

CFS Bill C-92 Project Report

Prepared for Keewatin Tribal Council
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Submitted by:

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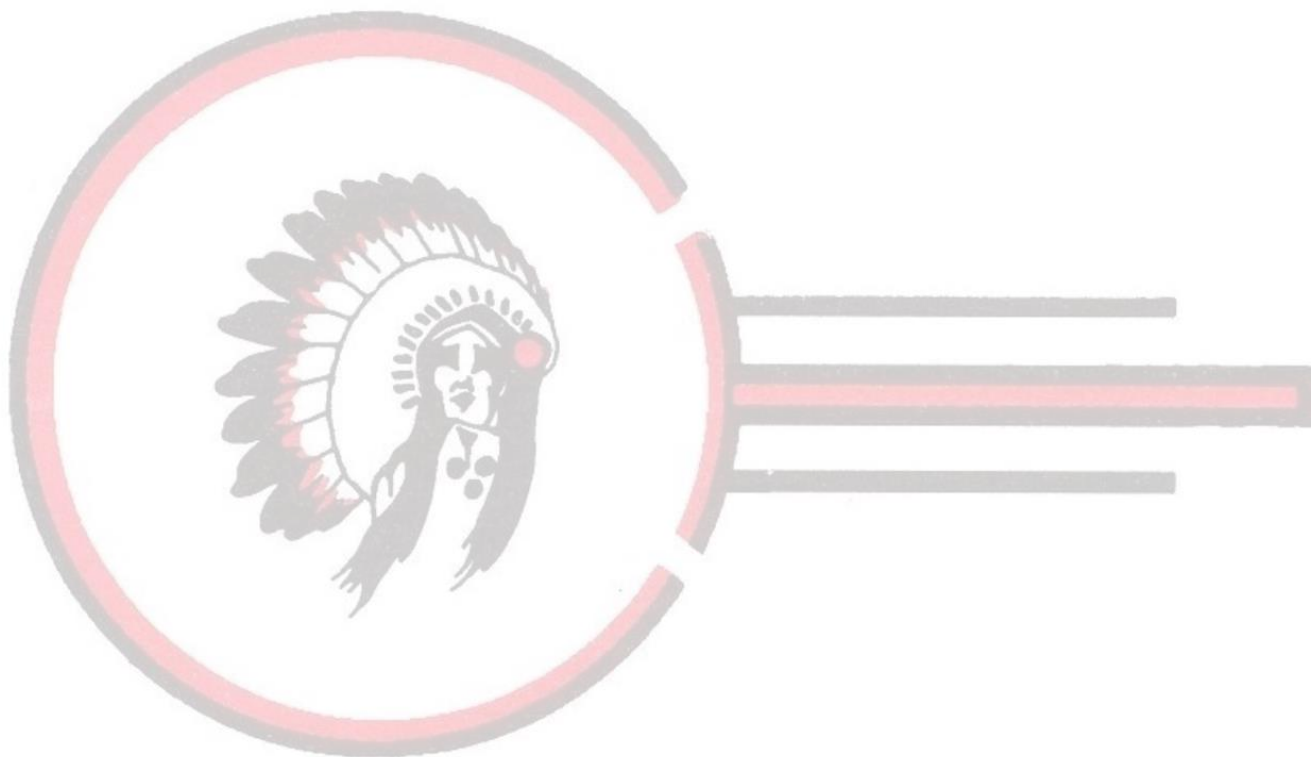
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KEEWATIN TRIBAL COUNCIL

CFS – BILL C-92 REPORT

Submitted by Valerie Spence, BA, MSW – CFS Project Lead

April 2022

2020-2021 Background:

The Keewatin Tribal Council Bill C-92 Project received initial funding from ISC, Community Well-Being and Jurisdictions Initiative program. Funding was designated for Bill C-92 community engagement project in 8 of the 11 KTC communities. The 8 participating communities are as follows:

- Barren Lands First Nation
- Bunibonibee Cree Nation
- Fox Lake Cree Nation
- God's Lake Narrows First Nation
- Manto Sipi First Nation
- Sayisi Dene First Nation
- War Lake First Nation
- York Factory First Nation

The following 3 communities chose to seek independent Bill C-92 funding. These 3 communities are welcome to join the KTC Bill C-92 project at any time, and will continue to be invited to the projects group activities and events.

