



KWANLIN DÜN FIRST NATION

Strategic Plan

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Alistair Maitland

Kwänlin Dän Najji yu
Kwanlin people live there
Community

Alhayea
Together
Connection

Nàts'etsat
We are strong
Strength

Throughout this document, you will see the titles of Kwanlin Dün First Nation's seven strategic priorities written in Southern Tutchone with English translations underneath.

Due to the nature of language, direct translations are not always possible. Here, you can see the titles of the seven strategic priorities in: **Southern Tutchone**, *their direct translations into English*, as well as **their intended meaning in English**.

A Dän Dághàlhaan ts'an natsunnji' ye dän kenáaji ghāy
Let's help our relatives by using the people who know
Supporting our Citizens through programs and services

B Dághàlhaan, dadunena, ye shēla
Our families, children and youth
Our Families, Children and Youth

C Dänk'e ye Dakwänje ye Dakwändur
The people's way with our language with our stories
Our Indigenous Culture, Heritage and Language

D Dän kenaaji alhayea adesadudlā' kenji t'su tsi
Knowledgeable people working together place we will make it
Responsible Economic Development

E Dakeyi shāwthän Kwäk'ats'anuta
Our country there good let us all take care of it
Protecting our Natural Environment

F Tl'a ghakwäts'i je ch'e, Nats'eyi ye kenidan alhayea k'e, dan ye guch'an alhayea ade-sekedu-dlā'
Speak truthfully all of us, healing and learning together way, our people and non-First Nations we work together
Implementing the Truth and Reconciliation Commission and Intergovernmental Relations

G Kwänlin Kwäch'in shāw kuuch'e ye, nutsat ch'e
Kwanlin people country good it will be, let it be strong
A strong and Effective KDFN Government

Nigha shāw níthän / thank you very much to Elder Hazel Bunbury for assisting with the translations.

A Message from Council



Much progress has been made over the past five years. We have seen significant efforts to improve the safety and wellness of our communities, the implementation of land-based healing programs by the Jackson Lake Wellness Team, the creation of the Chu Níikwän Development Corporation, the construction of our beautiful and historic Kwanlin Dün Cultural Centre and so much more. In the spirit of Truth and Reconciliation, I see much possibility for the future as we continue our journey toward self-sufficiency, healing, and revitalizing our connections to language, culture and the land. Much has been accomplished since we became a self-governing First Nation in 2005, but we must continue working to improve the lives of Kwanlin Dün Citizens and their families. To build this 2018-2022 Strategic Plan, we listened intently to our Elders, youth and Citizens, as well as staff who will be tasked to implement the plan. What we heard is reflected in this document, which will guide Council's decision-making toward a number of strategic priorities over the next five years. These priorities range from providing culturally-relevant programs and services, to protecting our land and resources, to finding new ways to ensure that all of our Citizens benefit from sound economic development and investment.

This strategic plan will help us align our efforts toward common goals and shared interests. It will provide a road map for the future spiritual, social, cultural and economic development of our First Nation. It will help shape the development of new laws and policies, assist in making informed and strategic decisions of where to invest our capital and human resources, and serve as the basis for how we will measure our collective progress over time. We will work together to bring our vision of innovative thinking, inspired results and a vibrant community to reality for the benefit of our Citizens and their families.

As a proud and vibrant Yukon First Nation, we treasure our collective values of wisdom, respect, humility, sharing, harmony, beauty, strength and spirituality. We must continue to root ourselves in the values, beliefs and traditions preserved and passed down through countless generations of our people. While some Kwanlin Dün Citizens continue to suffer and struggle with the multi-generational impact of colonization, we must fight hard to help them restore a sense of hope and optimism for a better and stronger future for themselves and their loved ones. We must also continue to support our youth and young adults in achieving the dreams they set for themselves, and support our Elders in preserving and passing on our stories, languages, history and teachings.

On behalf of Council, I wish to thank everyone who contributed their time and wisdom to help develop our 2018-2022 Strategic Plan.

