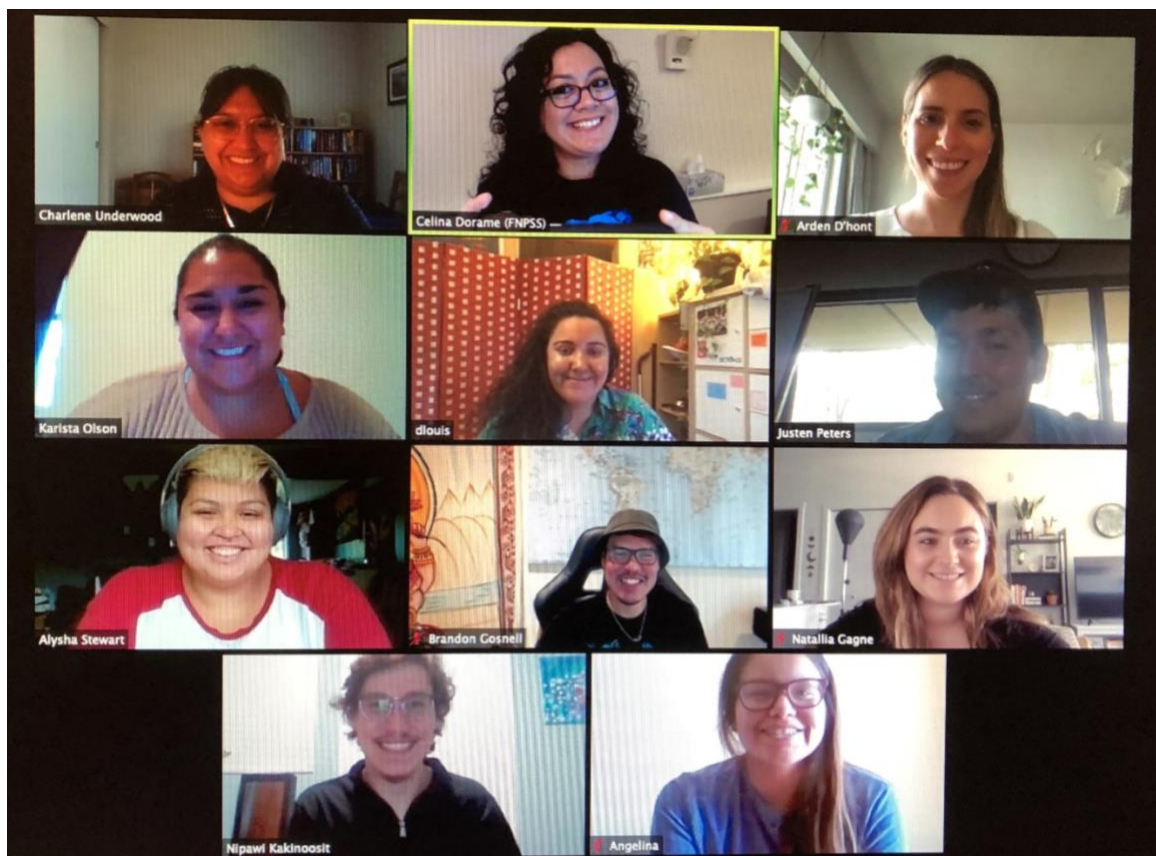




First Nations Public Service Secretariat

Youth Engagement Roundtable Strategic Planning Session

Summary



Date: August 6, 2020



Participants and Acknowledgements

Thank you to the following participants, facilitators and guest speakers. We would like to acknowledge the New Relationship Trust Foundation for sponsoring the Roundtable.

Youth Leads / Youth Participants

- Justen Peters, Youth Co-Lead, Okanagan Indian Band; BC AFN Youth Rep
- Desiree Louis, Youth Co-Lead, Stellat'en First Nation
- Nipawi Kakinoosit (Steven Gladue), Sucker Creek First Nation; Idle No More BC
- Brandon Gosnell, Old Massett Village Council
- Katelynne Herchak, Kivalliq & Nunavik Regions; VIDEA / Reconciliation Canada
- Morris Prosser, Tsal'alh (Seton Lake Indian Band); Tsal'alh Development Corporation
- Angelina Rice-Louis, Cowichan Tribes; Victoria Native Friendship Center
- Alysha Stewart, Kispiox; Gitxsan Child and Family Services
- Jamie-Lee Wesley, Gitsegukla; Gitxsan Child and Family Services

Organizers / Volunteers

- Celina Dorame, First Nation Public Service Secretariat
- Karista Olson, Indigenous Youth Internship Program, BC Public Service Agency
- Charlene Underwood, GoC, Volunteer Note Taker

Guest Speakers

- Robert Phillips, Executive Task Group member, First Nations Summit Society
- Collette Sunday, Band Administrator, Upper Nicola Band and Band Administrators Advisory Committee member
- Natallia Gagne, Co-Chair of the Western Indigenous Student Engagement Network
- Arden D'hont, Co-Chair of the Western Indigenous Student Engagement Network

Sponsor

- New Relationship Trust Foundation



Table of Contents

| | |
|---|----|
| Executive Summary | 4 |
| Introduction | 6 |
| Roundtable Discussion Summary | 8 |
| Conclusion and Next Steps | 19 |
| Appendix A: Agenda..... | 20 |
| Appendix B: Invitation to Attend and Preparation..... | 22 |
| Appendix C: List of Organizations | 24 |



Executive Summary

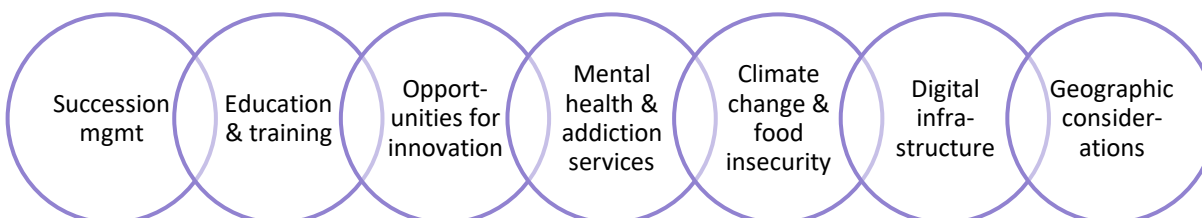
Event: A virtual roundtable event organized by youth leaders and attended by youth leaders – 9 youth leaders from across the province met to discuss their path forward in community leadership

Date and time: August 6, 2020 from 9:00 am to 2:00 pm

The **Youth Engagement Roundtable Strategic Planning Session** (the “Roundtable”) was intended as the first step to identify both the barriers that exist to active participation of Indigenous youth in governance and leadership, and the tools and resources that might be needed to address those barriers. The aim of the Roundtable was to formulate next steps for increasing youth presence and participation in First Nation Public Service Secretariat (FNPSS) activities and overall capacity within the First Nations public service.

