



XAXLI'P COMMUNITY HEALTH PLAN

2019-2029

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“

LET'S PUT OUR MINDS TOGETHER AND SEE WHAT LIFE WE CAN MAKE FOR OUR CHILDREN!”



INTRODUCTION/ BACKGROUND

WE ARE XAXLI'PMEC

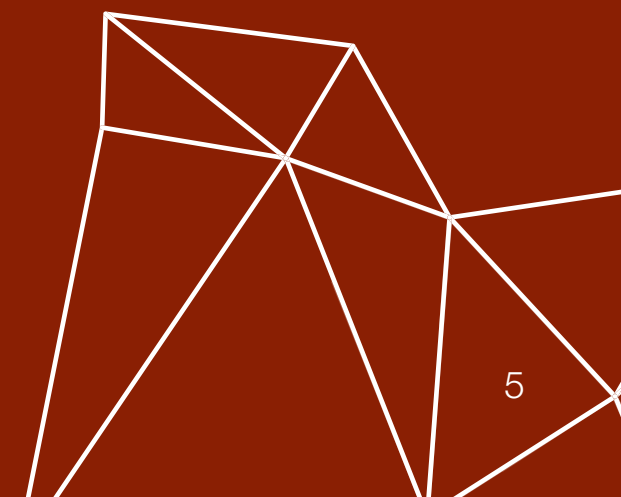
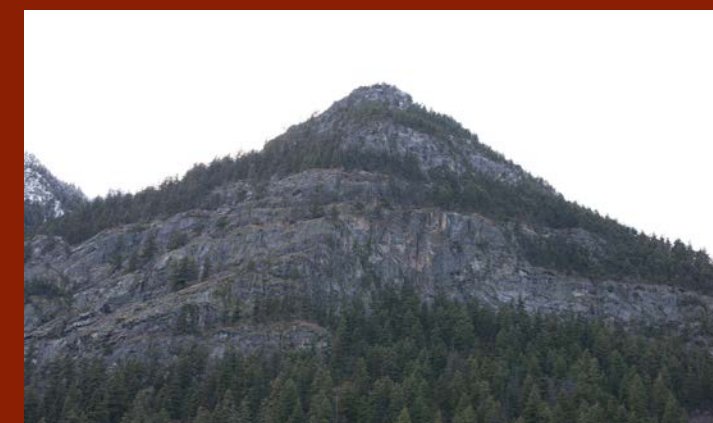
MISSION:

To be proud, independent, self-sufficient Xaxli'pmec and continue to pursue a land settlement with the Canadian Government; work with the best interest of the Xaxli'pmec with support, trust and respect of one another. For all to be open minded.

Xaxli'p (formerly known as Fountain), is an Indigenous community and government located approximately 15km from the Village of Lillooet, BC on Highway 99 North, in the Central Interior-Fraser Canyon region of British Columbia. Xaxli'p makes up 1 out of 11 communities of the St'at'imc Nation/Territory. Xaxli'pmec have lived within Xaxli'p traditional territory since time immemorial. To the Xaxli'p, the Fountain Valley and adjacent lands are the basis for the survival of Xaxli'p.

Xaxli'p ancestors learned the rules of proper land use and of environmental, spiritual, and social behaviour from this place, its waters, wildlife and plants. For Xaxli'p, the land is part of who we are; the people and the land cannot be separated. The land, animals, fish, trees, water, air and people are all Xaxli'p.

Xaxli'p means 'the brow of the hill'. Our main village is at the brow of the hill. We call our government Xaxli'p. Xaxli'pmec means the people from Xaxli'p.



RESEARCH & ENGAGEMENT METHODS

SURVEY

A survey was distributed throughout the community; hard copies were made available as well as an online version through a program called Survey Monkey.

FOCUS GROUPS

Five smaller focus group meetings were held that consisted of Xaxli'p Chief & Council/Portfolio, Health Director and staff, the advisory working group, a mixed group and a family group. The groups participated in a magazine collage activity to build their vision of a healthy community. Then the groups went through a "sailboat" exercise that allowed each group to think about their collective ideas, challenges and goals for Xaxli'p. A drawing of a sailboat was drafted that displayed wind, anchors and an "paradise" island. The island represents the 'goals and/or vision' of Xaxli'p. The anchors represent the challenges and issues holding us back and the wind represents the ideas and solutions to move us forward towards our vision. Each group brainstormed what the island, wind and anchors are for Xaxli'p while the focus group facilitators documented the answers on sticky notes and placed them accordingly on the sailboat drawing. Afterwards, the groups discussed and reflected on the outcomes.



OPEN HOUSE

Three Open Houses were hosted in Xaxli'p to engage the community.

The first was an all-day drop-in style open house for members to come share their ideas at a time that was convenient for them, and for the length of time they could spare. This day was tagged with an additional communal activity. Activities throughout the open houses included:

Setting the tone: Opening with prayer, sharing snacks and a meal, and drawing free door prizes. St'at'imc drumming was played in the background throughout the open house. Ice-breakers and games were used to engage the community and to welcome a friendly environment.

Space to do surveys: A space was designated at the open house for anyone to complete their survey.

Banner: A blank banner of paper was posted for

members to draw, write, or color anything that came to their hearts and minds when answering this question: "Xaxli'p – What would your community look like if families had everything they need to be healthy?"

Dot-mocracy: This is an established facilitation method used to describe a form of cumulative voting with dot stickers. Based on initial input, major items were identified to create a list of Xaxli'p health priorities and members were asked to vote on their chosen options using a limited number of stickers. (Process specifics; Members were each given a set number of dot stickers; they placed dot stickers next to options presented that they like; options with the most dots at the end of voting are the top "priorities").

Idea Station: An idea station was displayed where members could brainstorm and write their ideas and solutions for different categories of health.

Kids Station: There was a station for children with "play-dough" and coloring activities to keep the children busy

21



Focus Groups Participants

137

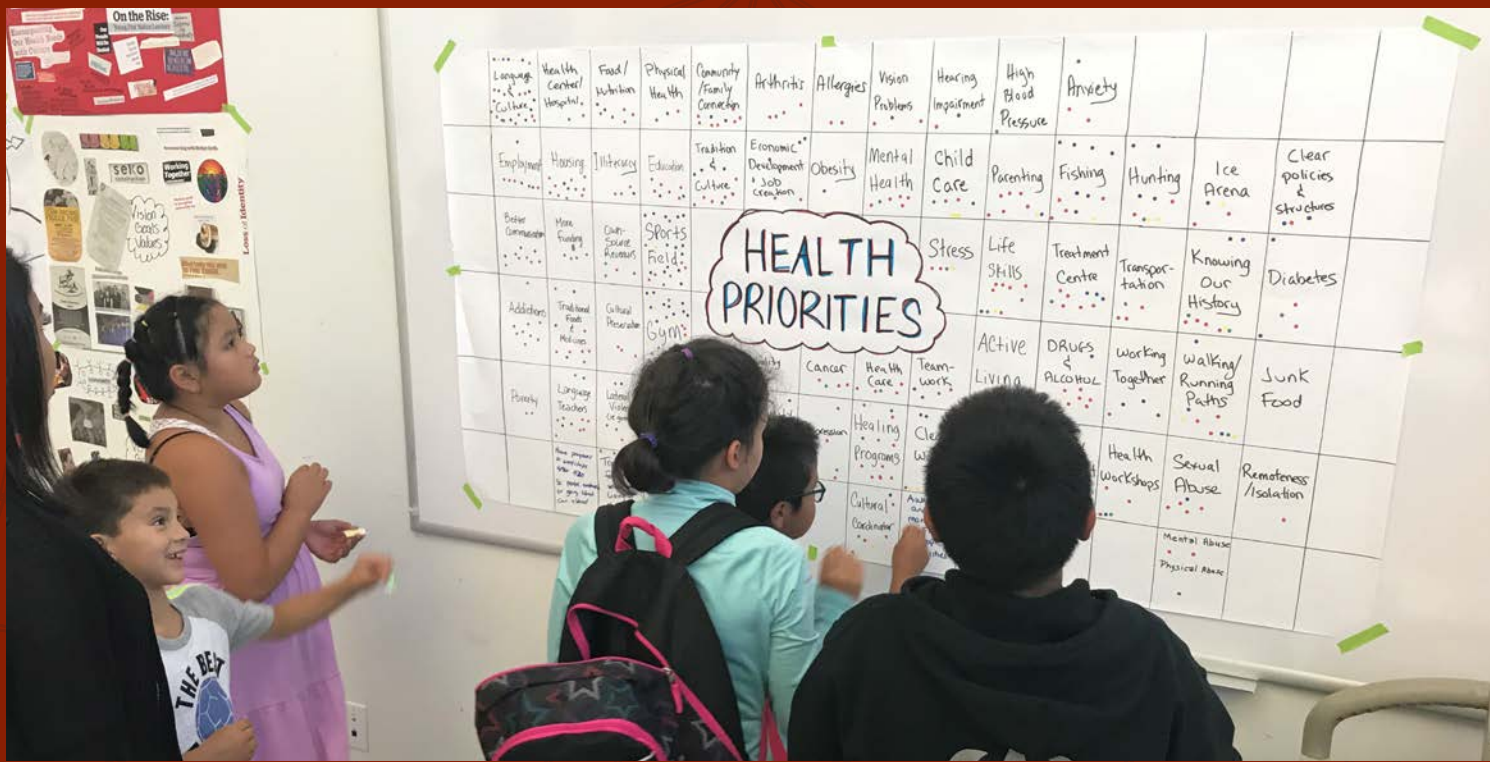


Survey Participants

157



Open House Participants



OPEN HOUSE (CONT'D) POST IT WALL

World Café: This is a simple and flexible method for hosting large group dialogue. It was modified to meet the needs of the event where each table was designated as a group and they were asked to discuss and write “how the groups envision their health plan” on flipchart paper.

We had a “Post it Wall” section at the community events for members to share their feedback, compliments, criticisms and ideas about the events and activities so we can gain an understanding about what we are doing right and what we need to address or improve on.

Graphic Recording: A graphic recorder (www.drawingchange.com) was present to capture the discussion, ideas and expressions in words, images and color as they were displayed and spoken in the moment. This was a great tool for incorporating visual thinking and illuminating how we as Xaxli’p connect and make meaning together.

Post it Wall Feedback

The following is feedback and comments from participants in the overall engagement methods used to develop the Xaxli’p Health Plan:

The second open-house was about sharing and reviewing of the draft Health Plan, this was another all-day drop-in style open house event where the draft document was posted throughout the hall and on display for members to see and to provide input before finalizing the document for print.

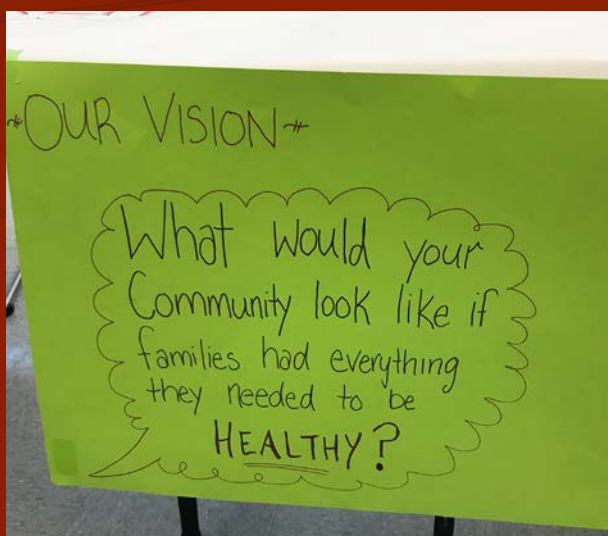
- Full of energy and very engaging environment
- It’s great to include the community, the interaction was a good way to get input
- Laughter is a good medicine, thanks!
- Great open house, great fun, ideas, laughs, games, interacting and good turn out
- What a wonderful get together on the community health plan, very nicely planned
- Really enjoyed the activities, great ideas for getting information for the plan
- Great catering
- Was a great day with activities, awesome job, hope this health plan gets realized
- Wish we could have more of this, have all the community having fun and laughing together
- Engaging where everyone was able to contribute
- Bigger space and more time
- Liked how this included everyone, a great experience
- Really enjoyed the format, I liked how it brings out the creativity

INTERVIEWS & VIDEO

A video was created that consisted of interviews with community members, photos and recordings of the events that took place while developing the health plan. This proved to be a very novel way of documenting the good work.

CELEBRATION

Given the achievement of everyone coming together, attending the events, participating and providing their input and ideas, it is important to celebrate. The video was premiered at this event and hard copies of the plan were professionally printed and distributed to each household.

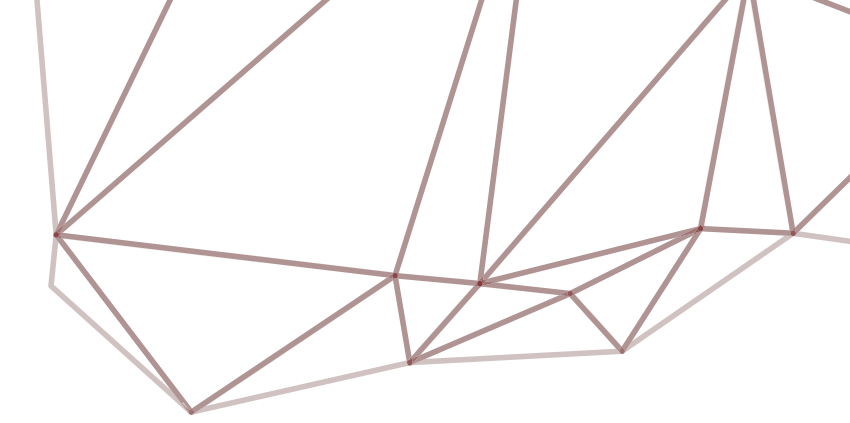




PURPOSE OF HEALTH PLAN

The objective of the Health Plan is to develop a Multi-Year Community Health Plan to guide Xaxli'p Health in the development of programs and services for the improvement of health care to Xaxli'p community members. This approach to planning will assist in shaping a community-based health care model for Xaxli'p members. The planning process provides Xaxli'p to have a greater role in the health planning. The input and feedback from members greatly shaped this foundational document.

Previous plans and reports have been incorporated throughout this plan.