- Northlands Denesuline First Nation
- Shamattawa First Nation
- Tataskweyak Cree Nation

Community Well-Being and Jurisdiction Initiative (CWJI) Program

The Community Well-Being and Jurisdiction Initiatives Program provides funding to First Nation communities to lead, develop and deliver prevention programs and services that:

- are culturally appropriate
- are in keeping with the best interests of the child, as determined by the community
- support First Nations capacity in child and family well-being

The program enables multi-year projects that:

- expand the availability of prevention and well-being initiatives responsive to community needs
- complement prevention programming provided by First Nations Child and Family Services agencies or provincial and territorial agencies
- increase capacity of child and family services prevention programming
- support First Nations in developing and implementing jurisdictional models

The program recognizes the importance of preventative, early intervention and least intrusive measures to prevent and respond to child maltreatment, while:

- supporting family preservation and well-being
- maintaining family, cultural and linguistic connections for children and youth
- maintaining community wellness through a community-supported approach

2020-2021 Activities:

It was determined that KTC would task two existing employees to work on aspects of the Bill C-92 project. As such, these existing KTC employees were paid a portion of their salaries for the time they invested in the Bill C-92 project. They were tasked with completing the following:

- Securing legal representation;
- Meeting with legal representation to discuss aspects of the Bill C-92 Law;
- Working with the legal team in developing a projected budget, work plan and legal budget;
- Seeking guidance from the legal team in creating a legal framework for creating a CFS Law;
- Consultation activities with community leadership and other community representatives;
- Communication - Development and creation of reports and presentations to inform community leadership and representatives about Bill C-92;
- Communication activities between the leadership, KTC, Northern Authority, Awasis, and legal team;
- Working with consultants to develop job descriptions, job advertisements and projected salaries for initial staff requirements;
- Original Workplan and Budget created (Appendix A); and
- Outline of Legal Framework for CFS Law creation developed. (Appendix B).

Meeting Dates for the 2020-2021 reporting period were as follows:

January 27, 2020 – Awasis Agency, Northern Authority, KTC initial meeting to establish Technical Working Group for KTC to respond to C-92.

February 10, 2020 – KTC Executive Council of Chiefs (ECC) pass motion supporting KTC to prepare a C-92 presentation to the Chiefs in Assembly (Appendix C).

March 5, 2020 – Awasis, NA and KTC directed by resolution to research best path forward to establish IGB, its law and community practice. KTC directed to get legal opinion.

August 11, 2020 – KTC Chiefs in Assembly confirmed by resolution to establish the IGB (Appendix D).

Additional Meeting dates:

January 27, 2020
 February 10, 2020 KTC ECC
 March 3, 2020
 March 5, 2020 KTC Chiefs Assembly
 July 6, 2020
 July 20, 2020
 August 1, 2020
 August 11, 2020 KTC Chiefs Assembly
 August 20, 2020
 September 1, 2020
 October 14-16, 2020 TWG Retreat
 December 11, 2020
 December 17, 2020

DECEMBER 6, 2021 – CFS PROJECT LEAD POSITION START DATE.

DECEMBER 13, 2021 – ISC CONFIRMATION OF FUNDING (Appendix E)

Project Activities/Duties performed from December 2021 reporting period:

- Become familiar with KTC organization, staff, and communities.
- Review all KTC Bill C-92 proposal information.
- Conduct research and gather information on history, as well as all documents and published information about Bill C-92.
- Research, review all Manitoba communities engaging in CFS legislation process.
- Attend KTC Program Managers Meeting.
- Attend KTC Chiefs Assembly.
- Prepare initial planning workplan, including project tasks and timelines for development of Comprehensive Project Workplan.

- Complete and provide Initial/short-term project workplan to Management (Appendix F).