The participants identified several areas that represent significant systemic barriers for Indigenous youth across numerous social sectors including, but certainly not limited to, mental health and addictions supports, equitable access to funding and training opportunities, and the common need to relocate for education or professional development. Community reception for those youth returning from time away, and the difficulties inherent to working in one’s home community and the Band office, were highlighted.

Discussions on identifying priority areas illustrated the complexities of the issues that must be addressed to both remove barriers and support youth in their pursuit of leadership opportunities. At the root of these discussions, and indeed at the heart of the Roundtable discussions in general, was the need to support **youth empowerment**. Participants specifically identified the following priority areas:



Regarding the specific consideration of integrating youth into FNPSS programming in meaningful ways, the participants were supportive of tailoring existing programs and creating new programs to better engage and include youth, which could be facilitated through the development of a youth advisory body that reflects the diversity of Indigenous groups in British Columbia as well as a mentorship network to support young professionals in the public service.



The participants identified numerous organizations with whom potential partnerships might be built to contribute to closing the gaps that create difficulties in increasing capacity at the community level.

The need for self-organization for youth at the provincial level was clearly articulated, and next steps were identified for both the interim and ideas formulated for long-term planning, which included building a cross-platform social media entity to build networks and developing an app dedicated to supporting Indigenous youth in self-organization, event planning, network building, and any other communications work that might be needed. In order to advance these initiatives, participants noted that a dedicated space might need to be maintained by current leadership with a commitment to a 'by youth, for youth' model that acknowledged the value of their time, energy and lived experiences.

Continued participation and support of FNPSS youth-focused initiatives was widely expressed by the participants, and they said they looked forward to an ongoing partnership with FNPSS for the empowerment of Indigenous youth.

One key message communicated throughout the Roundtable was how essential it was that youth were included in issues that affected them, and that inclusion be more than symbolic.

FNPSS sees this Roundtable as the first step in a greater effort to build and hold those spaces for youth to allow for self-determination in action and opportunities for long-term planning.



Introduction

Context

Indigenous youth in many communities across British Columbia (BC) have articulated that they have been disproportionately under-engaged in matters of governance, community development and active representation within their respective civic and social structures.

As Indigenous youth represent one of the fastest growing populations in the country, there exists a vast potential for their influence across numerous sectors that have direct impact on the lived realities of Indigenous Peoples and communities. While that impact is felt currently through the work of grassroots youth leadership and self-organization (for example, the Western Indigenous Student Engagement Network (WISEN)), more work needs to be done to create and hold space within formal institutions, and more mechanisms for youth are required to actualize their ideas and participate in the sociopolitical functions that guide our lives as citizens of First Nations communities.

Roundtable Details

A virtual roundtable event (the “Roundtable”) for 10 youth leaders from across the province met to discuss their path forward in community leadership. Also in attendance and giving short presentations were Robert Phillips, representing the First Nations Summit Society; Collette Sunday, representing the Band Administrators Advisory Committee (BAAC); and Natallia Gagne and Arden D’hont, Co-Chairs of WISEN.

The Roundtable was prepared, led and driven by youth leaders, with the support of the First Nation Public Service Secretariat (FNPSS) team. The leaders included Karista Olson, Indigenous Youth Internship Program (IYIP), BC Public Service Agency; Justen Peters, Youth Co-Lead, Okanagan Indian Band; and Desiree Louis, Youth Co-Lead, Stelat’en First Nation.

It was held via Zoom on August 6, 2020, from 9:00 am to 2:00 pm. [The Agenda is attached at Appendix A.](#)

Roundtable Objectives

The Roundtable was centred around a discussion about a framework to further develop an engagement strategy to ensure Indigenous youth would be represented and included in FNPSS’ future activities in a meaningful way (the FNPSS Youth Engagement Strategy). Youth voices from across the province were brought together to: provide input on existing activities and programming, their involvement with FNPSS and governance in their own communities; identify what barriers existed to active participation in



governance and leadership; and identify what tools and resources might be needed to address those barriers. The expected outcomes were listed as follows:

1. Identify priority areas on personal and community levels
2. Identify priority areas within FNPSS offerings and what inclusion looks like
3. Identify additional areas of engagement and collaboration with FNPSS and other partner groups or youth-focused organizations
4. Identify best method of communication (for example, social media, virtual meetings and other networking platforms)
5. Identify a representation structure (for example, youth representatives per region, youth-led online networks and formal committees or councils)

Event Development and Outreach

Over the course of several weeks in June and July 2020, FNPSS staff and the IYIP Intern conducted outreach to youth leaders from across the province to invite them to participate in the Roundtable. The goal was to identify two youth, ideally from different communities, as per BC Assembly of First Nations (BCAFN) designated regions,¹ to provide a wide variety of perspectives and representation. Of the nine regional youth who participated, all but two regions had representation, the Northeast and the Kootenay.

Before attending the Roundtable, the youth participants were asked to reflect on key questions around the areas of: First Nations governance; organizational mechanisms to creating and maintaining a youth forum; barriers to youth participating in administration and leadership; actions required to assist youth entering the public service; communication channels to reach youth; and access to opportunities. [The Invitation to Attend and Preparation Questions are attached at Appendix B.](#)

¹ BCAFN regions are listed at www.bcafn.ca/first-nations-bc



Roundtable Discussion Summary

Youth Engagement from a Leadership Perspective

Robert Phillips, representative of the First Nations Summit Society, pointed out that youth “are the fastest growing demographic in Canada” and youth “have a strong voice.” He noted that building the capacity of youth and getting them involved in governance and in government were important, as was having relationships with all governments, industries and organizations. He stressed the need to engage with ministers, to vote, to participate in direct action (for example, protesting and finding solutions), and to find / follow our own laws.

When you are pointing and looking at others, there are three fingers pointing back. Building governance in our communities, in our Nations, in our businesses and in ourselves – it starts with yourself, your family and friends, your communities, and your Nation.