Shàw níthän,

Doris Bill
Chief, Kwanlin Dün First Nation



dänk'e
the people's way
our way

“We have to do things **dänk'e**. How we treat our people, how we treat the land, how we build relationships. It goes back to the Indigenous perspective, the way previous generations looked at their world and took care of the people and the land.”

~ Councillor Sean Smith, Kwanlin Dün First Nation



About the People of Kwanlin Dün First Nation

Kwanlin Dün oral histories go back centuries. The Tagish Kwan, acknowledged in our Constitution as the original residents on what is now considered Kwanlin Dün First Nation Traditional Territory, called the headwaters of the Yukon River home and regularly used foot trails to access Kwanlin. Kwanlin is a Southern Tutchone word that describes ‘where water runs through the canyon’ or ‘water running against rock’. It is the traditional name of what is now called Miles Canyon. ‘Dün’ is Southern Tutchone for ‘people’. Kwanlin was a meeting place for many First Nations from as far away as Atlin and Tagish to the southeast, Little Salmon to the northwest, and the Kluane area to the west. The well-worn foot trails along the banks of Chu Nínkwän (known by many today as the Yukon River) are lined with centuries-old fish camps, lookout points, hunting grounds, burial sites and meeting places. Our histories tell of people moving back and forth to visit seasonal camps and extended family, fortifying alliances and trade through marriages, stories and song, and collectively building our rich knowledge of animal populations or migrations. The values,

languages and traditions of the Kwanlin Dün are rooted in this land.

Life for the Kwanlin Dün began to drastically change with the Klondike Gold Rush of 1897-98 and the creation of Whitehorse. Suddenly, the land was flooded with thousands of people from all over the world, many of whom were ill-prepared to deal with the harsh realities of the region. This had a negative impact on the land and its people, as the landscape was stripped bare of trees to build boats, rafts and buildings. Many wildfires were carelessly started by settlers and traders, burning many hectares of good hunting land and driving game from the area. The newcomers brought strange diseases like smallpox and measles that led to an onslaught of sickness, suffering and death that ravaged First Nation communities.

Over the years, the Kwanlin Dün continued to experience traumatic change that tore apart families and communities, forever altering the fabric of traditional First Nations culture, society and economies. The imposition of the residential school system, the damming of the

Yukon River (which destroyed the centuries-long migration of salmon – an important food source) and the construction of the Alaska Highway deeply affected Indigenous people. Many saw their language, culture, identity, sense of pride, and connection with the land and each other stripped away – sometimes brutally. Governments, alongside their so-called Indian Agents, and religious institutions dictated how First Nations people should conduct their lives, raise their families and what spiritual beliefs they should have. Attempts were made to stamp out all sense of identity. Worse, these changes came about suddenly, with no warning or consultation. For example, our people were startled one spring in 1942 when the Second World War led the United States to build what would become the Alaska Highway. An unannounced tidal wave of soldiers and a supporting cast of surveyors, cooks and equipment showed up seemingly out of nowhere, which once again had a traumatic effect on the land and its people. Large swaths of land were stripped of trees and earth and many of the soldiers hunted the animals, sometimes for food, but mostly for sport. They were careless with campfires and disrespectful to the people who had lived there for millennia. As more people began to settle in what is now known as Whitehorse, the Kwanlin Dün were

pushed farther and farther – sometimes forcibly – toward the outer edges of the community. They were treated like intruders as other uses were found for their land. The last relocation, from Lot 226, the Old Village, near the Yukon River to the McIntyre Subdivision, occurred in 1988. In total, there were eight relocations in less than five decades.

The heartbreaking struggle and suffering of generations of Kwanlin Dün, many of whom are still alive today, must never be forgotten. Although the Kwanlin Dün - like many First Nations across Canada - have experienced significant intergenerational trauma, we have shown tremendous resistance and resilience to colonial systems. The Indian Act of 1876 devastated our families, communities, collective sense of identity and connections by establishing residential schools and banning our most sacred ceremonies. It denied us the right of recognized equality in our own country by preventing us from having the right to vote, to own land and to choose our own path. Despite this overwhelming adversity, we survived.