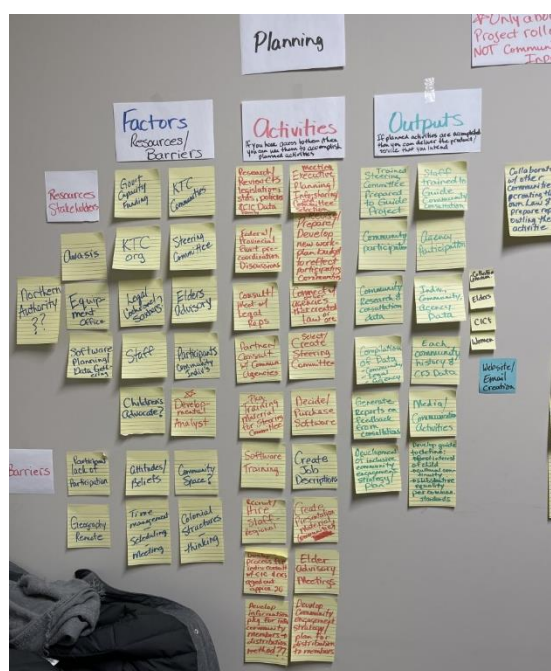
Logic Model Development

In order to create an effective Strategic Plan for a project of this magnitude I chose to apply the development of a logic model.

The logic model serves as the program's road map. It outlines the intended results (i.e. outcomes) of the program, the activities the program will undertake and the outputs it intends to produce in achieving the expected outcomes. The purpose of the logic model is to:

- help program managers verify that the program theory is sound and that outcomes are realistic and reasonable;
- ensure that the Project Strategy are clearly linked to the logic of the program and will serve to produce information that is meaningful for program monitoring, evaluation and, ultimately, decision making;
- help program managers interpret the monitoring data collected on the program and identify implications for program design and/or operations on an ongoing basis;
- serve as a key reference point for evaluators in upcoming evaluations; and
- facilitate communication about the program-to-program staff and other program stakeholders.

Brainstorming and creation process of comprehensive Project Logic Model.



Activities Resulting from Workplan Creation:

- Prepare and create:
 - Electronic Logic Model (Appendix G).
 - Individual project areas based on comprehensive Logic Model (Appendix H).
 - Project Workplan and Timelines based on Logic Model (Appendix I).
 - Multi-year/Phased Project Plan (Appendix J).
 - Review and revise original Workplan and Budget based on actual funds received.
- Prepare package/materials created and present to KTC CEO, Interim Steering Committee members.
- Meet with Cochrane-Saxberg Legal Team to review revised project plan and budget, discuss next steps.
- Prepare/create Staff/Steering Committee/Elders Advisory Training.
- Prepare/create community engagement information/training presentations.
- Prepare/create presentations regarding project and prepare to present where and when required.
- Review and revise budget and project plan as required.
- Continue working on project plan activities and requirements.

STEERING COMMITTEE/ELDERS ADVISORY

- Establish selection criteria/process for Steering Committee members.
- Decide how many members are required to meet needs of project plan.
 - 8 Steering Committee Members – One from each of the participating communities.
- Prepare recruitment/invitation for Steering Committee/Elders Advisory members (Appendix K).
- Distribute invitation to Chief and Council and request names of possible members in their communities.
- Advertise Steering Committee invitation within communities through posters and radio announcements.
- *NO SUBMISSIONS OF NAMES OR VOLUNTEERS HAVE BEEN RECEIVED TO-DATE.*
- Continue with recruitment/selection process.

STAFF

- Present staff requirements to Interim Steering Committee and to begin recruitment, hiring process.
- Create/prepare job descriptions, postings for required positions.
- Create/prepare interview questions for particular positions.
- Post and send out position postings to relevant websites, Universities, local papers.
- Seek Hiring Committee members to participate in selection and interview selection process.
- Review and screen applicants.
- Plan and schedule interview dates and times with Hiring Committee.
- Prepare and participate in interviews.
- Engage in discussion with Interview Committee throughout selection process.
- Positions posted (In order to ensure staff are representative of the Indigenous population and KTC communities, priority will be given to Northern and KTC community applicants):
 - Bill C-92 Team Lead, Thompson office (Appendix L)
 - Responsible for supervising Community Liaisons and participating in all other project planning and program/community activities.
 - CFS Administrative Assistant, Winnipeg sub-office (Appendix M)
 - Responsible for all administrative operations for CFS team.
 - Developmental/Research Analyst, Thompson/Winnipeg sub-office (Appendix N)
 - Responsible for Comprehensive Community Engagement planning, and all project research required for Law creation.
 - 8 Community Liaisons – 8 participating communities (Appendix O)
 - Responsible for planning, implementing community engagement activities, liaising between community members and the project team, and encouraging community participation in project.
- New Hires:
 - Administrative Assistant – Theresa Beardy
 - Team Lead – Rita Spence-Atleo
- In progress - Interviews completed for:
 - Developmental/Research Analyst
- Seeking applicants for:
 - Community Liaisons
 - Planning in-person recruitment activities when team visits communities in May/June 2022.