Collette Sunday from the Upper Nicola Band and representative of BAAC discussed the progression of a Band Administrator, typically taking on many different roles over time, perhaps by starting work as a summer student and then transitioning to a full-time job in various departments. As a BAAC member, she said she wanted to assist First Nations with developing public administration capacity, beginning by realizing the practices that were in place already and bringing innovative solutions forward. She noted how networking, and youth gatherings, were important. She gave an example of working with the youth in her community to support community communications (using videos and apps to communicate rather than relying on written materials). She stressed that youth, and working with youth, were valuable.

Maybe it might appear your voice is not heard – it is heard, it is just hard to create change in a fast way. About 30 years ago, I was a summer student and wanted to initiate change in my community ... 30 years later, I can see the changes. It is one step at a time. It takes time as you progress through your career, as you experience different things and work with other nations and governments, and then bring that knowledge and experience back home.

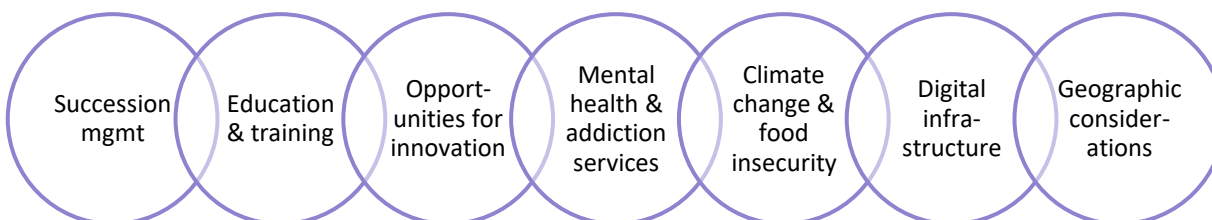


Engagement Strategy Session 1

Identifying priority areas on personal and community levels

Discussions (verbally and on the virtual whiteboard, illustrated in Figure 1) on identifying priority areas were both productive and illustrative of the complexities of the issues that must be addressed to both remove barriers and support youth in their pursuit of leadership opportunities. At the root of these discussions were the need to support **youth empowerment** by addressing barriers and creating opportunities. (Note that the discussion did not focus on funding, an obvious barrier, so that the discussion could focus on other areas.)

Participants specifically identified the following priority areas:



- Succession management
 - Streamline youth into leadership within Indigenous organizations through mentorship and talent development. This could mean the creation of a mentorship network similar to that of the Band Administrators Mentorship Network, or other platforms upon which youth who are not able to otherwise secure direct support in their communities are still able to develop the skills necessary to decide how they wish to cultivate their careers. A key component of this work could be attracting and holding space for recent graduates and others who have left the community in search of training and experience.
 - Barriers to mentorship can often be attributed to the limited capacity within the community, not due to a lack of knowledge or expertise but rather owing to individuals being spread too thin in their roles, wearing multiple hats or otherwise struggling to commit the time and energy needed to create and maintain those relationships.
 - True succession planning is contingent on a long-term, comprehensive dialogue that includes equally committed parties developing a variety of capacities concurrently. This dialogue can be hindered by any number of issues, some of the most common including high rates of staff turnover, tumultuous sociopolitical arenas (including the fluctuations in Band Council involvements) and unclear or difficult-to-meet requirements and qualifications.



- Education and training
 - There exists a vast need for opportunities for youth to engage in developing capacity in matters of governance, both in and outside of post-secondary. Training in matters of human resources and policy were specifically identified as being of fundamental importance. It is not just a matter of the availability of information, but the development of a training program specifically designed for youth to foster interest, hold attention and facilitate the hiring and retention of trained youth into positions often denied them because there exists a bias that young people, especially those who do not have formal accreditations, are incapable of doing the work effectively.
 - Support non-Western style, or traditionally based education and training, by communicating content in different ways. Keeping oral teachings as a core component of training through mentorship, holding space for training that does not require relocation, and supplementing core content with culturally and contextually appropriate supports and metrics can create opportunities for youth to step confidently into the dual worlds in which they may inevitably be forced to walk.

- Opportunities for innovation
 - Economic development at the community level is integral to begin to ease the pressure of poverty and sociocultural barriers to equitable participation in matters of leadership. This is a difficult issue to address; however, pieces that are actionable can include: ensuring that youth are compensated for their contributions and recognizing that lived experiences have inherent value; creating a province-wide or regional collective focused on providing internship and/or work experience programs for youth to train directly with administration staff or other knowledge keepers (e.g. retired administrators, entrepreneurs and artists); and supporting opportunities for valuable life experiences just as much as the development of practical skills.
 - Create opportunities for nation-to-nation education between the First Nations, Inuit and Métis communities of BC that both acknowledge and work to redress the barriers, disconnections and disproportionate fracturing of holistic relationships as a direct result of colonial intervention and ongoing bureaucratic function that contribute to the limitation of Indigenous youth through eroded functions, including representation, availability of funding and equity of access to opportunities.



- Mental health and addiction services
 - Mental health and addiction services are of monumental importance when considering youth support and development. These services, often very difficult to access, need to be better integrated multilaterally into planning and capacity building work in order to reinforce and develop the First Nations public service. The incredible potential represented in Indigenous youth is too often waylaid or disrupted by elements associated with insufficient or insecure support systems.
- Climate change and food insecurity
 - Climate change and food insecurity are monumental issues at the forefront of Indigenous youth's priorities and ability to pursue self-determination through action and participation.
- Digital infrastructure
 - Digital infrastructure is rapidly becoming understood not only as a *"catalyst for the enjoyment of human rights, most notably, the right to freedom of expression"*² but as a gap that impacts BC Indigenous communities disproportionately in a world impacted by COVID-19. In order to ensure representation and participation, consideration must be given to how a lack of digital infrastructure (which would extend to include digital literacy) may restrict youth and their communities.
- Geographic considerations
 - The geographic considerations are numerous: movement of youth from remote and urban communities; complex complications with Treaty 8 communities located in BC; lack of representation of Inuit communities and members in BC; and the realization that a significant percentage of Indigenous youth living in urban BC communities originate from outside of BC (so are not represented by BC's Indigenous organizations).