CURRENT HEALTH PROGRAMS & SERVICES

ADDICTIONS

- National Native Alcohol and Drug Abuse Program - Community-Based Program
- Solvent Abuse Program
- Tobacco Control Strategy

CHILDREN

- Aboriginal Head Start On-Reserve
- Canada Prenatal Nutrition Program
- FAS/FAE Initiative

CHRONIC DISEASES

- Aboriginal Diabetes Initiative

COMMUNICABLE DISEASE

- Communicable Disease Control
- HIV/AIDS Strategy
- Tuberculosis Elimination Strategy

COMMUNITY HEALTH SERVICES

- Brighter Futures
- Building Healthy Community
- Community Health Prevention and Promotion
- Community Health Primary Care
- Community Nutrition
- Dental/Oral Health Strategy
- Xaxli'p Home and Community Care
- Health Facilities Construction, Operations and Maintenance

ENVIRONMENTAL HEALTH

- Environmental Health Program; Drinking Safe Water Program

CAPACITY DEVELOPMENT

- Health Services Transfer

HEALTH INFORMATION

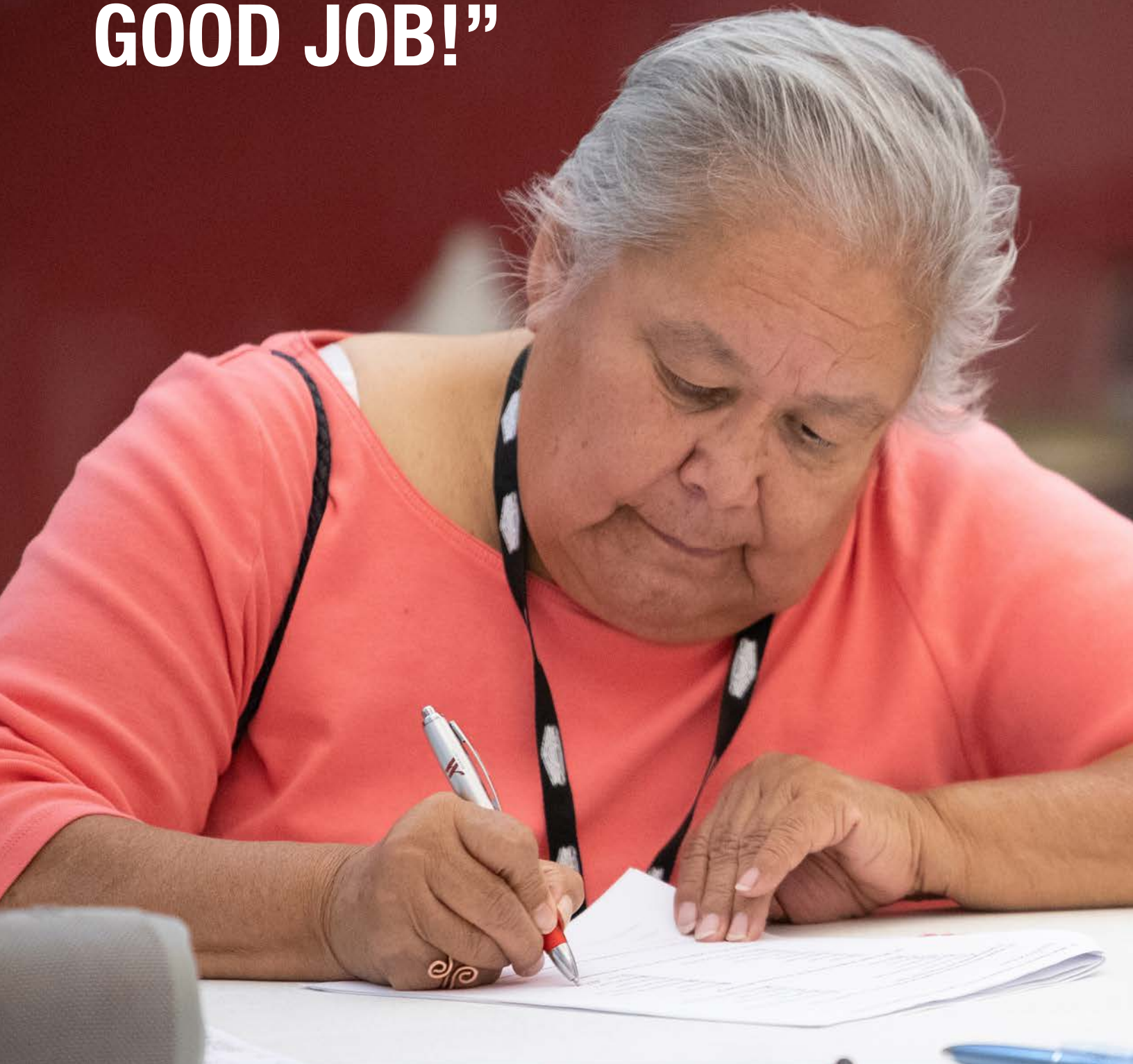
- Xaxli'p Health Information System

NON-INSURED HEALTH BENEFITS

- FNHB; Medical Travel



“
HEALTH IS
DOING A REALLY
GOOD JOB!”





STATISTICS/ DEMOGRAPHICS

DEMOGRAPHICS (XAXLI'P)



1058
Total Xaxli'p
registered
members



135

Registered Males
living in Xaxli'p



129

Registered
Females living in
Xaxli'p



75

Registered Males
living in another
community



67

Registered Females
living in another
community



315

Registered Males
living away from
community



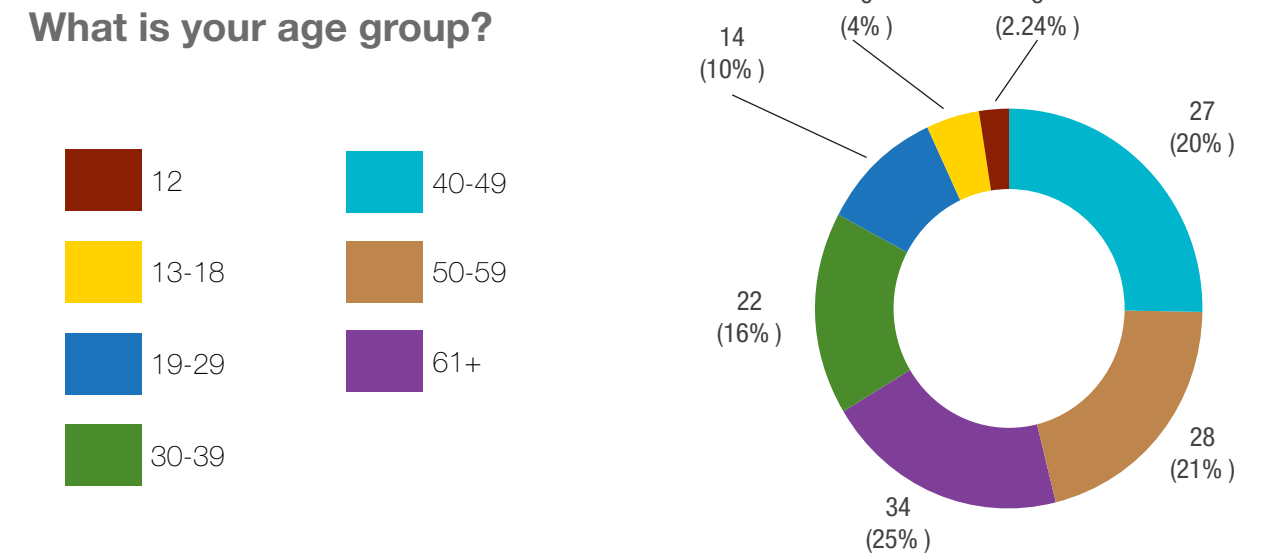
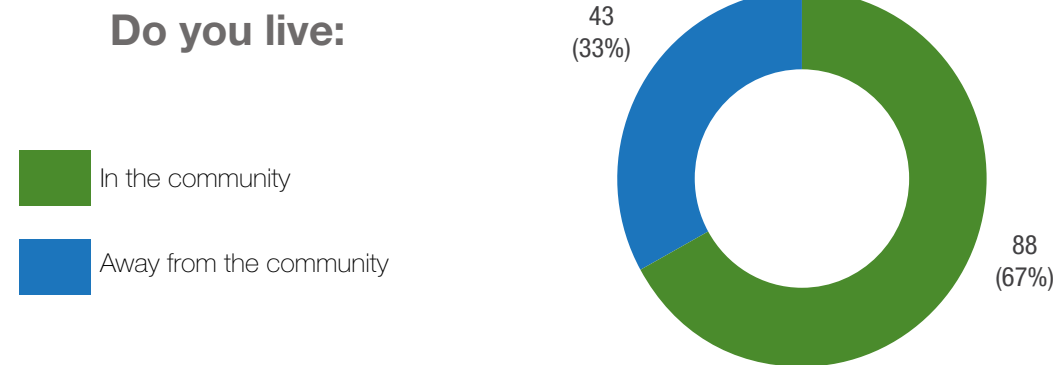
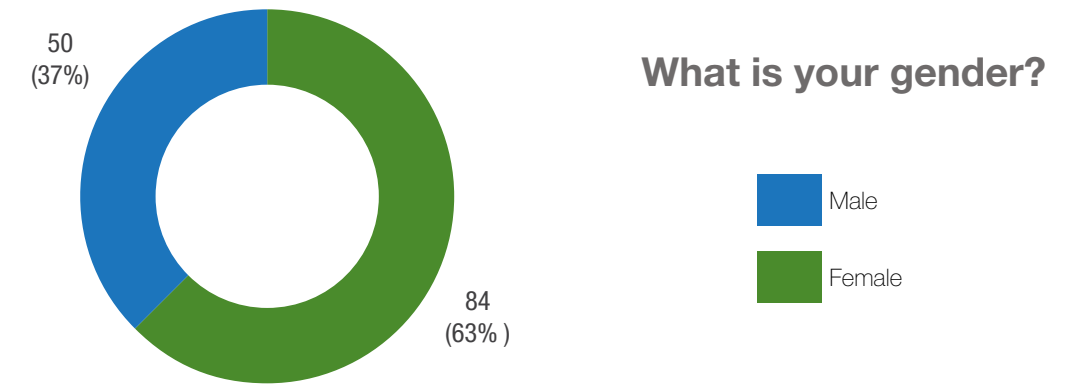
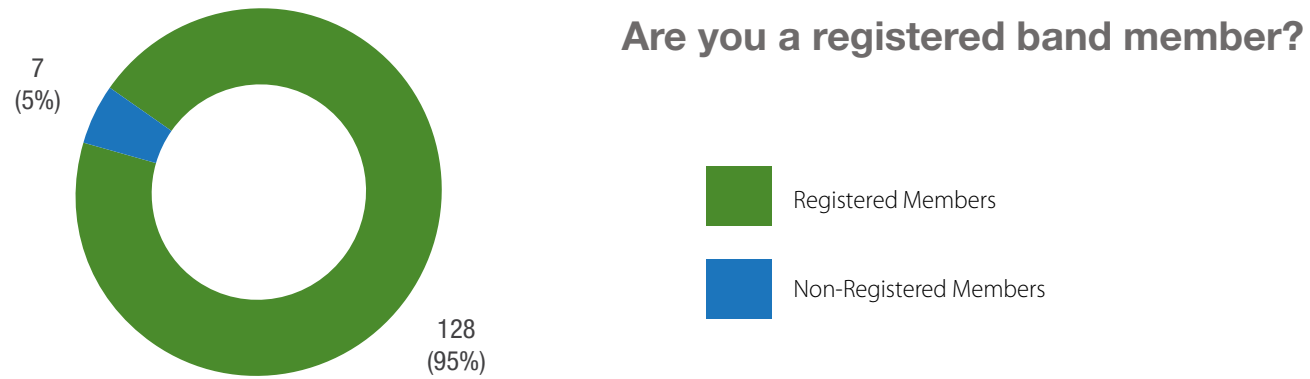
336

Registered females
living away from
community

Source: Indigenous and Northern Affairs (INAC) website, as of December 2018

“
**I HOPE THIS
SURVEY IS USED
AND BENEFITS THE
COMMUNITY.”**

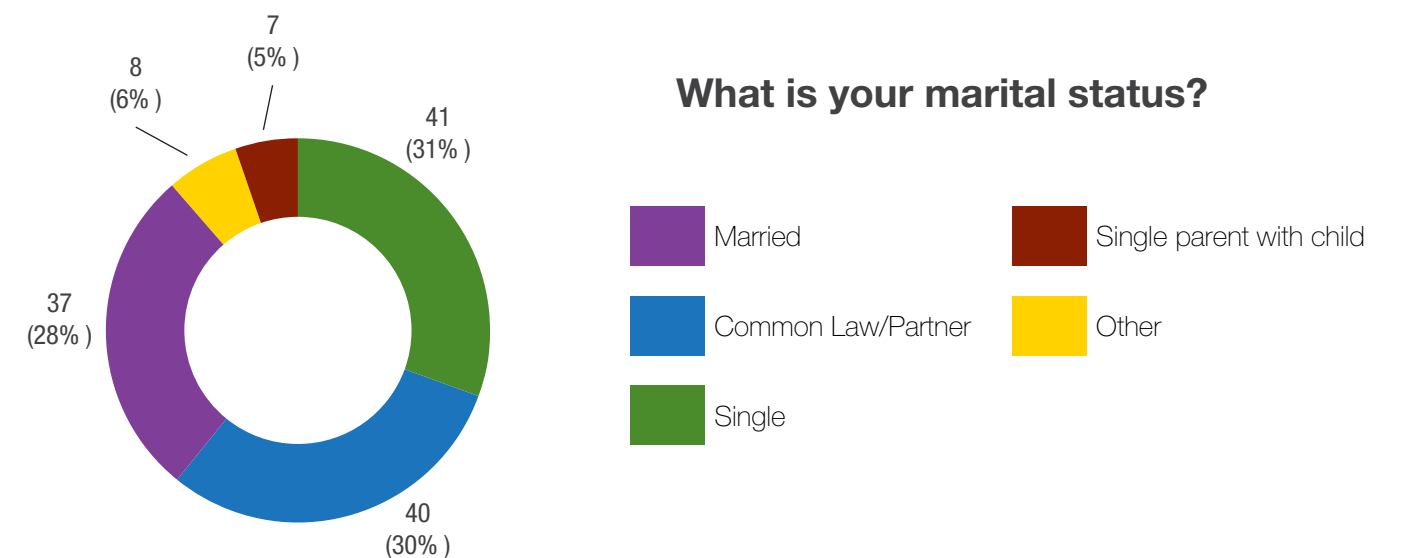
SURVEY STATS



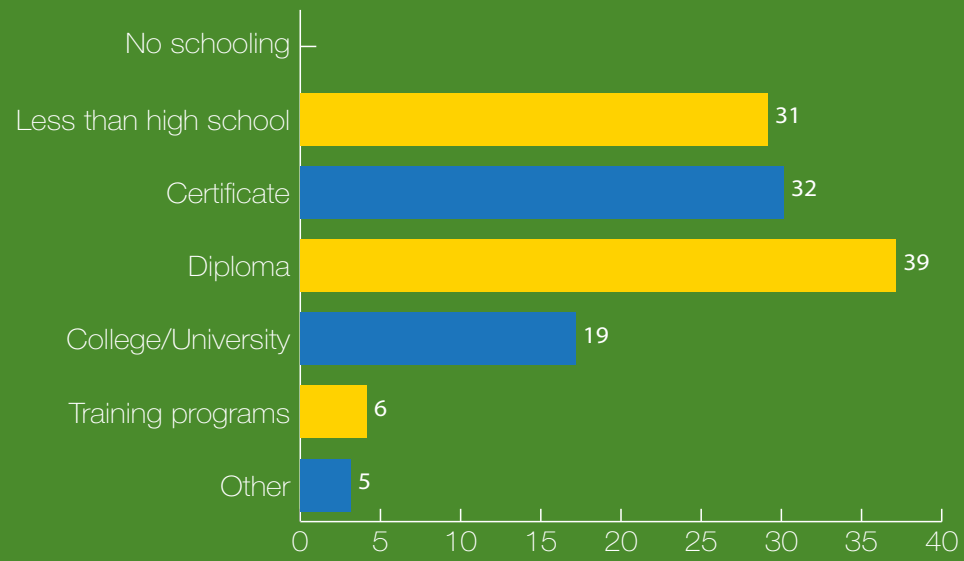
If away from the community, where do you currently live?