It is now time to heal and rejuvenate our proud and resilient traditions, teachings, languages, culture, heritage and identity. Much progress has been made. For example, the Natsékhí Kù



Health Centre is the only facility of its kind, with a doctor and nursing program administered out of a self-governing First Nation, in Yukon. Our Justice department has piloted a first-of-its-kind Community Safety Officer Program within the City of Whitehorse to provide a first-response to non-life threatening emergencies from an Indigenous perspective. The Jackson Lake Wellness Team provides safe, inclusive and culturally representative programs aimed at addressing intergenerational traumas and addictions within our community. The Economic Development department has worked diligently to implement our Final Agreement provisions and to increase economic opportunities through the Chu Níikwän Development Corporation, Canyon City Construction and the Kwanlin Dün Cultural Centre. The Lands & Resources department has developed a Traditional Territory Land Vision that articulates a philosophy of incorporating physical and intrinsic cultural values in land use decisions, and, through the Kwanlin Dün Waterfront Heritage Project, is consolidating KDFN oral

histories, personal and family photos, and life experiences into a unique KDFN heritage book and permanent display. The Nàkwät'ä Kù Potlatch House has recently been curated to reflect the artistic and cultural achievements of our First Nation's forbearers and our current generation of cultural artists and artisans. Also of note is the landmark Truth and Reconciliation Commission, which has brought much national attention to the importance of helping Indigenous people heal and restore their sense of pride, community and connection to the land.

Through our strength and resilience, and through the acknowledgment of the Spirit and the Creator, the future of Kwanlin Dün First Nation is incredibly bright. While much work has yet to be done, the wisdom of our Elders, the dreams of our children and youth, and the resourcefulness of our Citizens guide our people toward the self-determined future described in our 2005 Land Claim and Final Agreements, our Constitution and the strategic plans that map our path forward.





“Our community has gone through a lot. But that is part of the progression of moving forward. There will be challenges, we’ll have differences of opinion of how things are to be or not to be. Our discussions must be open, honest and transparent because those are the principles of governance based on our traditions, on how our people were in terms of caring and sharing.”

~ Chief Doris Bill, Kwanlin Dün First Nation

Dän Dághálhaan ts'an natsunnji' ye dän kenáaji ghāy

Supporting our Citizens through programs and services

What this priority is about

A key KDFN priority is to support Citizens and their families in their pursuit of a good quality of life. KDFN provides many programs and services to the community that are both culturally relevant and highly effective. These offerings include community and individual wellness (including healing) programs, health, jobs, education, community safety, recreation and on-the-land activities, justice and affordable housing – to name a few. While a great deal has been accomplished, so much more can be done. Too many KDFN Citizens still struggle with homelessness, unemployment and addiction. Many of our young people struggle to find work. While we still grapple with the repercussions of colonialism, we are working hard to restore a belief in a stronger future for all Citizens. For example, we continue to explore new ways to develop a sustainable housing program, from developing new safe and affordable housing options to informing and guiding Citizens toward home ownership. Underlying this strategic priority is the importance that our traditional laws, practices, languages and teachings are meaningfully reflected in all programs and services.

Where we ultimately want to be as a First Nation

- Kwanlin Dün communities are safe, healthy and crime-free.
- Kwanlin Dün Citizens have access to employment opportunities that provide a good quality of life for themselves and their families.
- Kwanlin Dün Citizens can access quality and culturally-reflective health care in their own community.
- Kwanlin Dün Citizens and their families have a safe, affordable and appropriate place to call home.
- Kwanlin Dün Citizens have the life skills, education, healing and wellness support they need to heal, reduce vulnerability, build confidence and restore self-sufficiency.