² United Nations General Assembly. (2011). *Report on the Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression, Frank La Rue*. Retrieved from: https://www2.ohchr.org/english/bodies/hrcouncil/docs/17session/A.HRC.17.27_en.pdf



Identifying opportunities for engagement and inclusion within FNPSS' existing programming

FNPSS offers the following opportunities for engagement and inclusion, and these programs could be tailored to reflect the needs of youth participants and incorporate youth into their planning and implementation (which was suggested is core to successful youth programming):

- First Nations Mentorship Network: Youth can join the Mentorship group on Facebook and can create a youth space in the group; FNPSS can have a youth contact in each community to facilitate communication and partnerships, and aid in bringing youth, managers and administrators together through a mentorship program
- Annual Conferences: Youth can volunteer at the conference; youth can be invited to participate in plenaries and sessions as speakers, and attend as participants; youth can be on the planning committee; youth can organize a breakout session / youth leadership workshop
- Partner Initiatives: FNPSS can work with partners to focus on youth initiatives, through programs, protocol agreements, etc.
- First Nation to First Nation Webinars: These webinars can be offered on a youth level (for example, 'How to deal with school challenges' and 'How is COVID impacting youth')
- Leadership Training: Youth can be involved in leadership training by sitting on the training's planning committee; youth can provide ideas on how the training is presented so that youth would want to participate
- Townhalls: Youth can be invited to have a voice at the FNPSS / Government Townhall where FNPSS talks to government representatives about initiatives

Most participants expressed interest in hearing about future engagement opportunities with FNPSS; however, familiarity with the work and scope of FNPSS was limited, which would suggest the need for an examination of visibility with a younger population. With the establishment of a youth council or committee, which was an idea to which participants were certainly open, a reassessment of curricula with a specific youth lens may result in programming being more accessible.

Other suggestions made for identifying opportunities for engagement and inclusion within FNPSS' existing programming included:

- Developing a youth-focused mentorship network
 - Networking with youth councils, existing leadership and young Band workers to form youth-to-youth and management/administration-to-youth relationships that can help youth plan for and steer their personal and professional development



- Storytelling and personal connections
 - Give government representatives, executive staff and leadership access to grassroots youth stories – a curation of youth-led TEDx style presentations (or reverse townhalls) that illustrate the depth and complexities of the Indigenous experience for youth trying to break into leadership, better themselves, create opportunities for themselves or otherwise just get by in a world not built for them
 - Make room for youth spaces curated by the people they are for and being mindful of not over burdening and running youth leaders into the ground
 - Hold learning events where leaders are accompanied by youth from their communities
- Partnerships with the Province and other levels of governance on and off reserve
 - IYIP is an example of a program that is well known and creates direct opportunities for Indigenous youth; perhaps a similar, smaller scale program could be developed with a specific focus on youth interning at the community level
- Expand the Institute of Public Administration / FNPSS Memorandum of Understanding

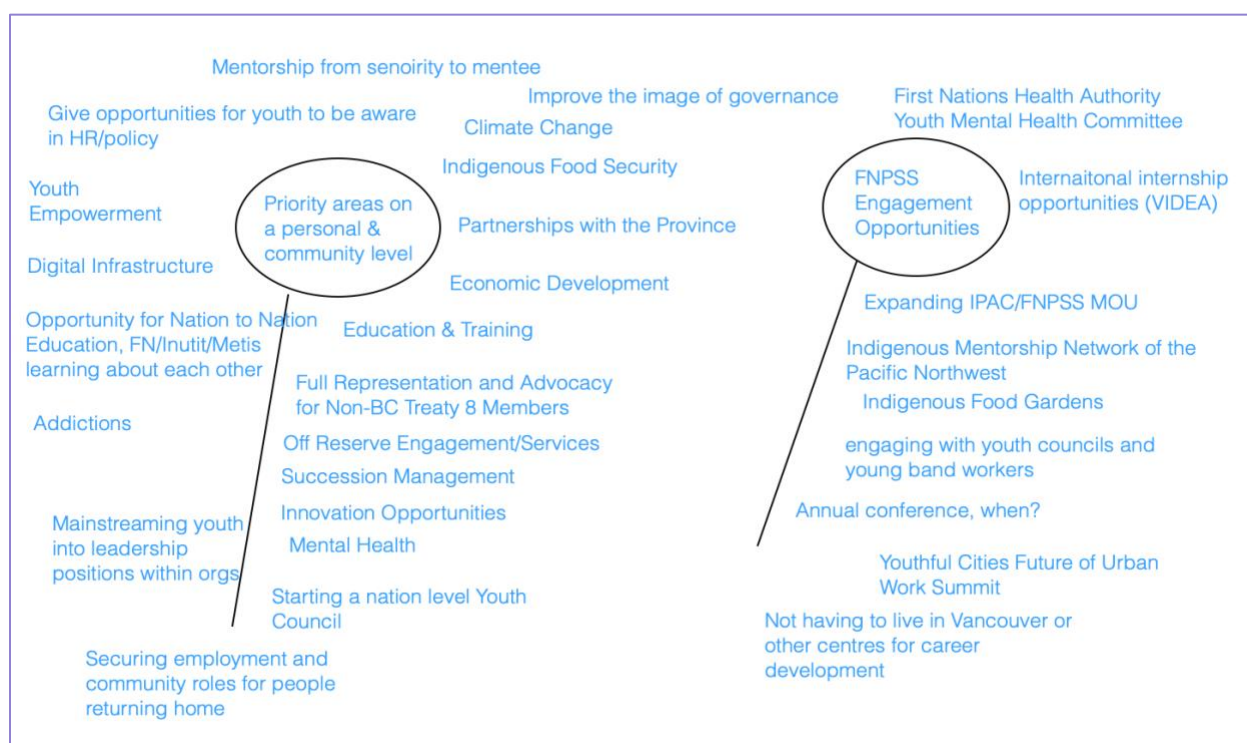


Figure 1: Whiteboard snapshot from Session 1



Engagement Strategy Session 2

Identifying additional areas of engagement and collaboration with FNPSS partner groups and other youth-focused organizations

Extensive discussion took place regarding organizations and events that directly or indirectly address issues of importance for youth, Indigenous and non-Indigenous alike, that could potentially result in productive collaborations with FNPSS and its partners. The list of organizations includes the following (listed in Figure 2 and expanded on in [Appendix C: List of Organizations](#)).

| | |
|---|---|
| BC Association of Aboriginal Friendship Centres | Indigenous Youth Leadership Symposium |
| BC Centre of Excellence for Youth Indigenous Leaders | Indspire |
| Canada World Youth | Katimavik |
| Canadian Roots Exchange | Northern Youth Abroad |
| Cando | United Nations Association in Canada |
| First Nations Health Authority Youth Advisory Committee | Videa |
| First Nations Technology Council | WE MATTER National Youth Council |
| Indigenous Mentorship Network of the Pacific Northwest | Youthful Cities Future of Urban Work Summit |

