



Implementing Your CCP

Beatrice Anthony and Sandra Harris

10:15am-11:15am, October 21

Virtual BC Comprehensive Community Planning Workshop 2020

Topic Overview

Now that you've got your plan, you're ready to start making things happen. In this session, you'll explore ways of mobilizing community members of all ages and genders into the implementation phase of CCP, centring care and Indigenous ways of knowing, being and doing.

Key learnings

You created a CCP, now what? "Moving the community plan in to A C T ion"

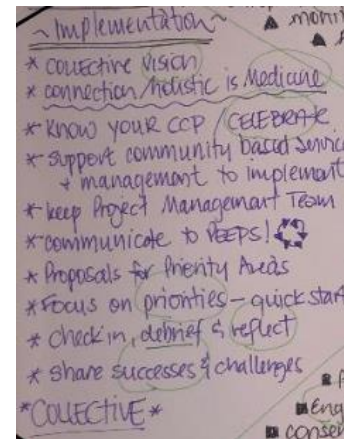
Good to start work with Collective agreement - How are we going to be together

- Examples included Wiggus-respectful, Be kind, speaking one at a time, no microaggressions, land and ancestors are here.

Our indigenous stories teach us much about change and to adapt; sharing our Ways to help us get through Trouble

Implementation, and the change and transformation of our communities, can be seen in our Trickster/Transformer figures

- Teach us about change, warnings, laughter, and consequences
- remember we transform, change and adapt
- Our stories help us remember how we changed and transformed to get through trouble
- Coyote often used himself as an example to behave properly, and to recognize certain values. Beatrice shared the story of skelep (coyote) salmon fishing as an example of implementation work. Skelep is the Project Champion with a goal of Food Sustainability. He sought training and support from the "Old One", and after many failed attempts learns the importance of plan implementation; with utilizing & accessing training to build skills/abilities, of the use of resources and tools to implement Salmon fishing techniques for success.



Working together to transform

- 1) Know your community Plan, - know what people said, and the wishes they are sharing among themselves
- 2) Community Priorities - What needs attention right away, what can be done if we put resources together,
- 3) Build your team up - have someone that will keep everything organized, seek professional development as a team



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- 4) Identify Projects and Budgets - review and reflect on what is needed first, and at different time intervals (6 months, 1 year, etc.) And go do it! And share what was accomplished

Incorporating culture, seasonal round, language, and coming together with the community Change Management, honouring our Ways. Work planning in a way that everyone wants to engage with.

Community Plan and Change

- 5) Integration - having all agencies, services working together in a good way, knocking down silos, streamlining services – this is the paradigm shift; support each other and all successes
- 6) Maintain the plan - Wholistic Approach - everyone matters/no one is left behind. Connection is medicine, toxic stress can decrease connection. More connection = more resilience
- 7) Strengths Based and Resilience - listening to the People, promoting community participation, uplifting our strengths, hold up our community values and practice, with courage, humility and humor & laughter

Plan Implementation - The 'Doing'

Art, going on the land, moving our hands can help us move through our stuckness, action is transformation

- Involving Community protocols, Family Heads, all ages and genders, Elders, Leadership, community values, traditional community practices,
- Awareness and understanding builds support to action and community building

Mechanisms for Keeping the Plan Alive

- Community feast and celebration. Celebrating can feel awkward because we aren't used to doing that, it might feel like it is going against teachings on humbleness but it's important and people/our kids need to see it.
- Band council endorsement/BCR
- CCP coordinator
- Create interagency protocols, host monthly interagency meetings - collaboration
- Provide regular staff training/development sessions
- Expand staff job descriptions to include plan priorities
- Create data tools, work plans, communication tools
- Have a planning booth at community functions
- Start with small projects and gradually scale up

Wise practices



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- Project Leaders excel in community development -> listen, amend and act = planning; our People are brilliant
- Build on wise practices of community services, leadership & administration/management); integrated services see community change sooner
- Embracing knowledge to support continuous improvement; no one person or agency can solve complex challenges
- Language, culture, and traditional practices are foundational aspects

You are not alone, yintah, Ancestors, Creator are here too

All communities matter, we know how oppression works and helping each other up, then all of us will have a good life.

Most important is to listen, we can get critical voices when we share decision making power. Need to witness our people. Share our data

Put your action plan to work, post vision statement everywhere, annual workplans, regular reports, project management team,

Reflecting, monitoring and evaluation piece is important to keep tabs on

Amazing Quotes

“Soon as we start planning things are going to change, transform as we go” Sandra
Connection is medicine

The Children's well being, being connected to who they are, embraced and loved, is why we do this. Communities are sacred places because children live here.

From chat:

Stay consistent!! Never stop because when you see the vision it will develop (Dont give up)

Plaster vision and this years top goals everywhere

I call our CCP a living document because in reality there will always be more ideas

From Janet Kivett Knight to Everyone:

Yes! I saw one community who had the goals/ actions posted in the front hall of their band office- it was a whiteboard version, and staff responsible updated notes beside each action so that monitoring of the implementation was very public!



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don't think you have to figure it all out by yourself

Further Resources and Links

www.comprehensivecommunityplanning.org resources section for BC

Other Links

- New Relationship Trust www.newrelationshiptrust.ca
- Northern Development Initiative Trust: www.northerndevlopment.bc.ca
<https://www.northerndevlopment.bc.ca>
- First Nations Health Authority: <https://www.fnha.ca/>
- First Peoples Cultural Foundation: <http://fpcf.ca/programs-projects/>

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