Strategies for 2018-2022

- A1. Develop a comprehensive, long-term KDFN housing strategy that supports Citizens who aspire to home ownership, ensures that KDFN's existing housing stock is financially and structurally sustainable, and explores the appropriateness of establishing a KDFN Housing Authority.
- A2. Develop a comprehensive community recreation strategy to enhance recreational and cultural opportunities for our Citizens and youth.
- A3. In partnership with Government of Yukon and non-governmental organizations, develop a comprehensive addiction strategy that focuses on supporting Citizens with substance abuse issues while also minimizing the impact of illicit activity on our community.
- A4. Develop a long-term strategic plan for the Jackson Lake Healing Camp.
- A5. Support the inquiry into the Whitehorse Correctional Centre and identify ways to support KDFN Citizens who exit the justice system to reintegrate with our community.
- A6. Develop a comprehensive Elders strategy - including examining the potential for an Elders' Care Facility in our community - to ensure Elders have what they need to live safe, healthy, productive and independent lives.
- A7. In partnership with the Yukon government, develop a KDFN-specific sexual assault and sex trafficking prevention strategy.
- A8. Finalize the Social Assistance Review by establishing new legislation and policies to support KDFN's new Pathways to Empowerment program.



Dághâlhaan, dadunena, ye shêla

Our Families, Children and Youth

What this priority is about

Our children are the future of our nation. As a government, we play a pivotal role in ensuring they are supported to perform well in school, to remain connected to their community, and to access the recreational, artistic, cultural and athletic opportunities that are meaningful to their development. It is particularly important to ensure our future generations are taught about and connected to our traditions, languages and values in order to foster pride in their identity both as individuals and as First Nation Citizens.

A key challenge is determining how to return Kwanlin Dün children who are currently in the foster care system to our communities. Another key challenge is how to ensure that our children, youth and young adults have access to positive role models and safe places to play and interact.



Where we ultimately want to be as a First Nation

- Kwanlin Dün children and youth are supported to complete high school and to continue their education.
- Kwanlin Dün children receive an education rooted in Kwanlin Dün's cultures, traditions, heritage and languages.
- Kwanlin Dün children and youth are safe, protected and supported to remain in our community instead of the foster care system.
- Kwanlin Dün children and youth can participate in the recreational, artistic, cultural, traditional and on-the-land activities meaningful to them.
- Kwanlin Dün youth and young adults have a meaningful and consistent voice in the affairs of this government.



Alistair Maitland

Strategies for 2018-2022

- B1. Develop a work/education incentive program that encourages young adults to work for KDFN once they complete their post-secondary education.
- B2. Develop a strategy to encourage and support Kwanlin Dün children and youth to continue their education post-high school, including re-engaging with youth who no longer attend school or training.
- B3. Explore the expansion of Early Childhood Learning Services.
- B4. Partner with Yukon College and industry to explore establishing co-op education, night school, apprenticeship or work share programs for Kwanlin Dün students and adults.
- B5. Develop a comprehensive child welfare strategy that explores the impact of the current foster care system and identifies strategies that ensures that KDFN children in foster care remain in our community if they so choose, and implement the Memorandum of Agreement with the Yukon government with respect to the delivery of child welfare services to Kwanlin Dün children and families under the Child & Family Services Act.
- B6. Develop a comprehensive strategy that encourages and supports children and youth to improve their physical and mental well-being.
- B7. Implement the Memorandum of Agreement with the Yukon government with respect to improving or enhancing KDFN's capacity to provide effective educational programs (including early language immersion, career planning, and guaranteed high school graduation).



Dänk'e ye Dakwänje ye Dakwändur

Our Indigenous Culture, Heritage and Language

What this priority is about

This priority reflects our ongoing commitment to working with Citizens, Elders and youth to represent and revitalize our diverse culture, languages, teachings, identities and ways of life. We believe our traditional expressions will prepare future generations to 'walk in two worlds' as modern and urban First Nations people, while also preserving and celebrating what makes us unique. We believe it is critical to ensure programs, services and systems within KDFN – and in partnership with other governments – reflect Indigenous, natural and traditional practices and perspectives to help reverse the harm of colonization and achieve reconciliation. This priority is also about working with the Kwanlin Dün Cultural Centre to ensure that KDFN artists receive the support they need to showcase and celebrate our culture to the world. This provides economic opportunities for our Citizens through the sale of art and increased tourism revenue. It also provides the opportunity to repatriate important cultural and artistic items held elsewhere.