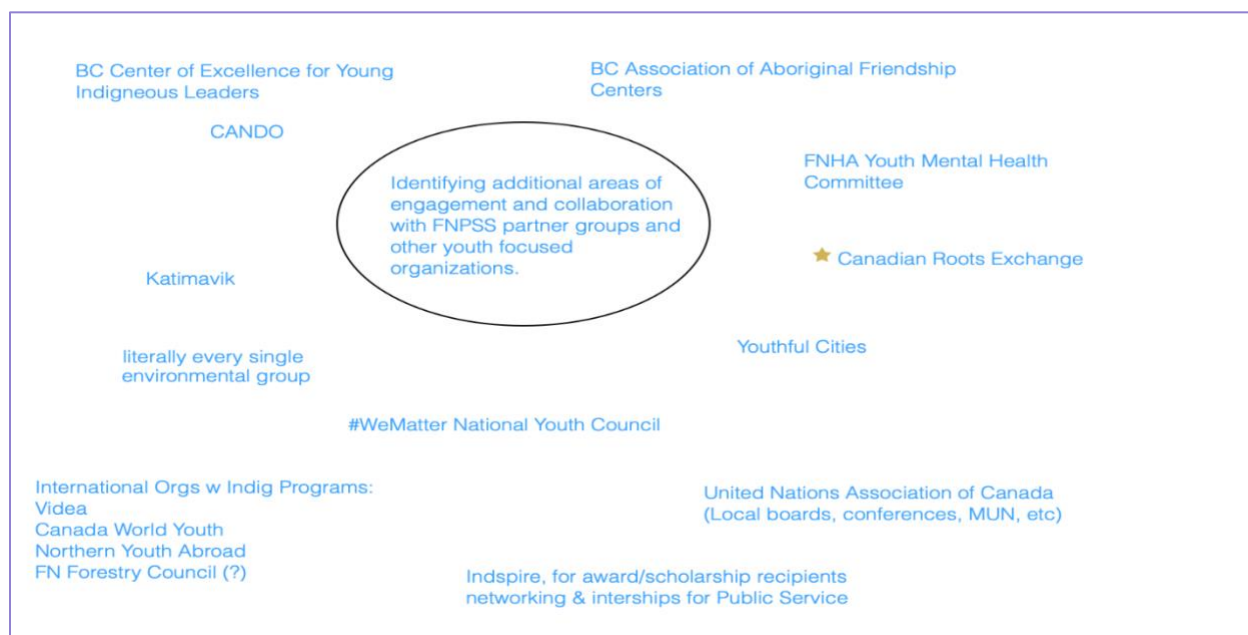


Figure 2: Whiteboard snapshot from Session 2



Engagement Strategy Session 3

Identifying preferred method of communication (social media, virtual meetings, other networking platforms, etc.)

Participants held extensive discussion (verbally and on the virtual whiteboard, illustrated in Figure 3) regarding the various merits and downfalls of specific social media platforms (Facebook, Twitter, Instagram and Tik Tok) and the roles that they could potentially play in growing an Indigenous youth network, the need for a dedicated host or social media team to maintain presence and function of extant apps and platforms, and the required understanding of analytic functions that control information streams and how they could be utilized effectively.

For the short-term planning function, Facebook may be ideal to build a following and to use as a base for this forum (as it is easy to create a group, all the participants of this meeting have accounts and it is so widely used) and then a decision could be made to branch out to other sites as programming coalesces.

Long-term planning may include the development of an app specific to Indigenous youth leadership to hold virtual space for networking, planning, mentoring and resource sharing.

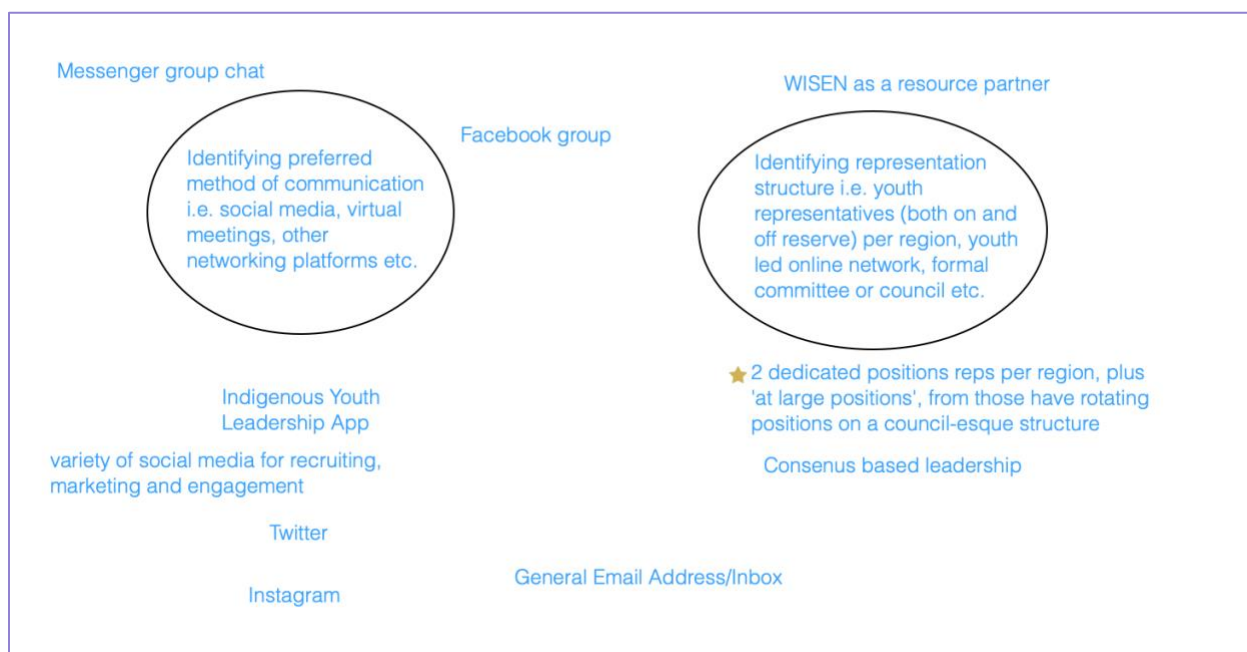


Figure 3: Whiteboard snapshot from Session 3



Identifying representation structure (youth representatives (both on and off reserve) per region, youth-led online networks, a formal committee or council, etc.)