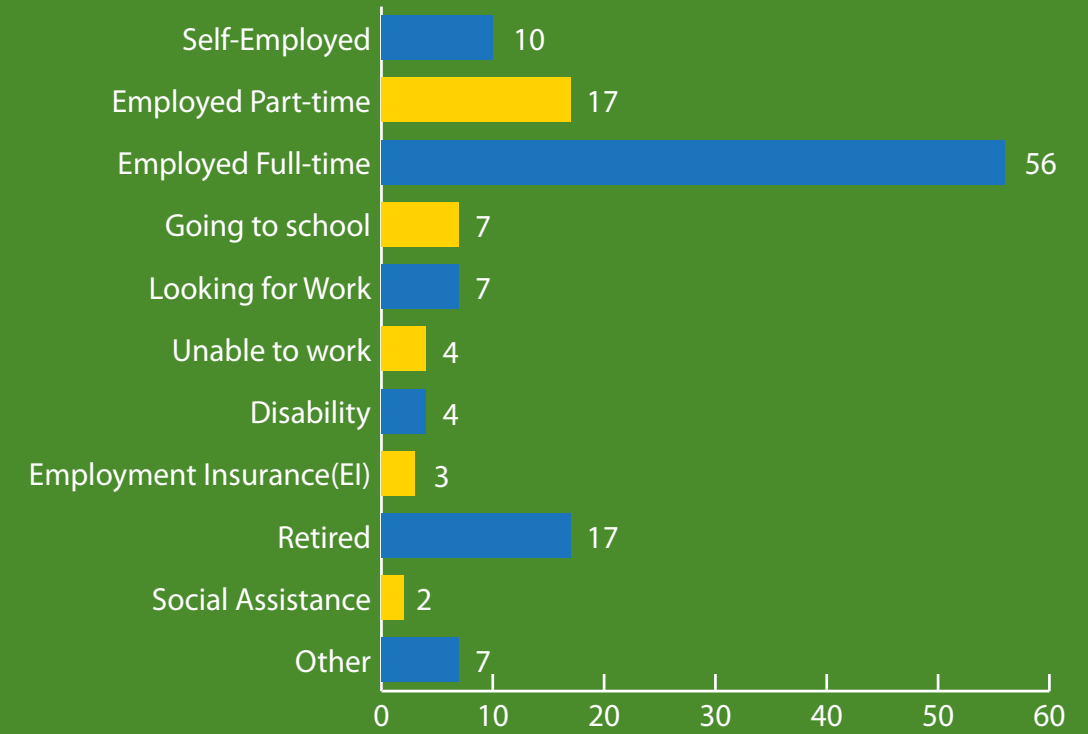
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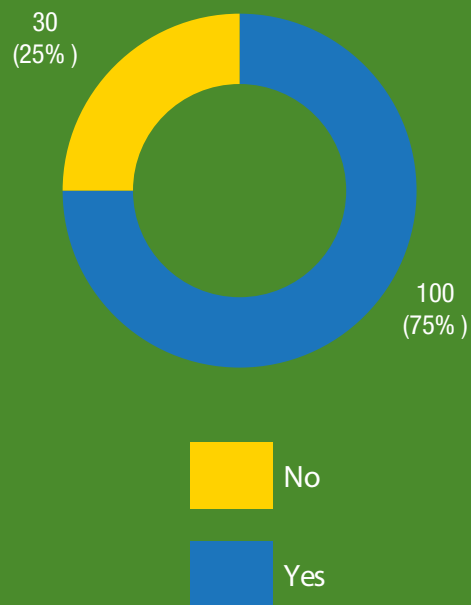
What is your highest level of education completed?



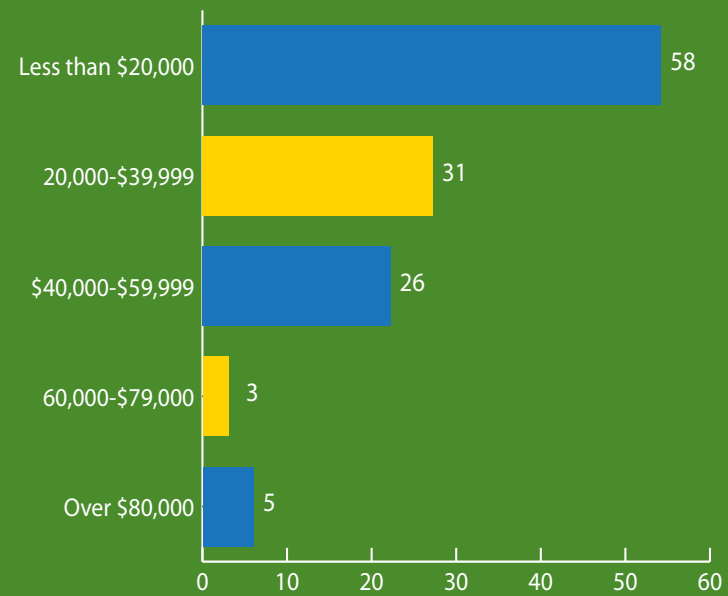
What is your current employment status?



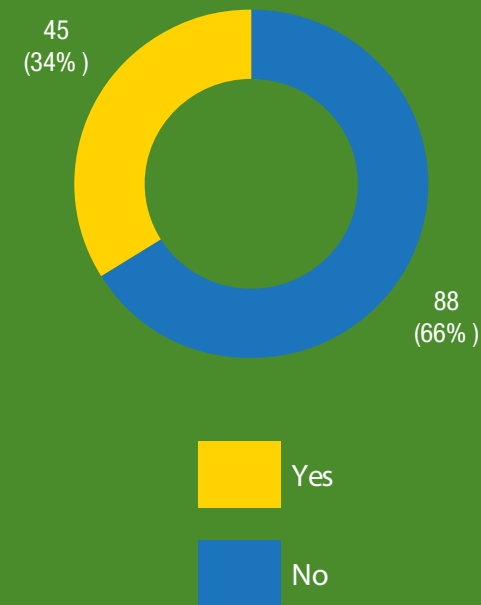
Do you have a driver's licence?



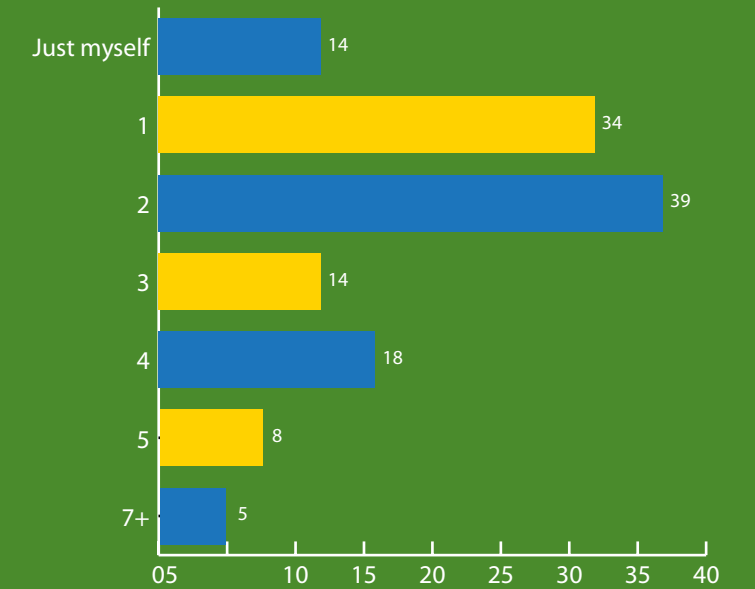
What is your average yearly income?



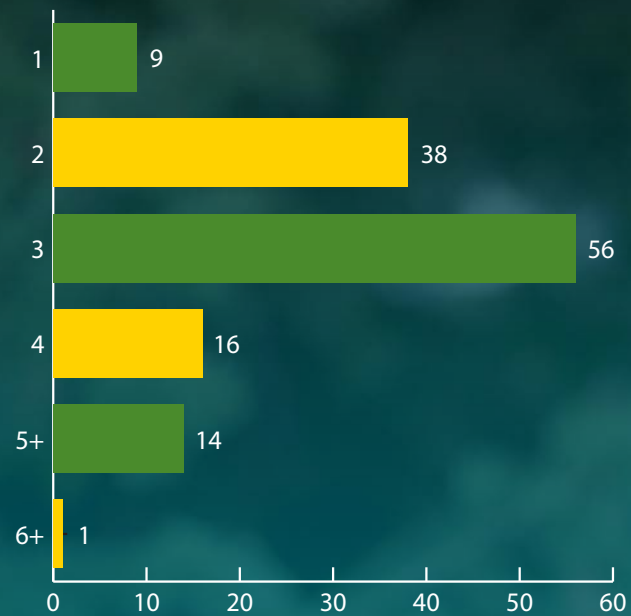
Do you have extended health care?



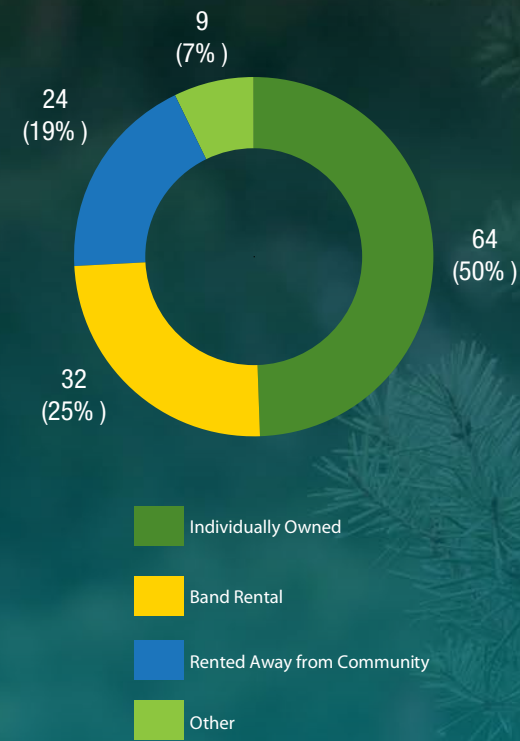
How many people live in your household?



How many bedrooms are there in your house?



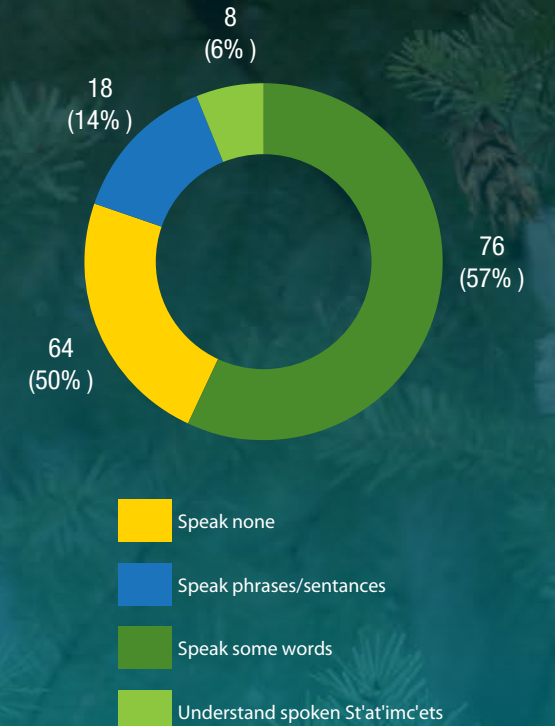
Is your home?



In general, would you say that your mental health is:



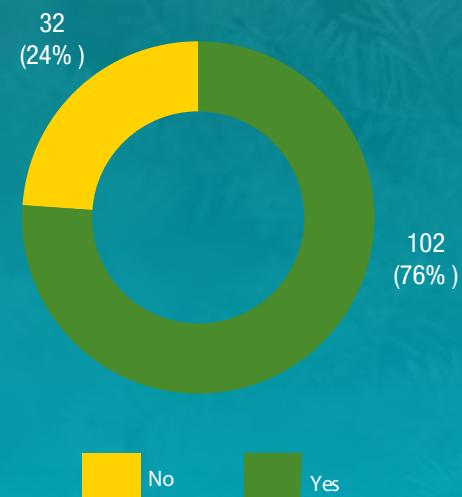
What is your level of speaking St'at'imcets?



How would you rate the living condition of your house?



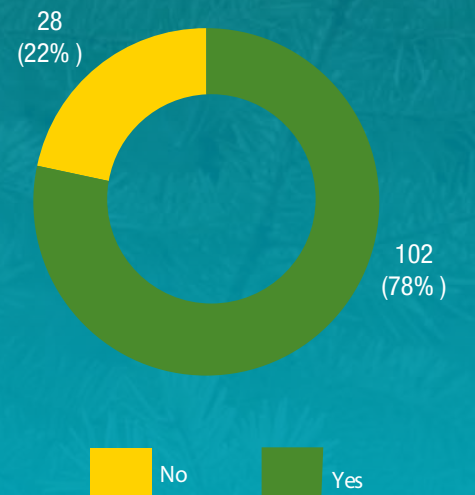
Do you have internet access at home?



Would you say your overall health is?



Do you feel you are eating well enough to stay healthy?