Where we ultimately want to be as a First Nation

- Kwanlin Dün programs and services reflect Indigenous practices, languages, culture, traditions, teachings and perspectives.
- Kwanlin Dün Elders are supported in sharing and teaching KDFN's traditions, ceremonies, history, cultures and languages.
- Kwanlin Dün artists, carvers, dancers, musicians, singers, cultural artisans and traditional storytellers are effectively supported to showcase our unique cultural expressions and traditions.



Residential school played a huge role in our people's lives. [We] need to somehow gain back that independence and sense of community we had prior to residential schools. We need to instill pride in our culture once again. The good news is that I believe that it is starting to come back.

~ Judy Gingell, Kwanlin Dün Elder

Strategies for 2018-2022

- C1. Implement the 2017 Heritage Capacity Assessment and Management Strategy.
- C2. Develop a land-based heritage strategy that strengthens and celebrates our shared connection to the Land. This strategy will explore options to incorporate our Indigenous lands and heritage values in land management, interpretation and decision-making, such as expanding traditional place names and recognizing the oral histories associated with our landscape.
- C3. Develop a cross-cultural and Indigenous knowledge strategy to ensure that Indigenous information and practices are reflected in KDFN's programs and services.
- C4. Develop and implement a comprehensive language revitalization strategy to ensure our traditional languages of Southern Tutchone, Tagish, Inland Tlingit and Northern Tutchone are revitalized and reflected in KDFN's programs and services.
- C5. Develop and implement a year-round language and cultural immersion camp program that partners Elders with youth to explore KDFN traditional activities, and learn traditional harvesting and cultural skills.
- C6. Work with Elders and Citizens to clarify KDFN's cultural and Indigenous knowledge protocols, and develop a digital 'Indigenous knowledge and teachings' database.
- C7. Establish and staff a KDFN heritage, culture and languages centre and/or program to manage and administer services and develop program materials centralized in our oral histories, lived experiences and our spoken languages.
- C8. Explore the feasibility of an arts and crafts and/or a traditional medicines retail store in our community, produce a video documentary of KDFN's history, create an archives program and repository for cultural artifacts, documents, photos and oral histories, establish spaces for KDFN artists and artisans to create, display and sell art, and develop an action plan to repatriate key KDFN cultural artifacts held outside of Yukon or Canada.
- C9. Work with KDFN Elders to develop and implement a cultural camp (on-the-land sites and programs) strategy.



Dän kenaaji alhayea adesadudlà' kenji t'su tsi

Responsible Economic Development

What this priority is about

A key priority for Council is supporting the generation of wealth and economic opportunities for our Citizens, particularly through the responsible development of land and natural resources. Responsible economic development creates a wide-range of employment and apprenticeship opportunities for our Citizens, opening pathways to self-sufficiency, self-confidence and financial security. In order to achieve these objectives, we must first finalize an effective land and resource management framework, and identify further partnerships and opportunities through the Chu Níikwän Development Corporation.

Where we ultimately want to be as a First Nation

- Economic development activities that occur on KDFN's Traditional Territory generate significant revenues and economic opportunities for our Citizens.
- KDFN regulatory regimes around land use and economic development are clear, consistently applied and enforced.
- Kwanlin Dün entrepreneurs, contractors and business owners are effectively supported to generate significant revenues and economic opportunities for our Citizens.



The land defines us. It allows us to live, and there are so many stories and teachings about that land that need to be passed on so that they are not lost. We need to sense the land to feel good as a people again.