Natallia Gagne and Arden D’hont, WISEN representatives, provided a brief overview of WISEN and its origins. It is a grassroots network started by Indigenous youth working in the federal government who were experiencing barriers, such as isolation and adjustments to living in urban settings. It formalized as a Committee of Interest in order to take advantage of BC Federal Council funding (for example, to provide training), and also has an active ‘informal component’ that provides a communications network to members (through a Facebook group and a GCCollab group). A few best practices were presented, such as having a ‘point of contact’ for the network and providing regional as well as on-reserve / off-reserve representation.

Natallia and Arden offered to assist the forum through the provision of resources and best practices and to act as an access point / a connector / a navigator to Indigenous Services Canada.

The Western Indigenous Student Engagement Network (WISEN) is an initiative for Indigenous students built by Indigenous students. It is a safe space for Indigenous students to collaborate and connect across various departments and disciplines. The network promotes inclusivity and provides a supportive community, welcoming meaningful conversations and innovating with impactful contributions to the federal government. WISEN enhances the experience of students working in the public service, increases retention, as well as assists students on how to find permanent employment after graduation.³

In general, the participants agreed that equitable representation between BCAFN identified regions, with both male and female identifying leaders, could be at the core of the structure. To ensure that a diverse range of perspectives and lived experiences are heard, invitations could be extended to ‘at-large’ representation, including: 1) Indigenous youth who are interested in Indigenous public sector planning but are without a traditional land base in BC (for example, those from Treaty 8 and youth originating from other provinces); 2) allies (for example, Band Administrators); and 3) other unconsidered groups and individuals.

³ INAC. (2019). *Power of the Past - Force of the Future - 2020-2021 Calendar by the BC Committee for the Advancement of Native Employment and the Pacific Aboriginal Network*. <https://www.aadnc-aandc.gc.ca/eng/1574964647453/1574964729376>



Roundtable on Barriers: What structural or systemic restrictions are keeping youth from participating in administration and leadership?

The participants discussed the barriers from community and personal perspectives (verbally and on the virtual whiteboard, illustrated in Figure 4):

- Community reception
 - Struggles in returning from time away (or moving from off reserve to on reserve) and experiencing resistance to reintegration; those from small communities can experience difficulties shedding stigma for past actions (even though these experiences can manifest into tools stemming from lived experiences that can be used positively)
 - Struggles with stepping into leadership roles, and experiencing resistance to change or to new leadership, due to perceptions of a lack of credibility and/or credentials
 - Unconsciously reinforcing colonial dispossession of culture
 - In the Band office, youth may see / experience high turnover in executive leadership, lateral violence and toxic work environments
 - A lack of information about opportunities, mentorship and guidance
 - Limitations to career, personal and financial growth in the community, whereas youth see more opportunity for lateral growth in urban centres

Will the community see who I was back then, or will they see a different person [who I am now]? The biggest barrier is a youth's past. Their past is what is stopping them from being in a leadership role today.

- Personal development
 - Significant need for more mental health and addiction resources; a lack of prioritizing harm reduction in leadership
 - Youth need a strong sense of self and self-care to thrive in leadership, which can be difficult when attempting to (re)integrate into professional environments



- Lack of encouragement to develop healthy coping mechanisms and professional conflict resolution skills
- Understanding that imposter syndrome is a significant struggle for many Indigenous youth stepping into professional roles and positions of leadership

*Lived experiences should be above certification.
You can't teach the understanding gained from lived experiences.*

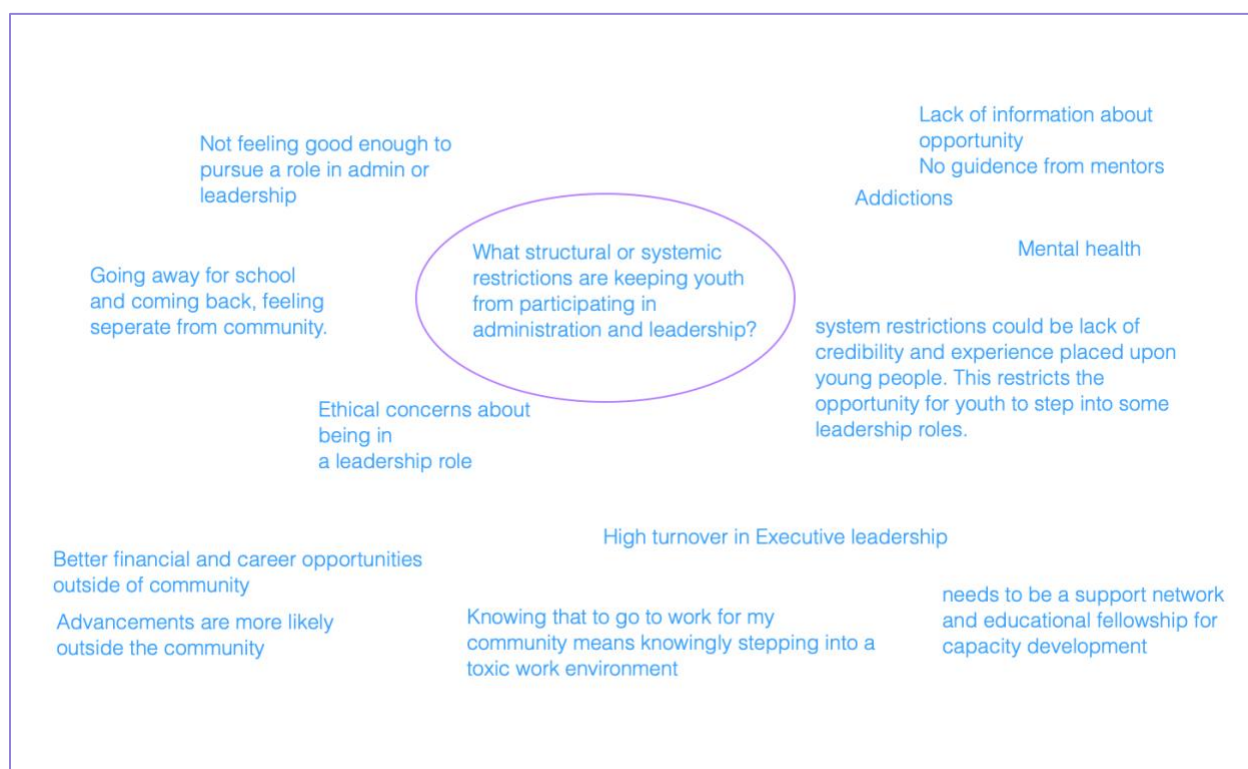


Figure 4: Whiteboard snapshot from Barriers Roundtable



Conclusion and Next Steps

At the conclusion of the Roundtable, participants noted several key points:

“A clear message to peers in the public service is of empowerment, encouragement, support, boosting self-esteem, and self-care...”