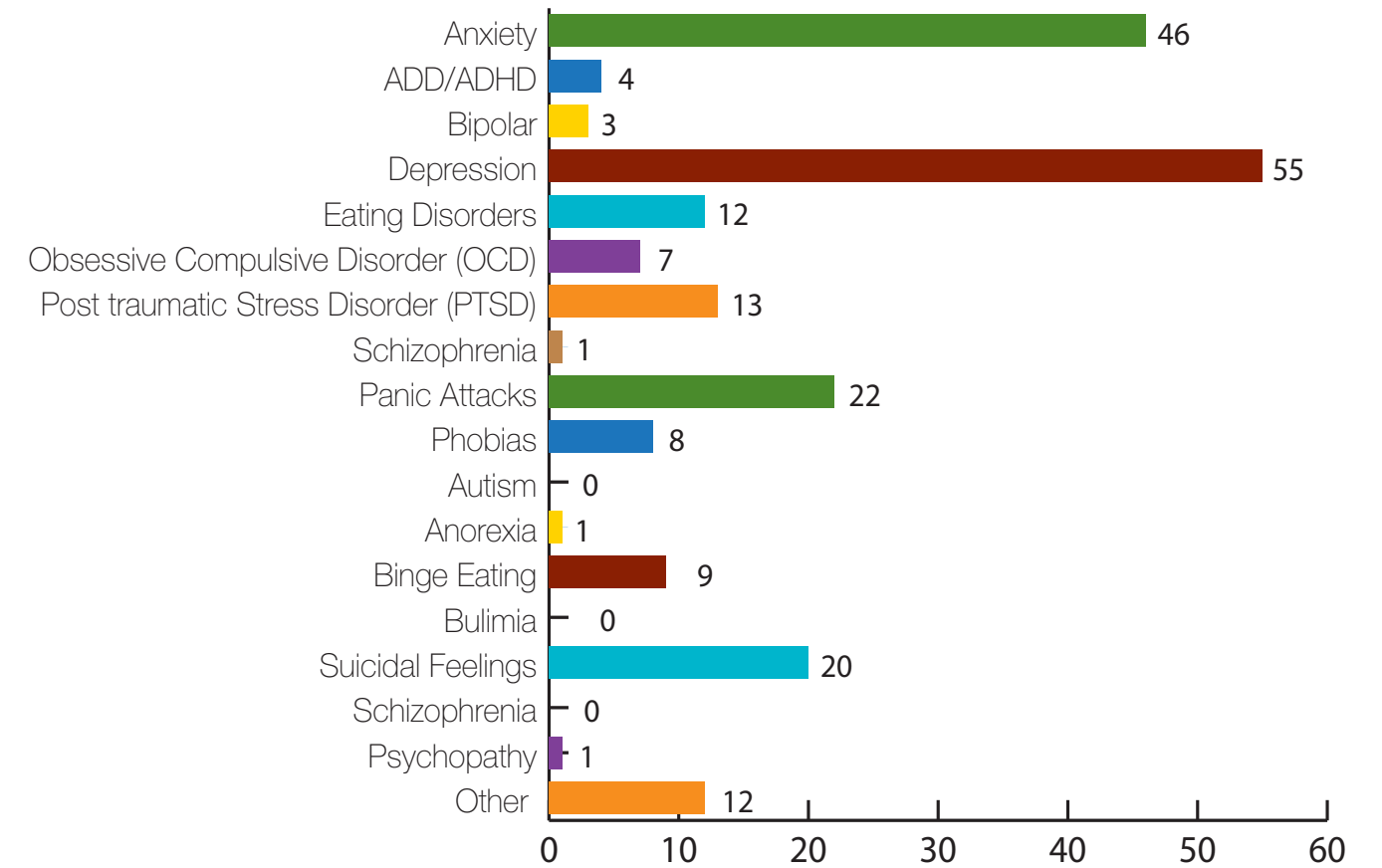


Have you been affected or told by a health care professional that you had any of the following?

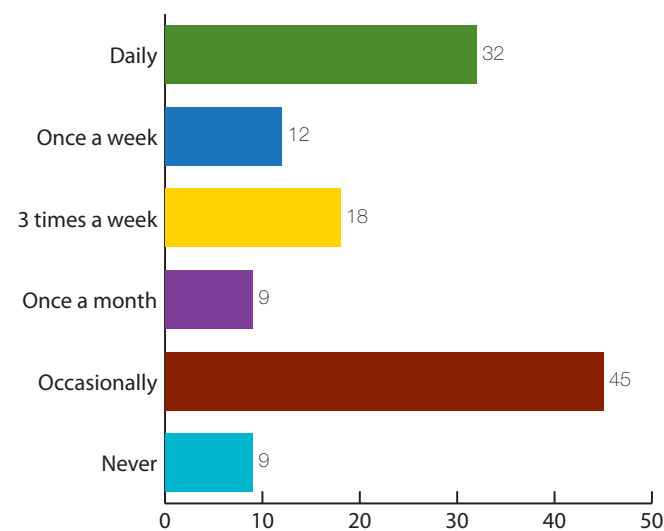


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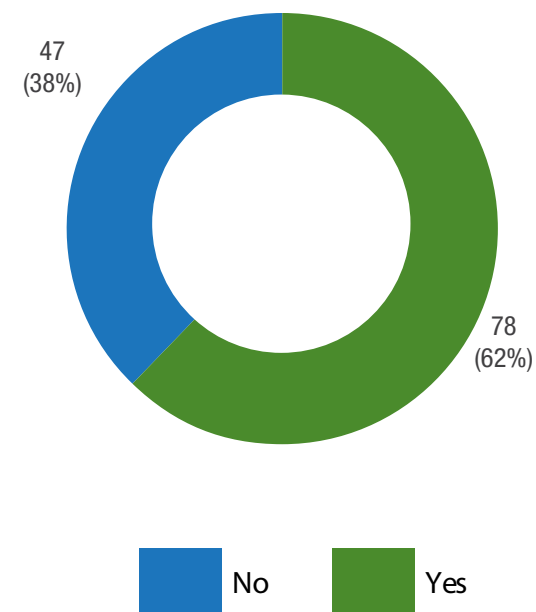
Have you ever suffered or felt you've suffered from any of the following mental health conditions?



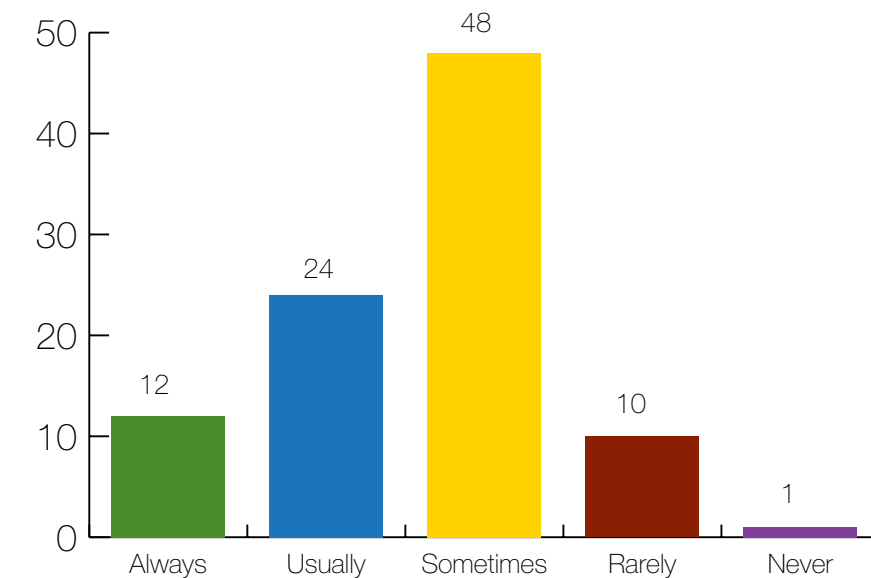
How often do you eat traditional foods?



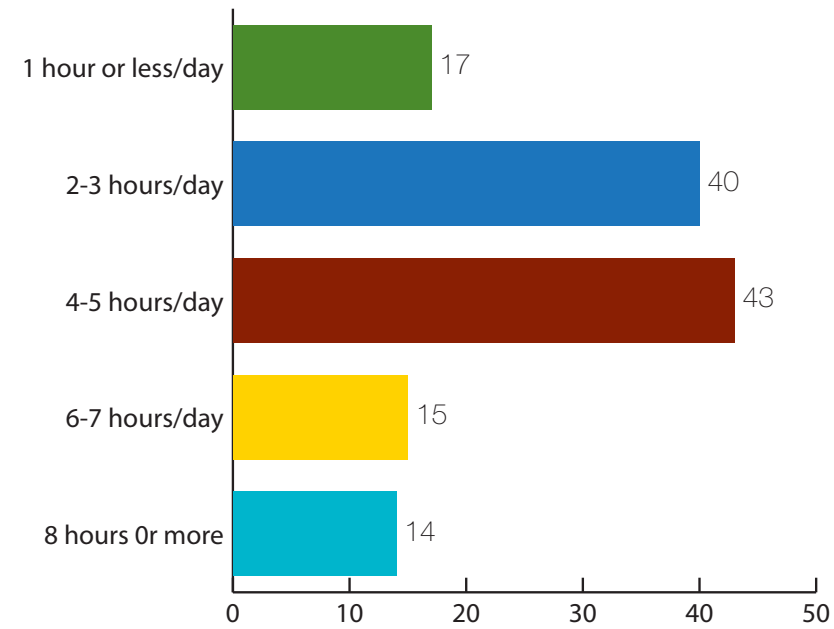
Do you have a family doctor?



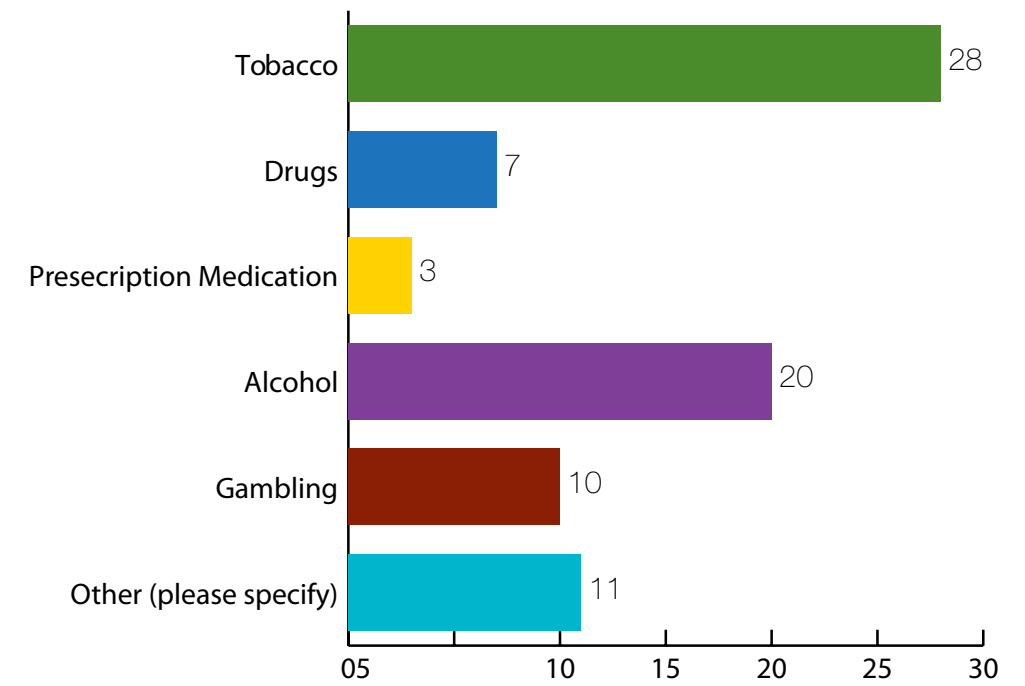
How often do you participate in physical activity?



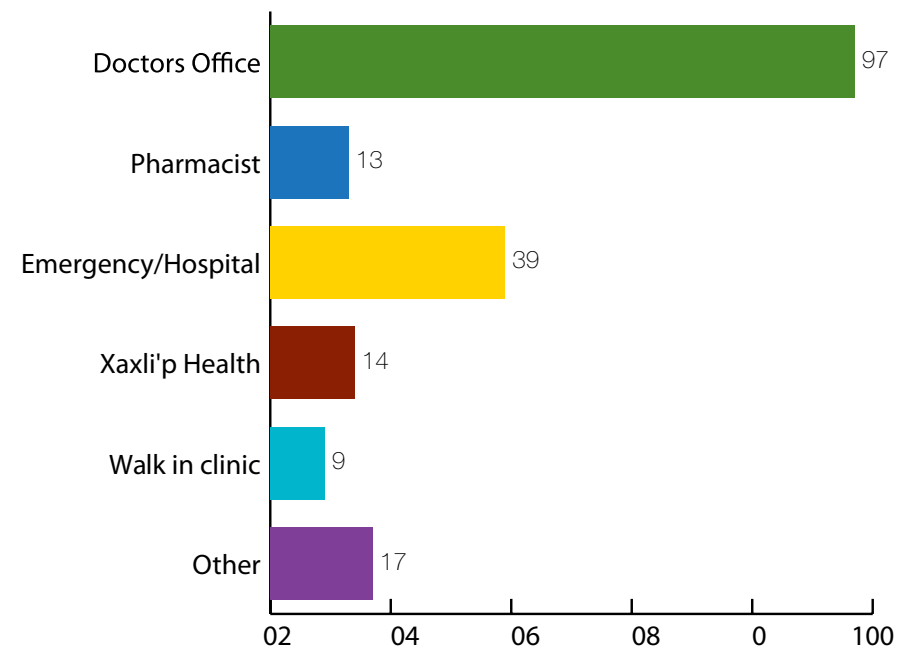
How much time on an average day would you say you spend on screen time? (T.V, computer, video games, phones, tablets etc.)



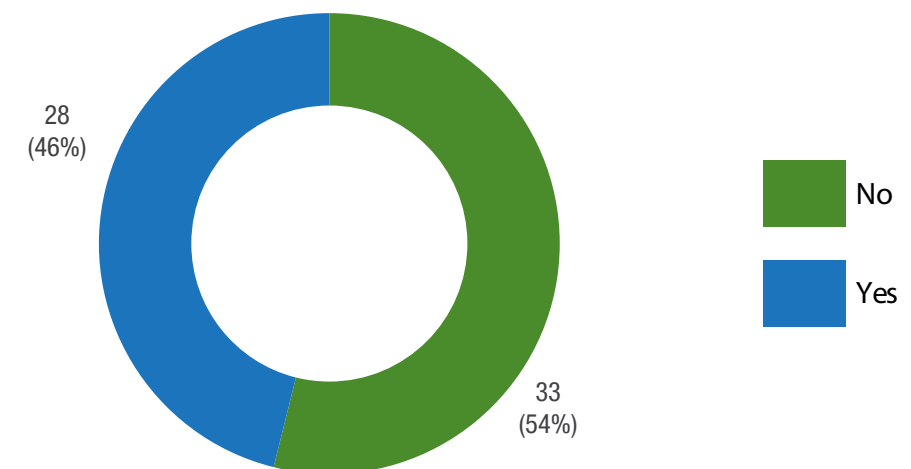
Do you feel you over use any of the following addictions?