~ From the KDFN Elders Council Consultation Open House

Strategies for 2018-2022

- D1. Within the context of KDFN's Land Vision, and in partnership with the Chu Níikwän Development Corporation, develop a long-term and sustainable economic development, renewable energy and infrastructure development strategy consistent with KDFN's values and teachings.
- D2. Explore the creation of sustainable KDFN community economic development strategy that provides training and employment opportunities for Citizens in a supportive and healing environment.
- D3. Prepare for and participate in the Chapter 22 Review of the KDFN Final Agreement.
- D4. Work with the Kwanlin Dün Cultural Centre and the Chu Níikwän Development Corporation to develop a comprehensive KDFN tourism and cultural artist support strategy.
- D5. Within the context of KDFN's Land Vision, finalize implementation of KDFN's lands administrative management system (LAMS) to facilitate Citizen access to settlement land in a fair and consistent matter.



Dakeyi shāwthän Kwäk'ats'anuta

Protecting Our Natural Environment

What this priority is about

Having inhabited this region for millennia, we believe our people are best positioned to promote the wise stewardship of land, air, water, plants, fish and animals to ensure that they are preserved for future generations. This is a critically important priority in light of the unrelenting reality of climate change. As a nation, we must play a leadership role to promote respect for the Earth and to manage the current and future impacts of climate change. This means making changes within KDFN in terms of energy conservation, recycling waste, and exploring and implementing renewable and green energy sources. A continuing challenge is to implement our Land and Resources Act and to reflect the following four goals of our Traditional Territory Land Vision: community development (to provide land for KDFN residential and infrastructure needs); wildlife (to conserve areas of high ecological value and maintain the health of wildlife populations); heritage (to conserve areas of high heritage value while maintaining and creating opportunities for continued traditional use of the land); and revenue generation (to make lands available to generate revenue for the community's benefit).

Where we ultimately want to be as a First Nation

- Kwanlin Dün lands and natural resources are protected for future generations.
- Aboriginal rights as reflected in our land claim agreements are respected and fully implemented.
- KDFN is a Yukon leader in using traditional knowledge and cultural values to protect and preserve the land and natural environment, including against the effects of climate change.
- Economic development that occurs on KDFN Settlement Land is environmentally responsible and reflects our land-based, traditional values.



Strategies for 2018-2022

- E1. Continue the development of a policy and planning regime to address existing environmental issues on KDFN lands and preparing for any potential environmental risks.
- E2. Develop an ecosystem-based conservation approach to support an integrated, multi-party Southern Lakes land use planning process.
- E3. Work toward an agreement with the Yukon government to integrate ecosystem-based conservation approaches into current land and wildlife management practices within KDFN's Traditional Territory.
- E4. Develop a comprehensive education, communication and enforcement strategy with respect to our efforts to protect and preserve the land, air, water, trees, fish and animals on our Traditional Territory.
- E5. In partnership with the City of Whitehorse, explore the feasibility of a practical and cost-effective compost and recycling program for KDFN communities.



Tl'a ghakwäts'i je ch'e, Nats'eyi ye kenidan alhayea k'e, dan ye guch'an alhayea ade-sekedu-dlâ'

Implementing the TRC and Intergovernmental Relations

What this priority is about

This priority recognizes that if we are to fully succeed as a First Nation, we need positive, informed and productive relationships with the governments of Canada, Yukon, other First Nations, Whitehorse and other non-government partners. We cannot do it alone. This point was made clear by several landmark initiatives such as the Truth and Reconciliation Commission's Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the ongoing work of the Yukon Forum.

We are committed to assuming a leadership role, along with our partners, to implement the recommendations of the Truth and Reconciliation Commission (TRC). In so doing, we take steps to reverse the harm of colonization and restore Indigenous perspectives to the forefront of our First Nation. There is still much work to do to break the chains cast by the residential school system: we now have three generations of Citizens struggling to regain their sense of hope, pride and self-sufficiency. In addition, we need to address the current justice system, which rarely produces real change because it is not based in our culture and traditions. We need to move away from the imposed colonial approaches to one that is based on our collective culture, teachings and traditions. Only then can we affect real change for our people.