“We need to highlighting real stories through this group – that will make a difference.”

“This isn’t a conversation that only needs to happen in formal arenas. This is a conversation that needs to happen every day, amongst ourselves, to begin our own succession planning.”

“We need to be building intergenerational governance within traditional and western systems in ways that are more reflecting of our roots and how we organize.”

“We can challenge ourselves to identify a few youth leaders in our communities and bring them to the next meeting.”

“FNPSS could create learning opportunities to learn about and engage with good governance at different levels; local to municipal to provincial, do what is possible because youth need guidance to make change and to be taken seriously, we cannot do it on our own to be taken seriously by those who don’t want to hear it.”

On behalf of FNPSS, Celina summarized the discussion and noted a few next steps:

“We encourage everyone to stay connected after the meeting is over. A quick win is developing a Facebook group of participants, and then encouraging others to join.”

“We value your voice.”

“We hope to have some keeners who want to be involved in the conversation going forward. We hope to create a framework for an engagement strategy.”

Another next step was noted during the recruitment phase. Of the nine regional youth who participated, all but two regions had representation, the Northeast and the Kootenay. Future engagement work will need to include the development of contacts in those areas, as well as a broadening of the network of Indigenous youth across the province.

Comments to assist in the organization of the next Youth Roundtable include the following:

- Allow more time for each participant to gather their thoughts before asking them to speak up – slow down the pace of the session so that it does not feel rushed
- Continue with the engagement strategy session format – *“The engagement strategy sessions were the most encouraging because I could feel the passion and the true sense of leadership from the youth. We truly are adapting to finding our voices to what matters to us in things we see need change.”*



Appendix A: Agenda

| Time | Agenda |
|---------------------|--|
| 9:00 am – 9:10 am | Welcome and Housekeeping Meet the Team, Overview of the Day, Quick Intro to Zoom Function Celina Dorame, FNPSS Karista Olson, Indigenous Youth Internship Program, BC Public Service Agency Justen Peters, Youth Co-Lead Desiree Louis, Youth Co-Lead |
| 9:10 am – 9:40 am | Group Introductions and Icebreaker Justen Peters and Desiree Louis, Youth Co-Leads |
| 9:40 am – 9:50 am | What is the First Nations Public Service Secretariat (FNPS)? Brief overview of who we are, what we do and how we do it Celina Dorame, FNPSS |
| 9:50 am – 10:00 am | Youth Engagement from a Leadership Perspective Representatives from the First Nations Summit Society and FNPSS' Band Administrators Advisory Committee share their thoughts on youth engagement, including youth in capacity-building opportunities and the importance of their voice Robert Phillips, First Nations Summit Society, Executive Task Group Collette Sunday, Upper Nicola Band & Band Administrators Advisory Committee (BAAC) |
| 10:00 am – 10:20 am | Purpose of the Roundtable and Expected Outcomes with Q&A and Icebreaker |
| 10:20 am – 10:30 am | Health Break |
| 10:30 am – 11:45 am | Engagement Strategy Session 1 Identifying priority areas on a personal and community level Identifying opportunities for engagement and inclusion within FNPSS' existing programming Management Training Academies First Nations Mentorship Network Annual Conferences Partner Initiatives Other Training: First Nation-First Nation Webinars, Leadership Training etc. |
| 11:45 am – 12:00 pm | Engagement Strategy Session 2 Identifying additional areas of engagement and collaboration with FNPSS partner groups and other youth-focused organizations |
| 12:00 pm – 12:30 pm | Lunch Break |



| | |
|---------------------------|--|
| 12:30 pm – 1:30 pm | Engagement Strategy Session 3 Identifying preferred method of communication (social media, virtual meetings, other networking platforms etc.) Identifying representation structure (youth representatives (both on and off reserve) per region, youth-led online network, formal committee or council etc.) Guest Speakers: Natallia Gagne and Arden D’hont, Co-Chairs of the Western Indigenous Student Network (WISN) |
| 1:30 pm – 1:45 pm | Roundtable on Barriers What structural or systemic restrictions are keeping youth from participating in administration and leadership? |
| 1:45 pm – 2:00 pm | Next Steps and Staying Connected |



Appendix B: Invitation to Attend and Preparation

Invitation

Youth Roundtable Strategic Planning Session

On August 6th, 2020 the First Nations Public Service Secretariat (FNPSS) will host a virtual roundtable event for youth leaders across the province to discuss their path forward in community leadership. Indigenous youth in many communities across BC have articulated that they have been disproportionately under-engaged in matters of governance, community development and active representation within their respective civic and social structures.

As Indigenous youth represent one of the fastest growing populations in the country, there exists a vast potential for their influence across numerous sectors that have direct impact on the lived realities of Indigenous Peoples and communities. While that impact is felt currently through the work of grassroots youth leadership and self-organization, there continues to be more work to be done to create and hold space within formal institutions and mechanisms for youth to actualize their ideas and participate in the sociopolitical functions that guide our lives as citizens of First Nations communities.

This strategic planning session will be prepared, led, and driven by youth leaders, with the support of the FNPSS team. The planning session will be centered around an engagement strategy to ensure Indigenous youth are represented and included in FNPSS future activities in a meaningful way. This first conversation will be centered on bringing together youth voices from across the province to provide input on existing activities and programming, their involvement with FNPSS and governance in their own communities, identify what barriers exist to active participation in governance and leadership, and what tools and resources may be needed to address those barriers. Other topics may vary based on the concerns and priorities of the participants.

It is essential that youth are included in issues that affect them, and that inclusion be more than symbolic. This roundtable is to be the first step in a greater effort to build and hold those spaces for youth to allow for self-determination in action and opportunities for long-term planning.

For more information or to find out how to get youth in your community involved, please contact info@fnps.ca.



Preparation

Youth were asked to consider the following before attending the Roundtable:

Governance: What is good governance and how does it impact your life? How do we recognize areas of governance that could be improved? What tools and resources are available to us as youth, and as citizens of First Nations, to guide the implementation of governance? How do we create, prepare for and access opportunities to be active in the public service / First Nations Administration?

Organizational Mechanisms: How do we want to organize? How can we ensure enough institutional memory to ensure that initiatives can be long term and delivered efficiently? What is the best way to maintain communication? What is a reasonable time commitment for this work? How can we ensure both on- and off-reserve youth can participate?