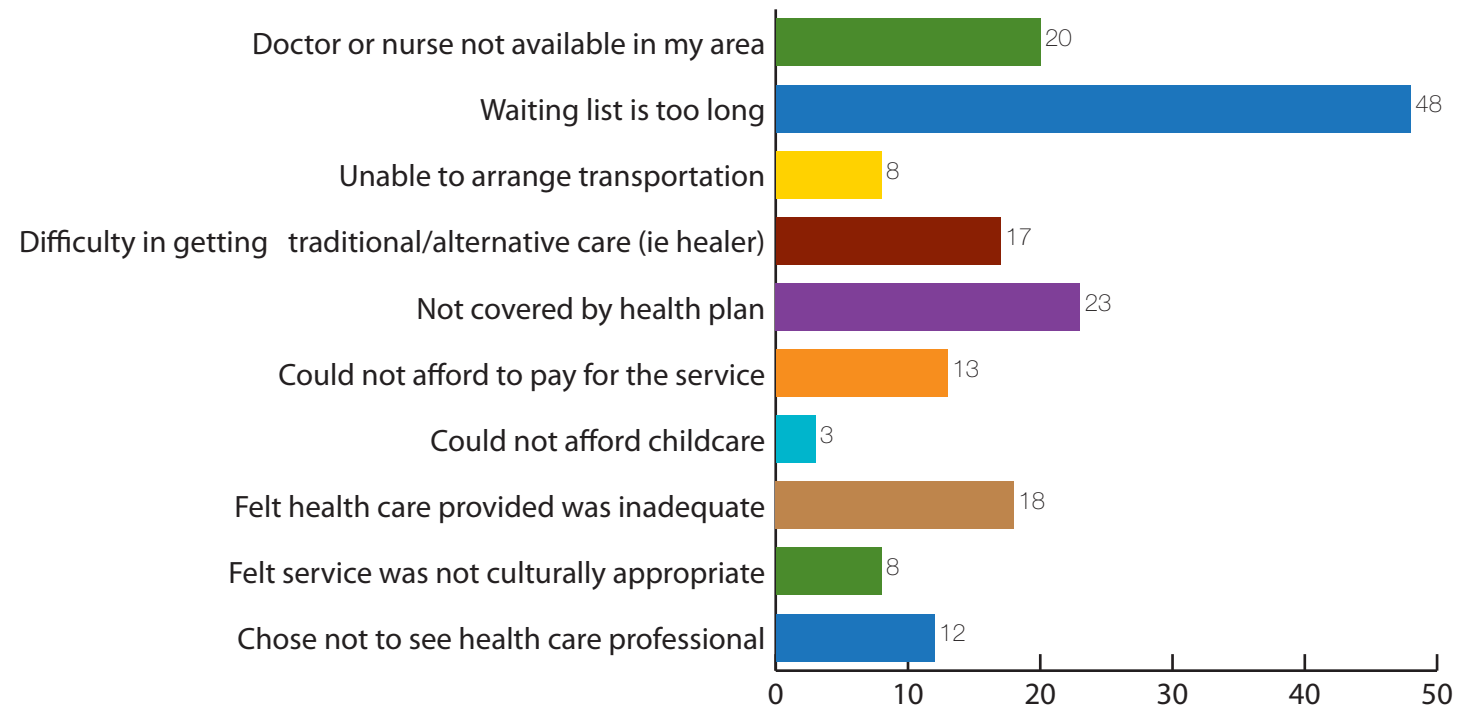
Where do you go most often when you are sick or need advice about your health?



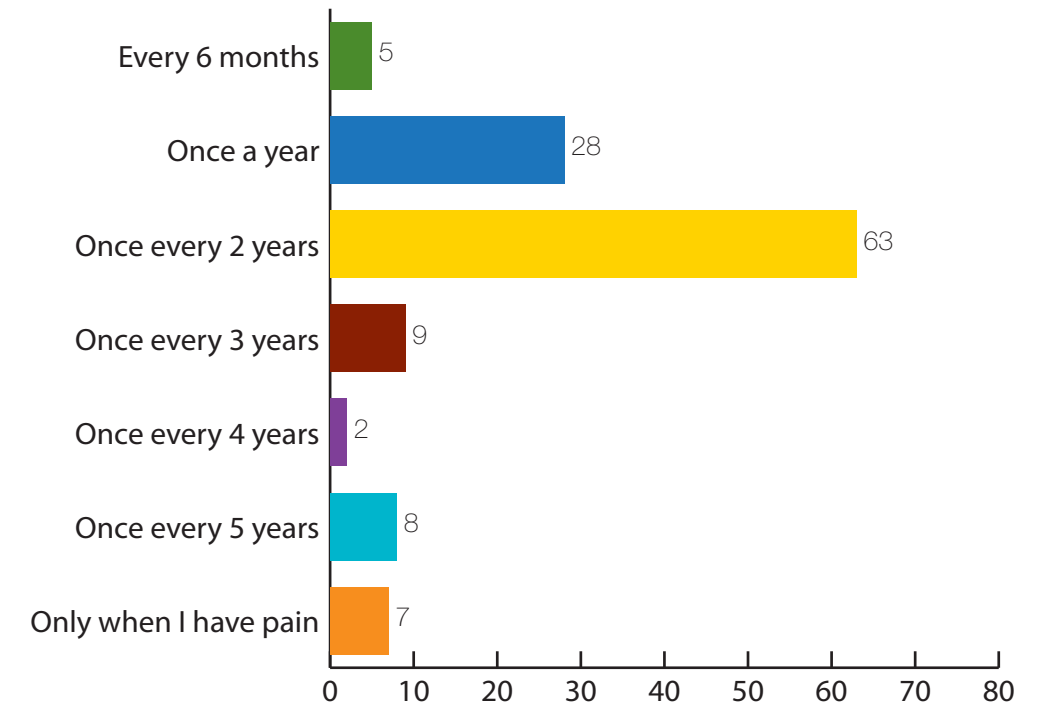
Have you ever sought treatment or counselling for this/these addiction(s)?



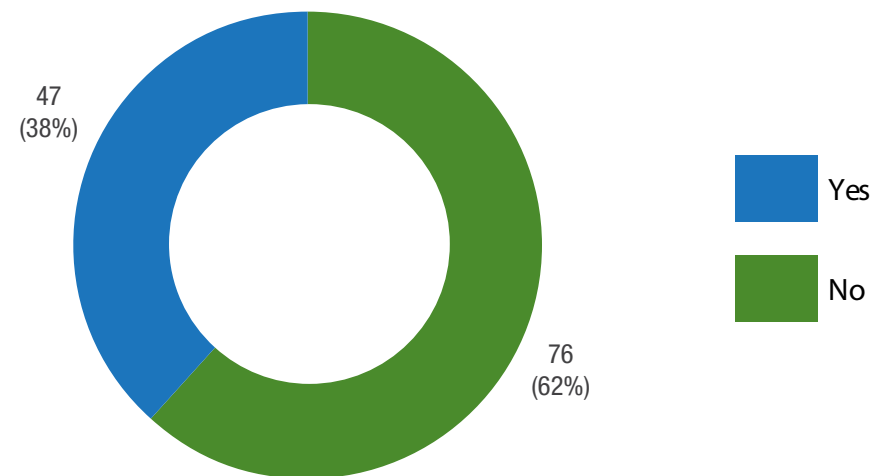
Have you experienced any of the following barriers to receiving health care?



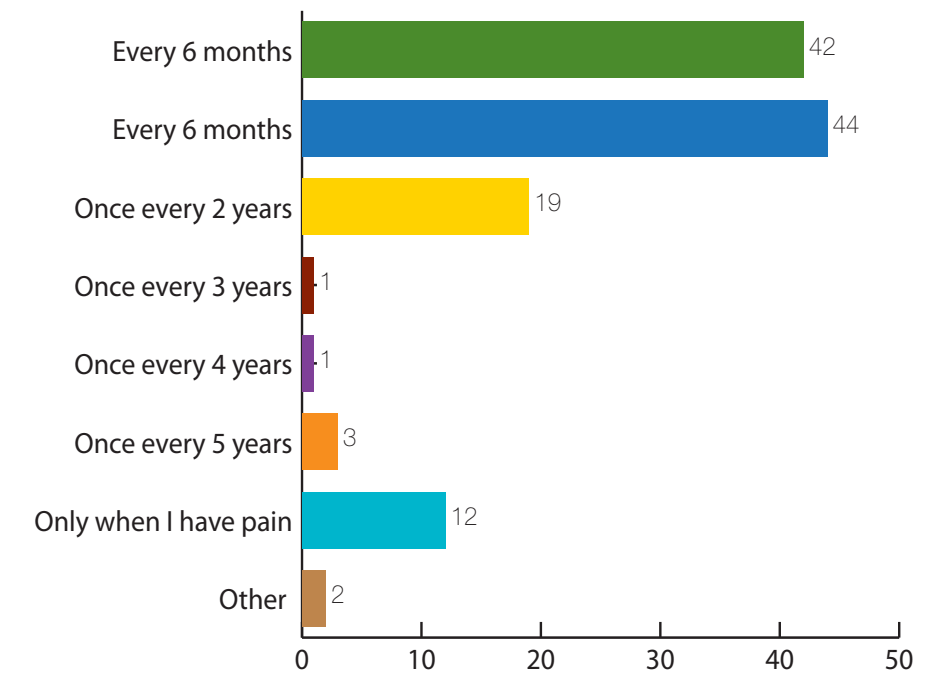
How often do you see an eye doctor?



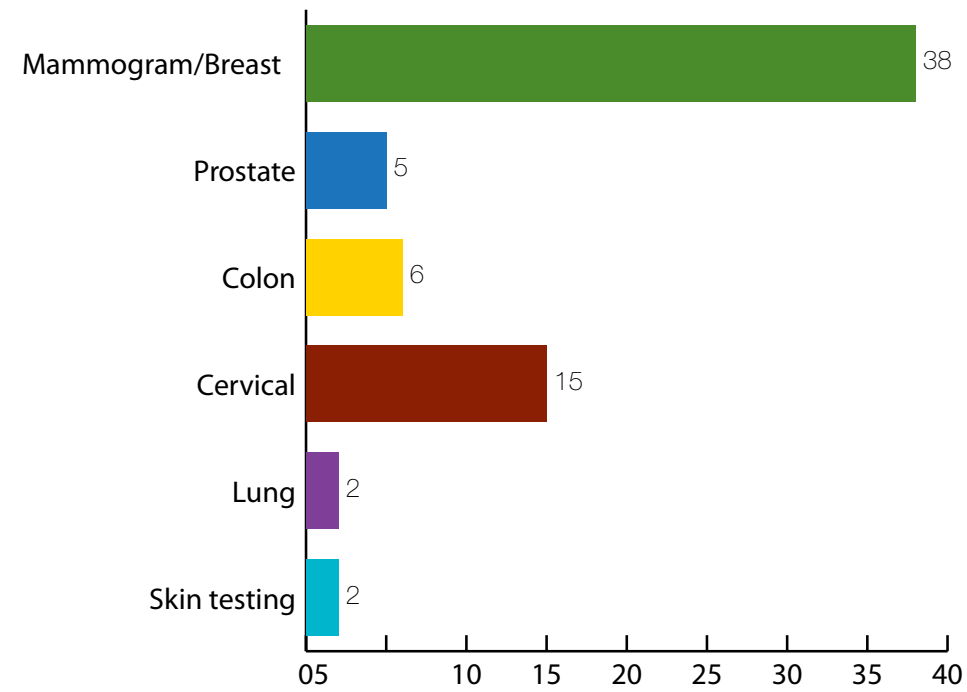
Do you see a doctor for a routine check up?



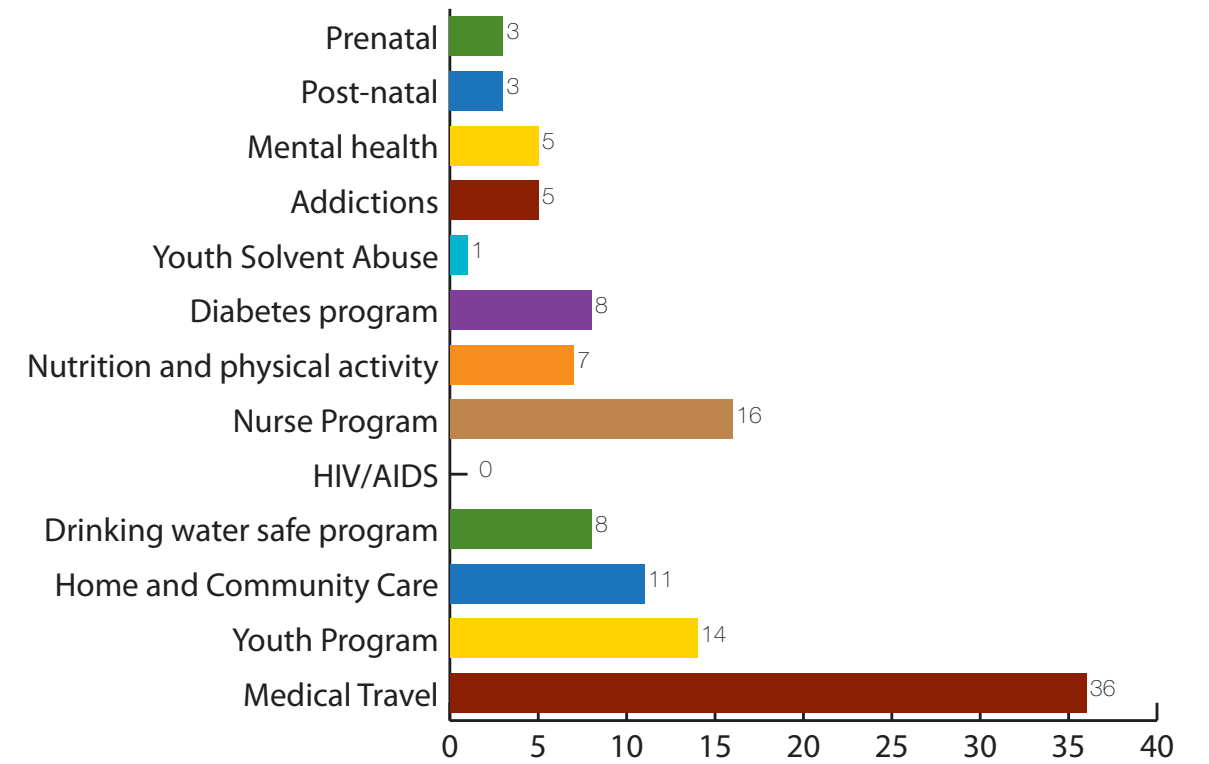
How often do you see a dentist?