Where we ultimately want to be as a First Nation

- TRC Recommendations are fully understood and implemented, both within KDFN and in our working relationships with other governments and organizations.
- KDFN has strong, effective, consistent and productive relationships with key partners.
- KDFN programs and services are decolonized and reflect Indigenous perspectives, cultures and teachings, all within the context of healing and wellness.



Strategies for 2018-2022

- F1. Establish an internal KDFN TRC working group to develop and implement a community engagement and communication strategy. This strategy would outline what each TRC recommendation means with respect to KDFN, what needs to be done and how, and how best to communicate progress made over time toward milestones.
- F2. Support the work of the City of Whitehorse's Intergovernmental Accord and the Yukon government's Intergovernmental Accord to ensure key KDFN issues are addressed and solutions/ actions appropriately resourced.



The decolonization of our system - the reclamation of our culture, our identity, our people - it's all connected throughout the work we do to help educate and inform other governments and the general population.

~Councillor Jesse Dawson, Kwanlin Dün First Nation

Kwänlin Kwäch'in shāw kuuch'e ye, nutsat ch'e

A Strong and Effective KDFN Government

What this priority is about

While the other priorities have a more outward focus, it is critical that our government look closely within itself to ensure maximum effectiveness. This means attracting and retaining motivated, trained and capable staff – particularly our own Citizens. It is also about ensuring KDFN provides safe workplaces that fully comply with occupational health and safety standards. This priority reflects the continued importance of securing a sustainable financial future. It means that we need to ensure decision makers are held to account, and that the decisions we make are transparent and consistent with our values, culture and traditions. One overriding message from our staff is the need for all KDFN departments to have sufficient capacity and resources so that all Citizens can access the programs and services they need. We also strive toward being recognized as a strong example in Yukon with regard to helping staff strike a healthy work-life balance, and ensuring that they are supported with needed training and mentoring opportunities.

Where we ultimately want to be as a First Nation

- Effective, trained and motivated staff.
- KDFN workplaces are safe and healthy.
- KDFN attracts and retains a quality and culturally-reflective workforce.
- KDFN is fiscally responsible and sustainable.
- KDFN Citizens are meaningfully engaged and consulted on matters affecting their government.



Strategies for 2018-2022

- G1. Continue to plan for and develop a new KDFN administration building.
- G2. Develop and implement a comprehensive long-term capital asset management strategy (with policies, procedures and funding) to ensure the proper care and maintenance of KDFN buildings and homes, and to ensure future capacity concerns are effectively planned for and addressed.
- G3. Begin preparations and undertake negotiations for a new Fiscal Transfer Agreement by 2020.
- G4. Finalize and implement an integrated community emergency response plan with other governments.
- G5. Develop a long-term, multi-year human resource strategy for KDFN that examines such issues as succession planning, career and Pathways planning (as part of KDFN's Pathways to Empowerment program), incorporating Indigenous perspectives and approaches, and supporting Citizens to obtain employment opportunities with our government and associated organizations.
- G6. Develop a KDFN staff and management professional development training program.
- G7. Explore the feasibility of adapting KDFN buildings to renewable energy sources in order to increase our government's use of clean energy.
- G8. Develop a comprehensive information collection and management strategy to ensure effective government decision-making and provide KDFN with the ability to assess progress made over time on key social and economic indicators.
- G9. Conduct an assessment of all KDFN programs and services to ensure there are no service delivery or capacity gaps, and that programs and services are integrated across KDFN departments and with other governments.
- G10. Formalize and implement a job shadowing and mentoring program for selected staff and management positions.
- G11. Undertake a comprehensive review of KDFN's Constitution and governance processes, and develop a strategy to address concerns and opportunities.







Kwänlin Dän gha eech'e

We are Kwanlin Dün



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