TRAINING

- In order to ensure that all persons associated with the Bill C-92 engagement process have knowledge and understanding of the need for intervention in the way the Child & Family Services system currently interacts with Indigenous persons, it was determined that training in these areas was necessary.
- Given that there are no specific training programs offered by other institutions on these subjects, a training plan was created by the Project Lead. Specific areas will be created and delivered by Bill C-92 Staff and other organization representatives (i.e. Awasis and Northern Authority staff, representatives from other communities that have created their own CFS Law). A copy of the tentative training topics and schedule is attached to this document (Appendix P).
- Training Participants – Bill C-92 Staff, Steering Committee Members, Elders Advisory Members, Legal representatives, on the request of other interested Staff or Leadership.
- The plan is for training to take place once all Staff and Steering Committee members are selected and hired. However, if this is not possible it may take place at intervals in the first phase of the project roll-out.
- Location – Winnipeg hotel – All Bill C-92 Staff and Committee members will be provided travel and accommodation to attend and participate.

MEETINGS/TRAVEL

- December 15, 2021 – Program Managers Meeting – Victoria Inn, Winnipeg, MB
- December 14-15, 2021 – KTC Strategic Planning Meeting – Victoria Inn, Winnipeg, MB
- January 31 – February 1, 2022 – CFS Interim Steering Committee Meeting – 300 Alpine Way, Headingly, MB
- February 17-18, 2022 – KTC Strategic Planning Meeting – Legion Hall, Thompson, MB
- February 22, 2022 - CFS Interim Steering Committee Meeting – 300 Alpine Way, Headingly, MB
- March 2-3, 2022 – KTC Chiefs Assembly – Clarion Hotel, Winnipeg, MB
- March 30, 2022 – ECC Meeting – Hilton Hotel, Winnipeg, MB
- April 19, 2022 – CFS Conference Planning Meeting – 200 Alpine Way, Headingly, MB

OFFICE SPACE

- Assigned to securing larger office space in Winnipeg as the current KTC sub-office located at the Swan Lake offices in Headingly is not large enough to accommodate the growing staff population.
- Secured the services of realtor from Cushman & Wakefield Stevenson, a commercial real estate agency.
- Projected staff numbers for KTC Winnipeg sub-office – 20+
- Estimated square footage required – 6,000 – 10,000 sq. ft.
- Estimated parking spots required – 20 minimum
- Toured 5 potential spaces.
- Search continues due to lack of availability of appropriate space and parking requirements.

CHILD WELFARE CONFERENCE

- March 30, 2022 – ECC Meeting, Hilton Hotel, Winnipeg, MB
 - Presented idea that the Northern Authority would like to partner with KTC on a CFS Child Welfare Conference, planning, financial, and delivery.
 - ECC agreed and motion was passed to go ahead with process.
- Conference purpose – Working conference, used as opportunity to engage with participating community members to determine “Best Interests of Child” (main initial activity needed for CFS Law creation process).
- Conference Series – This will be a first in a series of conferences where members of the communities will be invited to participate in C-92 process.
- **Proposed Themes:**
 - **“Looking Back, to Find a Way Forward”**
 - **“Bridging the Past with/to the Future”**
 - Seek Cree or Dene translation or interpretation of themes.
- **Date proposed – June 28 & 29th, with the 30th set for technicians** to meet, evaluate and begin planning next Conference in the series.
- Tentative speakers, topics and schedule – Agenda created (Appendix Q).
- Task and responsibility chart created (Appendix R).
- Next meeting: **May 5, 2022**
10:30 a.m.
Northern Authority Boardroom, 300 Alpine Way

COMMUNITY ENGAGEMENT ACTIVITIES

- Community Engagement/Information sessions are planned to take place in all participating KTC communities throughout May and June 2022.
- Leadership will be informed of community engagement plans once the planning and scheduling is confirmed.
- Permission and location will be confirmed with each community prior to and when setting date and Staff travel to each community.
- Notices and posters will be sent out to the communities well in advance to encourage participation.
- Door prizes and lunches will be provided at event to encourage community participation.