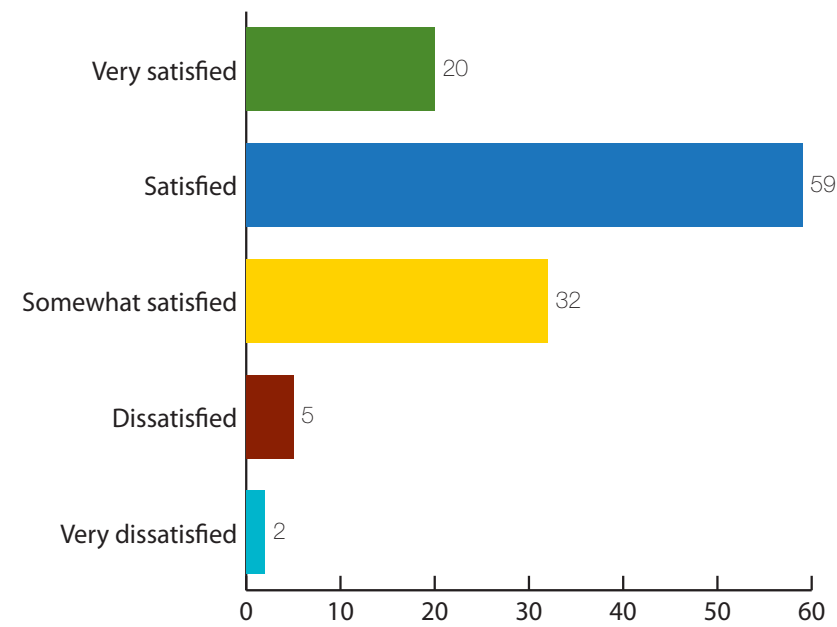
Do you get regular screening for any of the following cancer screening?



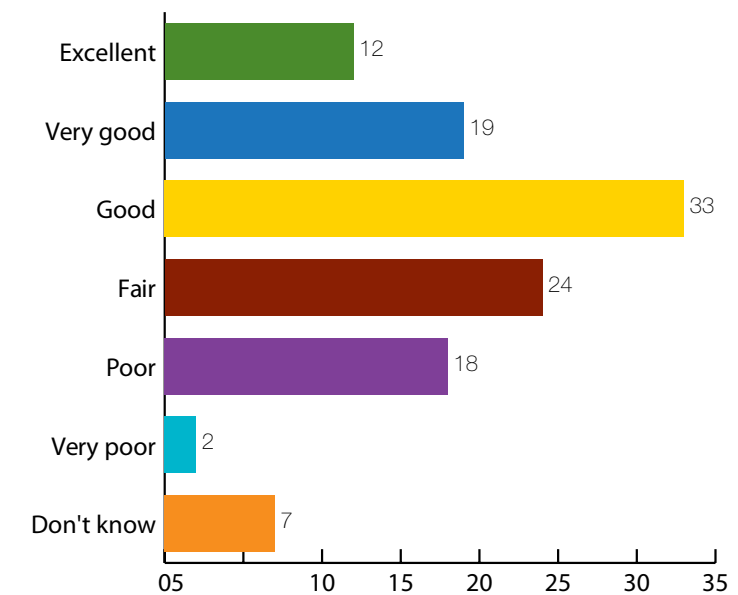
What health programs/services do you currently use in Xaxli'p?



In general, the last time you saw a doctor about your own health, how satisfied or dissatisfied were you with the consultation?



Overall, how would you rate the quality of life in Xaxli'p?





VISION/VALUES/ GOALS

ENVISIONING A HEALTHY XAXLI'P

This Xaxli'p Vision is described in detail for what one would see and experience in a healthy Xaxli'p community. This Vision is based on responses from the survey question: "If we were to have everything, what does a healthy Xaxli'p community look like to you?", and the "sailboat" exercise carried out with each focus group where they were asked to envision a healthy Xaxli'p.

Xaxli'p is the best place to live. With clean water, bountiful landscapes, and gardens, Xaxli'p is beautiful and vibrant! We have reclaimed our identity as Xaxli'p. We nourish our strong connections to our traditional practices, including hunting and fishing. Our bond with Mother Earth and the Creator is immeasurable and unbreakable. Our language

and culture are common knowledge for Xaxli'p citizens and serve as the foundation of our wellness and identity. We have fluent language speakers.

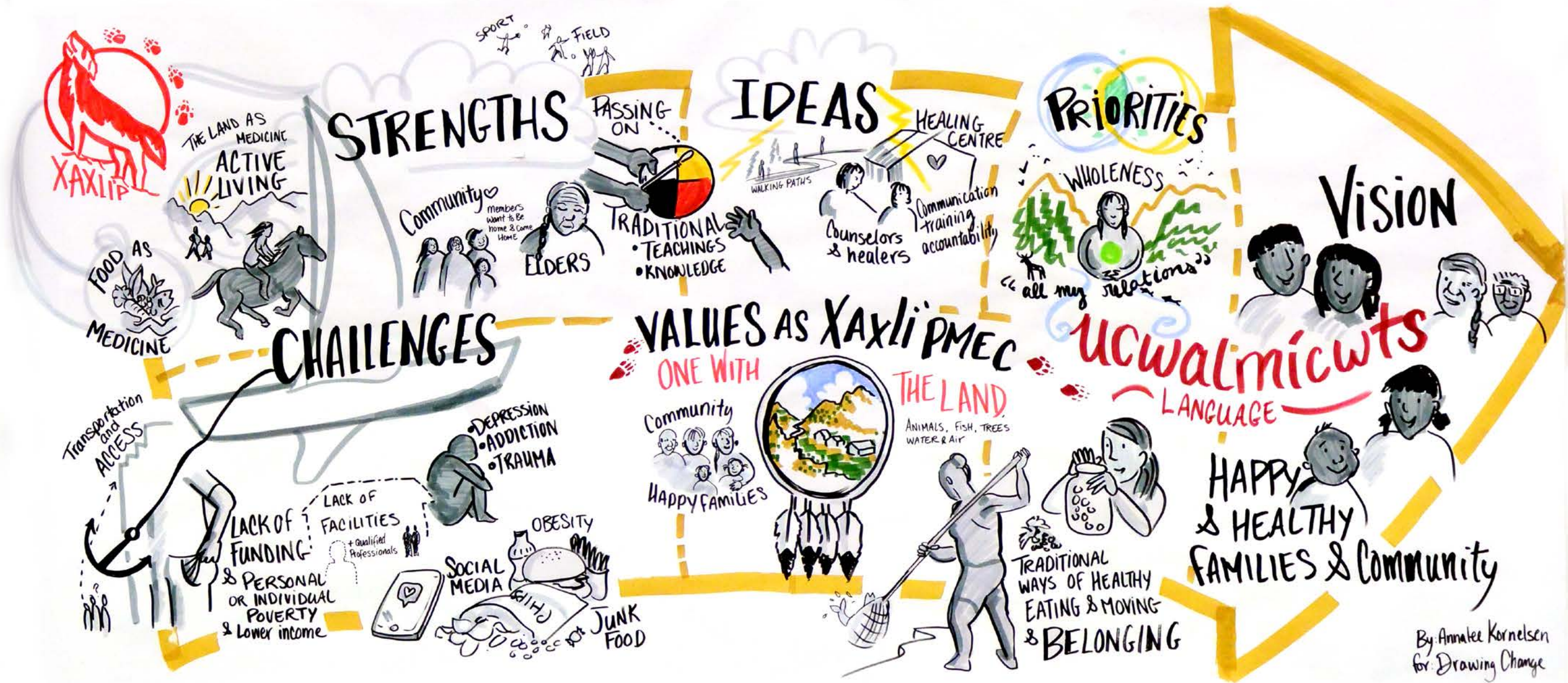
The land and water are cared for and respected. The salmon returns are plentiful. There are hay fields for horses. The hunters formed a "group share" to distribute wild game within the community. We carry out more events on the land (outdoors) or around a fire. Everyone is working together to develop better gardening, fishing, hunting, and harvesting of wild foods. The people live off of the land, traditional foods are accessible and cherished.

Xaxli'p citizens are caring, respectful, happy, strong, and committed to healthy living. We are alcohol and drug free, with a greater awareness about tobacco use. We have a strong connection with one another through meaningful communication and interaction. Our people are beyond the shadow of residential school and moving forward. Our future is focused on our own movement towards healthier generations. We have healthy and inclusive methods for resolving disputes. There is fairness, respect and equality all around. People are visiting, working, and playing together and supporting one another. We are all 'wanting' to live and we love ourselves. Every member has safe, adequate housing. Citizens have incorporated eco-friendly living in their homes and have clean yards (house pride).

“

» **TOGETHER WE
CAN GET OUT
OF HEALTH
POVERTY”**





Envisioning a Healthy Xaxli'p (Con't)

Our children are safe, strong and prepared for “both worlds” - meeting the modern day pressures and carrying our traditional teachings. There are no children in the care of the ministry. We have built our own child and family services and daycare that empower our parents and children to live better lives. Xaxli'p regularly hosts preventative workshops for alcohol and drugs, parenting, and life skills. These efforts include Elders to guide the process.

Our youth are warriors on the rise. We have high graduation rates and increased enrollment in post-secondary and trades training. Parents and adults embrace their children who will amaze the world. Our Elders guide the community and keep our history alive. Xaxli'p citizens, young and old, use our stories to remember our values that serve as a guide for building a healthy community. We have a multi-purpose gym that would be comfortable for any fitness level to join.

Our fully functioning healing centre supports holistic healing methods, professional clinical services, and alternative medicines. Included in the program is wellness planning and support services after treatment/healing. Everyone is welcome. There is no room for judgement. We support each other in learning our authentic St'át'imc ways. We play more sports, we have an outdoor water park, a walking path, bike trails and a safe, fun space for youth to hang out.

Citizens actively partake in health events and activities. Every community member feels empowered and is educated on how to live the life that they deserve. Everyone has access to exceptional health care with minimal barriers. Citizens are empowered to host their own family ceremonies and gatherings. Because they are physically, mentally, spiritually and emotionally fulfilled, there is less reliance on the Band and greater interdependence among the community. In other words, the community takes care of one another and the Band supports these efforts.



Envisioning a Healthy Xaxli'p (Con't)

The administration staff administer services. The leadership advocates for better governance and make decisions in accordance to Xaxli'p laws and teachings, fairness, and recommendations from staff and citizens. The citizens actively participate in services and programs and provide feedback and input. There is active support and trust amongst employees, leadership and citizens. Healthy communications are carried out through different methods (social media, notices, community meetings, etc.), but also through home visits (door-to-door).

We are a self-governed community; therefore, Xaxli'p make decisions for Xaxli'p, and this is done communally. The foundation of our governance is our matriarchy system yet we also embrace innovation and best practices to meet our community's needs and to function within a modern society. We have a functional organizational structure that is supported by efficient policies and procedures. The policies and procedures are reviewed regularly to ensure they meet organizational needs and to ensure they are fairly enforced and implemented.

Xaxli'p is a healthy community with resources. There is less reliance on Indigenous Service Canada (ISC, also known as Indian Affairs) and other government funding. There is an array of successful businesses and community entrepreneurs that enrich Xaxli'p economy. We also utilize our commercial land designations.

Xaxli'p is a desirable place to work. We have a high employment rate among membership and some work as the health professionals for the community. Health career opportunities are abundant. The Xaxli'p have set the standard for exceptional health and have a leading edge health model. We fulfill our own health plan and engage in long-term planning. The leadership, staff and citizens work in unison with the common purpose of making Xaxli'p the best place to live for generations to come. Overall, Xaxli'p is a strong community that embraces and excels in education, care, spirituality, family bonding, and activities with a real sense of self and identity. We have grown from shattered dreams to tears of happiness, unity and pride.

WHAT ARE THE MOST TREASURED TRADITIONS AND VALUES THAT WE WANT TO PRESERVE AND PRACTICE IN THE FUTURE?

- Our land, mountains, water, language, and traditional teachings
- Protecting our survival territory (water)
- Family and community connections, respecting our Elders
- Supporting each other and respecting one another
- Our drumming, dancing, and gatherings
- St'at'imc gathering
- Our traditional foods
- Learning and taking part in our traditional practices, such as: dip net making, basket making, drum making, canning food, hide-making,
- gathering traditional medicines/foods, preserving, horseback riding.
- How everyone has their place during fishing time (packers, fisherperson, canning person, freezing person, stwan (wik7em).
- Honoring our customs when a loved one passes away. Examples: sending a loved one to their final resting place, speakers to talk on behalf of the people, addressing the community with gratitude, no children present when the deceased loved one is in the home/building.
- Everything!

WHAT WORD BEST DESCRIBES XAXLI'P TO YOU?



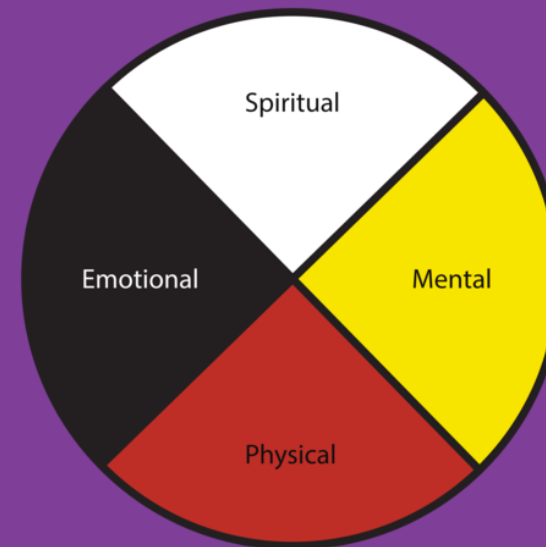
(Word cloud gives greater prominence to words that appear more frequently in the source text.)