Barriers: What structural or systemic restrictions are keeping youth from participating in administration and leadership? Are there actions that can be taken through future work of this forum to address those restrictions? What voices have been missing from building space in leadership for youth?

Action: What resources and opportunities would be valuable to youth seeking to enter the public service? How can existing leadership be more inclusive for youth? How do we prepare youth for these opportunities and foster interest in this kind of work?

Information: Are you well positioned to receive information from FNPSS and similar organizations through social media engagement? What are your information streams and how can you diversify them? How can organizations like FNPSS better engage with youth? What kind of communications make it to your dashboards?

Opportunities: How easy is it for you, and other youth, to take advantage of opportunities that you may come across? What kinds of supports would be beneficial in ensuring that you are able to engage consistently? How can restrictions related to COVID-19 be mitigated for youth in your communities?



Appendix C: List of Organizations

A listing of organizations and their descriptions (copied from their websites)

| Organization | Description |
|---|--|
| BC Association of Aboriginal Friendship Centres | The BCAAFC works with Friendship Centres, partner organizations, and government institutions to develop and improve resources that support the health, wellness, and prosperity of urban Indigenous people and communities. |
| BC Centre of Excellence for Youth Indigenous Leaders | Indigenous youth between the ages of 19 and 29 are invited to apply to attend a one-week training session where they will have the opportunity to learn from experts and prominent leaders in our communities. |
| Canada World Youth | Canada World Youth offers a variety of opportunities for Canadians at home and abroad. We enable young Canadians to become Global Learners so they can make positive changes for themselves, their communities, and the world. If you're a young Canadian interested in being part of CWYs programs, we encourage you to bookmark this page as a favorite and check in for volunteer experiences as this page is updated frequently with our volunteer current volunteer opportunities. |
| Canadian Roots Exchange | We are the Canadian Roots Exchange, a group of Indigenous and non-Indigenous youth who believe that in order to bridge the gap between Canada's peoples and work towards reconciliation, we need to become educated and aware of the teachings, triumphs, and daily realities of Indigenous communities. So, through exchanges, workshops, conferences and leadership trainings, we bring together youth in cities, towns, and traditional territories across Canada in an effort to break down stereotypes, open a dialogue, and build honest relationships between Indigenous and non-Indigenous people living on this land. |
| Cando | Cando is a national Indigenous organization involved in community economic development. We build capacity which strengthens Indigenous economies by providing programs and services to Economic Development Officers. |
| First Nations Health Authority Youth Advisory Committee | The Youth Advisory Committee is looking for youth who are passionate about promoting mental wellness, interested in forging lasting relationships with peers, and ready to help steer the FNHA's youth-focused policies and programming. Members receive honorariums for their work in community and on the committee. |
| First Nations Technology Council | We are an Indigenous-led not-for-profit working to ensure that Indigenous peoples have the tools, education and support to thrive in the digital age. We are mandated |



| Organization | Description |
|--|---|
| | by Indigenous peoples in British Columbia to advance digital and connected technologies. |
| Indigenous Mentorship Network of the Pacific Northwest | The Indigenous Mentorship Network of the Pacific Northwest (IMN-PN) is a network of Indigenous and allied students, researchers, academics, professionals and communities across British Columbia and the Yukon. Our Mentors and Mentees have expertise and experience in Indigenous wellness research. Our understanding of wellness research is holistic, encompassing a broad range of disciplines and methodologies that contribute to wellbeing among Indigenous peoples, communities and collectives. |
| Indigenous Youth Leadership Symposium | <i>A past symposium:</i> Our vision is to create space for young Indigenous people who are doing grounded work in their communities to come together and share their experience and best practices. We invite young Indigenous leaders for a 4-day symposium, to cultivate common knowledge and ideas, empower each other and their communities and envision our futures together. We want to create a strong network of motivated and self-determining young leaders who can learn from one another and find common connections in their work. |
| Indspire | Indspire is a national Indigenous registered charity that invests in the education of First Nations, Inuit and Métis people for the long-term benefit of these individuals, their families and communities, and Canada. Our vision is to enrich Canada through Indigenous education and by inspiring achievement. In partnership with Indigenous, private and public sector stakeholders, Indspire educates, connects and invests in First Nations, Inuit and Métis people so they will achieve their highest potential. |
| Katimavik | Katimavik aims to help youth become engaged, caring citizens and capable contributors and leaders for a better Canada. We do this through the development of 21st century skills, experiential learning, and civic engagement. |
| Northern Youth Abroad | Northern Youth Abroad (NYA) is a registered not-for-profit charitable organization that cultivates youth leadership, individual career goals, cross-cultural awareness, and international citizenship amongst youth aged 15-22 from Nunavut and the Northwest Territories. The program strengthens the self-identity and cultural understanding of Participants and enhances their participation and success in the school system by providing a life-changing and life-directing experience relevant to the needs and aspirations of Northern youth. NYA operates three core programs: Canadian Program, International Program, and NYA Next. The organization also supports NYA Alumni and Northerners beyond core programming, including helping |



| Organization | Description |
|---|---|
| | them transition into their next life steps and supporting them in achieving all of their goals. |
| United Nations Association in Canada | UNA-Canada is an historic national civil society organization and registered charity with the mandate to educate and engage citizens on the work of the United Nations and global issues that affect us all. In summary, we grow Global Citizens. As the leading policy voice on multilateralism in Canada, our work is framed by the 17 Sustainable Development Goals established by the UN to guide the international community until 2030. |
| Videa | The international Indigenous Youth Internship program provides opportunities for Indigenous young adults (18-35) to participate in international internships in countries in southern and eastern Africa. Internship placements are located in Zambia and Uganda. |
| WE MATTER National Youth Council | We Matter is an Indigenous youth-led and nationally registered organization dedicated to Indigenous youth support, hope and life promotion. Our work started with the We Matter Campaign – a national multi-media campaign in which Indigenous role models, youth, and community members from across Canada submit short videos, written and artistic messages sharing their own experiences of overcoming hardships, and communicating with Indigenous youth that no matter how hopeless life can feel, there is always a way forward. Suicide rates for Indigenous youth are several times higher than that of other Canadians, as well as rates for challenges like addiction, abuse, and school drop outs. We believe this doesn't have to be the case. |
| Youthful Cities Future of Urban Work Summit | To connect change agents to the network, information, and tools to create more youthful cities – globally. Youthfulness should not be constrained to the age demographic of 15- to 30-year-old. We believe that every person, every city, and the world as a whole can be youthful by focusing on the six youthful values of connectedness, openness, dynamism, curiosity, inventiveness, and playfulness. |