HEALTH ISSUES/CHALLENGES

Xaxli'pmec were asked what they feel prevents themselves from eating healthy, being physically active, and speaking St'at'imcets. They were also asked to identify overall health challenges that are keeping the community from being healthy and how these have affected their quality of life. This information was compiled into the medicine wheel:

MEDICINE WHEEL



I HAD TO TALK ABOUT MY PERSONAL TRAUMA, OTHERWISE, IF I DIDN'T SHARE IT, I PROBABLY WOULDN'T BE HERE"



PHYSICAL

PHYSICAL ACTIVITY & HEALTH

- Lack of facility space (gym)
- Time, busy schedules, work, childcare availability
- Impediments such as injury, getting sick, disability, chronic pain, arthritis, asthma, obesity, diabetes, cancer, strokes, poor eyesight
- Difficulty in accessing healthy food, the gym due to high cost of living; low income/poverty, affordability, and transportation (rural)
- Access to traditional foods due limited or lack of access to equipment and necessities for hunting
- The convenience of salty, sugar and fast food
- Lack of knowledge of healthy foods, cooking, shopping
- Emotional eating, drinking more pop than water
- Improper or overuse of electronics, internet, social media
- Over prescribed and commercialized medications
- Lack of communal land to build and develop adequate housing
- Lack of or limited money, funding, employment, education
- Physical location dictates services for members living away from the community
- Lack of full medical coverage, access, affordability and reimbursement
- Focus is on intervention not prevention
- Knowledge of different stages of our bodies (age cycle)
- Lack of screening



SPIRITUAL

SPEAKING ST'AT'IMCETS, CULTURE, TRADITIONS

- Availability of fluent speakers, exposure and loss of knowledge keepers
- Time, motivation, patience, commitment
- Difficult to remember, a complex language, current methods are not working
- Not making it a priority for ourselves
- Feelings of shame, embarrassment, and discouragement
- Physical impediments
- Lack of knowledge of our history and traditions
- Religion
- Polluted water, mother earth
- No pride
- Lack of contemporary knowledge and traditional knowledge
- Embedding our traditional teachings into our practices: our policies, structure, roles and responsibilities, job descriptions, and planning (short and long term); 'conflict of interest' being overused/misused.



EMOTIONAL

EMOTIONAL INTELLIGENCE AND SUPPORT

- Addictions; drugs, alcohol, tobacco, prescription misuse, gambling addiction, electronics
- Lack of recovery resources after treatment
- Gossip, lateral violence, violence
- Intergenerational trauma
- Bullying
- Negative politics
- Lack of laughter, empathy, compassion, quick or incorrect judgement
- Lack of healing and awareness about sexual abuse
- Scared of change, staying in comfort zone even if it's negative
- The Indian Act, colonialism, residential school policy
- Self- motivation, energy, tired, poor effort and habits, lack of confidence, procrastination



MENTAL

MENTAL WELLNESS CHALLENGES AND BARRIERS

- Stigmatism; shame
- Depression, anxiety, postpartum, head trauma, grief
- Lack of professionals who understand our values
- Limited or lack of knowledge and understanding, limited support and resources, lack of access to adequate services for mental health issues
- Feelings of loneliness, self-esteem, 'giving up', tension, fear, stress
- Communication gaps; skill of meaningful talking and sharing
- Low participation and lack of interest

What health challenges do you face? (open-ended question survey)



(Word cloud gives greater prominence to words that appear more frequently in the source text.)

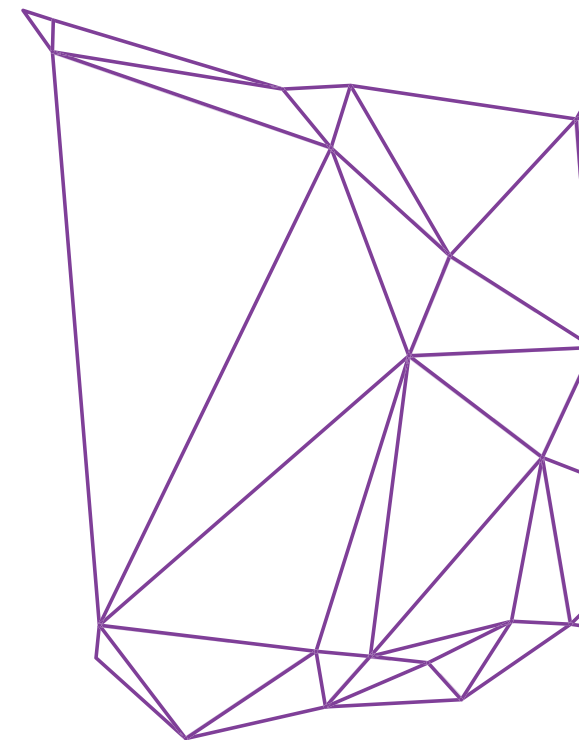
How has these challenges affected your life?

- Getting in debt, kept my income at "just enough"
- Family separation, breakdown, connection, loss of children
- Too much pressure on myself, being judged, feelings of guilt, tiredness, cannot focus, numbed my feelings where I cannot heal
- Holistic health suffers; hygiene problems, physical appearance changes, shortness of breath
- No self-control, not following my path in life
- Criminal record, went to jail



What health services do you have to travel outside of Xaxli'p for?

- Counselling, Therapy
- Dentist, dentures, orthodontist
- Doctor, specialist, hospital
- Hearing doctor
- Optometrist
- ADHD services
- Cancer clinic
- Gynecologist
- Foot doctor
- Physiotherapist
- Pediatrician
- Acupuncture
- Heart & Lung specialist
- Tantalus
- Palate care
- Prenatal care, midwifery, doula care
- Massage therapy
- Chiropractor
- Naturopath





STRENGTHS/ IDEAS/ SOLUTIONS

STRENGTHS

These strengths were identified by survey results and focus group outcomes. These are responses to the following questions: “In your opinion, what are the main strengths in the community regarding health and wellness?” and “Three things that make Xaxli’p a good place to live”. The responses were sorted under three main categories.

COMMUNAL VALUES & SUPPORTS

These strengths were identified by survey results and focus group outcomes. These are responses to the following questions: “In your opinion, what are the main strengths in the community regarding health and wellness?” and “Three things that make Xaxli’p a good place to live”. The responses were sorted under three main categories.

- There is a connection between the people that is strong; we have respectful people that help each other out, especially when the community goes through a crisis; we have a great community; people are nice and kind, we know we need each other and we help one another; the community is welcoming; feel wanted and safe
- Our roots, our ancestry, and family connections; togetherness; sense of community and family; we have strong cultural roots to raise our families
- We have educated people
- Our children; seeing the Elders work with the youth; taking care of our Elders
- Our traditions, seasonal living, traditional practices, such as hunting and fishing
- Sense of pride; it's the only place that really feels like home; it's always going to be home
- How so many of us go fishing in the summer (practicing our traditions)
- The next generation



» **KEEP ON TEACHING
TO SPEAK
ST'AT'IMC TO US
YOUNGER YOUTH”**

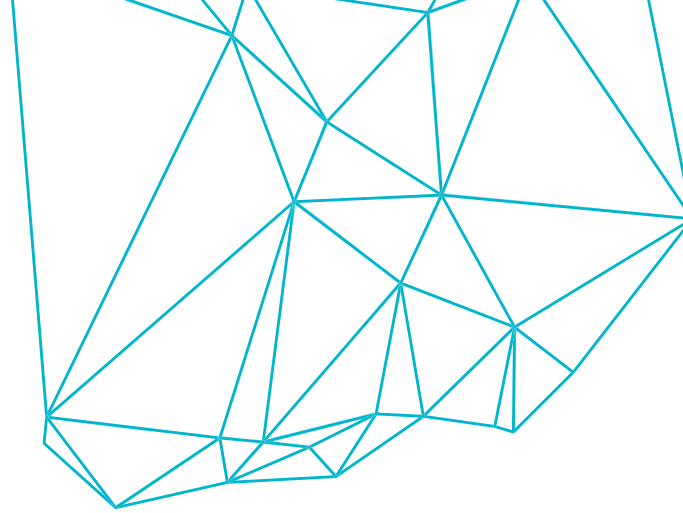


» **TIME TO MOVE
FORWARD FOR A
HEALTHY
COMMUNITY”**



LAND BASED BENEFITS

- Our land and water, our mountains and great views
- The community garden; the land to grow own veggies
- 6 mile (fishing grounds); the lake
- Our drinking water
- Our community events
- Good weather; the fresh air; quiet, peaceful
- Picking xusem berries
- Horseback riding; good riding trails
- Rural but also close to shopping and hospital; freedom for kids to play



SUCCESSFUL PROGRAMS & SERVICES

- The community is committed to building a good health program and provide alternative wellness options
- The health office, health facilities, and the employees
- Services:
 - Nurse practitioner, home and community care, immunization, patient travel, emergency financial support, education support, prenatal services, youth group, drug and alcohol programs,
- Events & Activities:
 - Health workshops, spa day, women's wellness day, gatherings, the health days
- Getting Elders to cultural events; housing for Elders
- Affordable housing
- Supportive programs
- Addictions appear to be doing well since there are quite a bit of workshops for it; although people still struggle with substance abuse, it's improving.
- The ability and scope to see that there is room for improvement in all areas.
- The recognition of the need for trauma counselling, etc. is a strength.
- I don't know I'm not in the community

POPULAR PHYSICAL ACTIVITIES

- Housework, garden work
- Fishing, hunting, carving, food gathering
- Physical employment, PE class
- Baseball, Basketball, Ice Hockey, Soccer
- Jogging, walking, hiking, biking
- Gym time, 21 Day Fix Videos
- Yoga, stretching, breathing
- Skateboarding, swimming, frisbee
- Pow-wow dancing



IDEAS AND SOLUTIONS

HEALTH ADMINISTRATION

- Use the Health Plan and listen to the voice of the people, see changes from this plan
- Build trust and communication amongst the leadership, staff, and with the community
- Develop health governance tools, structures, policies (organization chart, strategic plan).
- Get organized with our strategic planning in health priorities
- Update the community emergency plan
- Hire a proposal writer; capture funding opportunities
- Improve our meeting and event methods/times to increase interest and participation
- Provide a welcoming environment; having strong privacy and confidentiality so members feel safe accessing health services
- Hold funders accountable for adequate funding
- Build a teamwork environment within the Health Department
- Healing to take place in the office/administration
- Continue engaging the community
- Include citizens living away from the community
- Develop a communication strategy; keep our website up to date
- Turn Facebook into sharing up-to-date information and supporting our people and staff
- Promote education in the health field
- Internally network and collaborate within the Band Office departments
- Adequate and appropriate staff orientation and transition of duties
- Build accountability for leaders, workers and accountability for community members to take part in leadership as well
- Networking; build relationships with other organizations and mentoring other programs that are flourishing in communities



SOLUTIONS ARE A COMMUNAL RESPONSIBILITY, NOT JUST STAFF AND LEADERSHIP, WE CAN ALL DO BETTER AND DO OUR PART”





LANGUAGE AND CULTURE

- Range Riders to get children and youth connected to our survival territory, Bald Mountain – Pilthq'mut-xwenae'm – with horses, learning the trails, names and stories
- Utilize our teachers and designate a St'at'imc language site for members to learn the language
- Research what other communities and countries are doing to revive language
- Document family lineage and history (documentary)
- Celebrations/ceremonies for marriage, welcoming our new babies coming into the world and our youth coming of age, puberty, namings
- Have youth do fishing for our elders; encourage net making
- Introduction to horsemanship
- Have culture nights; hand drumming, learning about the berries, stories, smudging, hunting camps, learning our land, prayer, family tree, traditional games, cultural camps, gender roles and responsibilities
- Hire our own cultural worker that could have a work plan with goals and vision of our people and proposal writing skills
- St'at'imc Bingo
- Fun and engaging immersion activities, friendly contest, games
- Go for walks to say objects in the language
- Lessons on a weekly basis - make it fun with games, incentives and/or prizes
- Have childcare so parents can attend classes
- Just speak it (the language) and do your best
- Put it (the language) online; Xaxli'p App
- All gatherings with translations incorporated (word of the day at community meetings, for staff)
- Mentoring program
- Find funding to make learning the language a paid position for youth
- Put language up around the community; buildings, streets, signage
- Make a documentary and a book about our history

HEALTH PREVENTION

HEALTH CARE (MEDICAL)

- Medical clinic to accommodate our own full medical services
- Care plans and prevention programs for diabetics
- Workshops: personal hygiene, sexual abuse, HIV/AIDS, safe sex,
- Monthly foot-care clinicians
- Workshop information on doctor, optometrist, dentistry programs from FNHA (Info sessions on FNHA eligibility and program)
- Incorporating traditional foods and medicines
- Education about our bodies; self-knowledge for all stages of life
- Develop space for alternative health programs and traditional medicines, beses clinical; homeopathy, herbalist, massage, naturopathy, chiropractor, acupuncture.
- In-home care or retirement home for elders (assisted living)
- Health fairs, self care days (spa, haircuts)

- Disability equipment installed in homes
- Prenatal and postnatal support
- Information and support for shingles
- Better eye and ear service
- Midwife, doula, traditional birthing information and options
- Safe medication intake and management
- More health information on the lifecycle from prenatal, birth, infants, toddler, preschool, elementary, preteens, teenager, young adult, adult, elder (men.women) and as a Xaxli'p community
- Access to tests like MRIs, CT Scans, etc,
- Increase patient travel
- Continue with having proper medical supply and equipment
- Having full screening for men and women available
- Patient navigators for services outside of Xaxli'p
- Bring some services to Chill-hill (workshops)

FOOD & NUTRITION

- Traditional food canning and preservation programs
- Medicine walks
- Nutrition programs and workshops (reading labels, drinking water)
- Build a root cellar
- Include traditional eating information into parent programs
- Cooking classes with Food Safe classes





COMMUNITY & FAMILY WELLNESS/ PHYSICAL HEALTH & RECREATION

- Build our Gymnasium/Sports facility (waterpark, jungle gym, youth centre, industrial kitchen)
- Resources and support for extracurricular activities, leagues, sports and jersey costs (baseball, soccer, golf, hockey, football, basketball, traditional sports, archery, rowing, swimming lessons, safe weightlifting).
- Programs such as karate, kickboxing, yoga, fitness, contemporary dance, traditional dancing, chai-ti, arts & crafts, Indigenous art, theatre/drama, singing, chess, lego, piano, building competitions, gun safety, knife sharpening, group scavenger hunts, photography, drawing.
- Provide a class of our own version of Canadian history
- Have sports equipment/swapping available
- Develop a volunteer program for events (resume and reference building)
- Camps (science, film, sport, outdoor)
- Provide transportation and support to access weight room and sauna
- Safe walking trails (from dogs, animals)
- Childcare during programs
- Fix baseball fields and add a running track
- Prevention programs; alcohol and drug use, tobacco use, suicide, bullying
- Group outings and events (cultural, entertainment, education, community flea market)
- Add power to the greenhouse
- Flood the flats to promote skating exercise and experiences in Xaxli'p

Children and Youth

- Boys and Girls Club
- Light work for elders
- Study & homework tutoring
- Camps (sport, science, film)
- Nature trips, walks, hikes and include traditional teachings
- Learning toys and activities during meetings
- Young adult classes (babysitting, cooking, building credit, purchasing a car, paying bills, budgeting)
- Travel the world

Parents & Adults

- Play groups, baby & me group
- Support groups share their experiences, babysitting swap to free up time for house cleaning, breaks, finish school.
- Mens and Ladies groups
- Workshops; parenting, upgrading, life skills, coaching program
- Making baskets, nets, regalia making
- Social night
- Couples communication skills
- Clubs: books, writing, photos, scrapbooking

Elders

- Workouts tailored (chair exercises)
- Bingos, beading, crafts, sewing, weaving, quilting, knitting,
- Bone games

“
**I BELIEVE IN
SPORTS AS
A TOOL FOR
PREVENTION”**

HEALTH INTERVENTION

Addictions

- St'at'imc or Xaxli'p treatment centre
- Promoting the first step of asking for help for addictions
- Develop a partnership or plan for faster detox and treatment intake
- Program to support those waiting to get into treatment and when they return home
- Support groups
- Learning and understanding different kinds of addictions
- Overdose courses
- Certified counselor available at all times
- Love and acceptance!



Mental and Emotional Health

- Reducing the lateral violence, gossip, nepotism, fair judgement, fairness and inclusive (forgive past faults)
- 1-800# or crisis intervention team; build a strong relationship with outside agencies for quick referrals
- Youth clinicians, mental health clinicians
- Hire a professional mental health worker; more qualified health professionals across the spectrum
- Destigmatize mental wellness challenges and conditions
- Advocating for a First Nation mental health worker in town
- Apply methods to reduce stress and anxiety
- Research what other organizations are doing for suicide intervention
- More information on mental health and emotional distress
- Everyone to keep an eye on our community members
- Have a good facilitator to run support groups;
- motivational speakers
- Grief support
- Postpartum support
- Improvements to addressing crisis in addictions
- Mental health supports with an indigenous approach (ie, getting on the land, land-based healing)
- Trauma counselling
- Promote personal responsibility, motivation; life skills and personal development for all, including the staff
- Healing circles and building on "I'm Coming Home" initiative
- Anonymous healing programs
- Awareness: workshops, speakers, historical impacts on residential school
- Ceremonies; spirituality
- Archive of stories and pictures of those who attended residential school and were enlisted in the wars
- Smudge and prayer room at the office

OTHER SOCIAL DETERMINANTS

Throughout the survey, focus groups, and the first open house, it was apparent that the Xaxli'p view "Health" through an indigenous lens, meaning that our health is directly connected to other aspects of social determinants. These results reflect this lens.

Housing & Facilities

- Seniors complex
- More housing; families, single units
- Clean landscapes, removing large items/cars from homes - taking pride in our homes
- Utilize our survival territory to build homes
- Implement energy efficient homes for new builds and renovations; solar panels
- Compile information on mold and asbestos in the homes
- Establish and maintain an inventory and maintenance plan on our houses and community buildings
- Develop options for non-landholders (land use)
- Establish a good relationship with an honest contractor for guidance
- Build a circular structure to align with a sweat lodge or pit house
- Workshops for members to care for own homes
- Keep on the recycling and garbage

Education

- Be involved in school districts
- Incorporate language into education programs
- Celebrate our graduates and encourage education in the health study programs
- Develop our own cultural curriculum on the land
- Provide support for upgrading
- Lynx, work ethics
- Life skills and workshops for youth and high school graduates on managing bills, saving money, avoiding debt, building credit

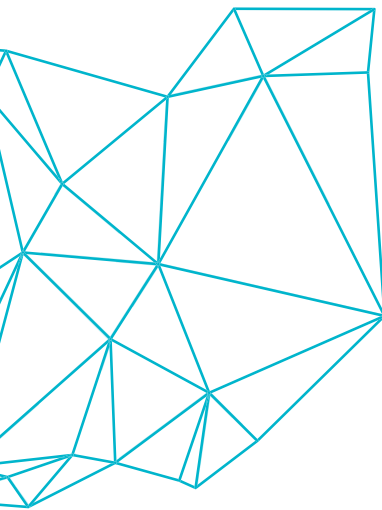


Employment/Financial Support

- Entry employment opportunities to gain skills for those entering the workforce
- Life skills workshops for unemployed and all young adults
- More hands on training courses
- Visits to the schools
- Mentorship program, a Xaxli'p member with a staff, a student or an elder
- Hire an employment coordinator
- Equality for all employment opportunities
- Utilize other resources (ASETS)
- Childcare so parents can work
- Have a shuttle for transportation to shop or make appointments
- Provide a driver's license program
- Someone to focus on proposal writing for infrastructure and programs, especially the gym
- Entrepreneurship; welcome and support community business (artists, mechanics, use local butchers).



What health initiatives would you like to see for residents that live away from the community?



- Find ways to include members; invites, adequate notice, weekend events
- Provide a resource handbook for what is available and regularly update it
- Patient travel to Xaxli'p
- Access to funding to participate in healthy family activities outside of the community; family swim pass, gym pass, bus pass, gift card to buy healthy foods
- Host Xaxli'p cultural and entertaining events away from the community
- Ability to know what is the plan for the future of Xaxli'p (goals) updated online

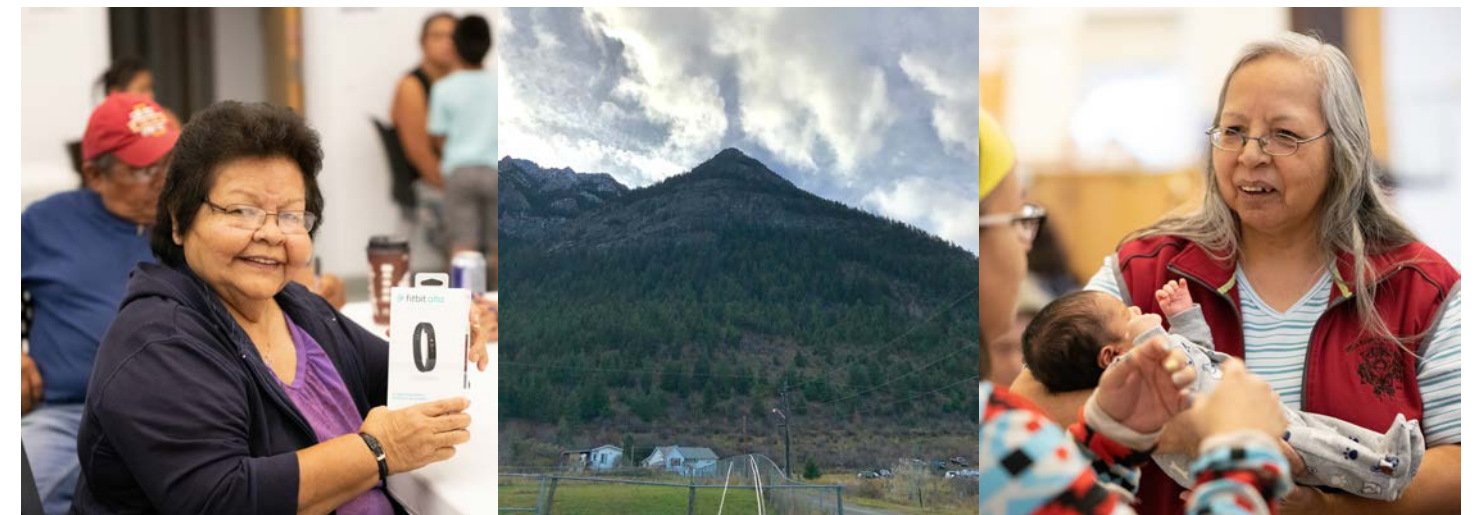
What would encourage you to attend more health community events and gatherings?

- If housing were available to live at home
- Two weeks notice
- Transportation
- Food & Prizes
- Child friendly environment, childcare or activities for children
- Fun, engaging and active methods/facilitation
- Different times of the day (day and evening)
- Up to date and active newsletter (visual layout), website and Facebook page
- Friendly environment
- Webinars, video conferences

3 things that would make Xaxli'p a better place to live?

Values & Objectives

- Respecting each other; professionalism, friendly environment; equality
- Back to the roots (traditional style); promoting our language and culture
- Self-sufficiency
- Positive communication; transparency
- Traditional and cultural healing
- Substance free living
- Embracing progressiveness
- Confronting issues
- Celebrating our success
- Utilizing solar energy
- Re-learning the values of what is health and what has to be done





Communal Responsibility

- Residents to up keep their property
- More visiting each other
- Healing; change and move forward to better our community
- Less violence in the community; addressing the long standing issues of lateral violence and the underlying trauma that impacts our people.
- Positive communication
- Increase our environmental awareness



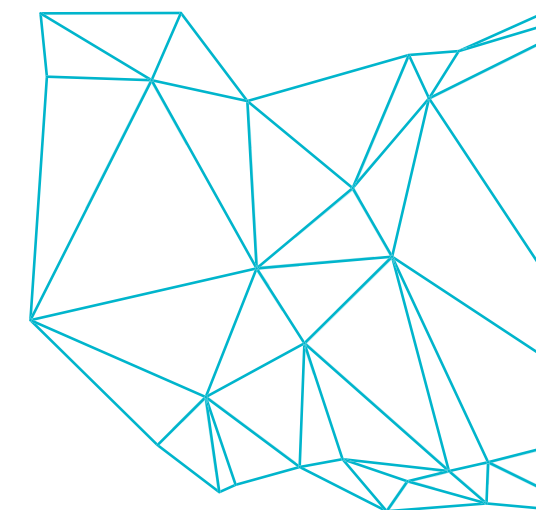
**WE'LL GET THERE.
WE'RE ON THE RIGHT
PATH, LET'S MAKE IT A
PRIORITY"**

Building On or Building New Infrastructure and Assets

- Clean drinking water
- Reduce the old cars around the community
- Increase housing
- Ice rink; well-kept baseball field; outside exercise machines; drop in place for all people-open late; hunting camps; library
- High speed internet access
- A support centre with access to a gym, counselling or family activities; plans are carried through in building the multiplex community centre
- Paved roads
- Start-up small business that profit the Band; on reserve businesses; more stores
- Deal with land on the reserve

Administration & Services

- More resources
- Decent wages
- More employment; support self-employment
- Goal-setting
- Clear communication
- Opportunities for off reserve members as well
- Sponsoring kids in all activities
- **Programs and services:**
 - Communication workshops
 - Cultural events
 - Different health choices than just the medical field (such as homeopathy)
 - More sports activity - teams developed
 - Senior living with healthcare and every day care service
 - Bus to town once a week/month for elders; community bus (transportation)
 - Inclusive services that benefit everyone
 - Increase community interest in programs
 - More opportunities for services after work hours
 - Plans are carried through for a recycling program
 - Health services such as a dentist, doctor, child care, etc.
 - A language program; more culturally based workshops
 - Health care workshops in community with video conference options for members that live elsewhere



WHAT DOES HEALING LOOK LIKE TO YOU?

“Let’s stop blaming each other, and put the hurt and blame where it belongs, the past government policies and the Indian Act so we can stop the internal fighting and move on”

“To accept ones past faults”

“Balanced: mentally, physically, emotionally and spiritually”

“Acupuncture seems to work”

“Stop hurting each other with lateral violence, social media and quick judgements”

“Sharing circles, healthy dialogue and communications”

“Work on ourselves, our trauma and abuse, if we don’t deal with the issues, we can’t move beyond it”

“Natural healing”

“Understanding of oneself and letting go of our hurts”

“Learning and growing”

“Healing to me is being able to talk about the things that happened in your life that affected you negatively, also moving on from it in a good way and being able to accept it and learn from it.”

“Having a job you enjoy”

“Taking care of our homes, a clean house can do wonders”

“Talking and healing from the sexual abuse that took place”

“I’m still learning. Trauma is hard to heal”

“Acceptance and forgiveness”

“Loving, caring, socializing, helping, spirituality, culture, exercise”

“Attending the interventions such as counselling and the sweatlodge”

“For me, healing means acknowledgment”

“Go to the mountains and scream or sing”

“Exercise”

“Since moving home for the first time, I see so much lateral violence. People aren’t even aware that their behaviour is inappropriate.”

“Acknowledging and accepting our past but also healing and growing then moving forward and beyond”

“Learning more medicine and plants ”

“Healthy people, Healthy community”

“To have the community work together instead of criticizing each other”

“Getting the help needed that makes sense to the person, not everyone’s healing journey is the same”

“Trust”

“Going from looking defeated to standing proud”

“Making myself a better person than I was yesterday”

“Being compassionate with each other”

“Healing starts on an individual basis and it grows into a larger collective ”

“The ability to talk together and move forward as one”

“Ceremonies, smudge and prayer”

“Acknowledging I have a problem”

“Think outside the box and work to better the community as 10 years will be done in a flash of an eye. What we want for our grandchildren, great grandchildren is to have a better community, services, and programs and to bring positiveness to them. Cherish our teachings, pass on the language to those who will hold the language in their lives. What is healthy, what is our way of life, what is wellness for ourselves, our families, our community, let’s start the conversations..”

“Happy and safe children and grandchildren ”

“Knowing who you are (authentically) and living it.”

“Sense of self - when a person can see themselves for who they are and be happy with what they see.”

“It will be one day at a time, patience and understanding with those on their own healing path.”

“A long road ahead but it’s a road to a better life for all of xaxlipmec”

“Honoring our ancestors”

“Community understanding, support, endorsement and everyone trusting the community goal of providing optimal health care services to the community.”

“Access counselling, ceremony, elders, painting, writing poetry & in my journal.”



HEALTH PRIORITIES

“

» HOLISTIC HEALTH IS IMPORTANT FOR OUR COMMUNITY”

Language & Culture	Health Center/Hospital	Food/Nutrition	Physical Health	Community/Family Connection	Arthritis	Allergies	Vision Problems	Hearing Impairment	High Blood Pressure	Anxiety			
Employment	Housing	Illiteracy	Education	Tradition & Culture	Economic Development + Job Creation	Obesity	Mental Health	Child Care	Parenting	Fishing	Hunting	Ice Arena	Clear policies & structures
Better Communication	More Funding	Own-Source Revenues	Sports Field	HEALTH PRIORITIES				Stress	Life Skills	Treatment Centre	Transportation	Knowing Our History	Diabetes
Addictions	Traditional Foods & Medicines	Cultural Preservation	Gym					Prevention	Equality	Cancer	Health Care	Team-work	Active Living
Poverty	Language Teachers	Latent Violence (ie. gossip)	Clinicians for youth	Patient Travel	Community Safety	Depression	Healing Programs	Clean Water	Training	Jobs/Employment	Health Workshops	Sexual Abuse	Remoteness/Isolation



“

» I AM INSPIRED TO IMPROVE MY COMMUNITY”

DOTMOCRACY RESULTS

20 years or younger

- Blue = men
- Red = women

19 years or younger

- Green = boys
- Yellow = girls

Housing 23 (red), 3 (blue), 3 (yellow), 3 (green) 32	Illiteracy 2 (red), 1 (blue), 1 (green) 4	Education 8 (red), 2 (blue), 1 (yellow) 11	Tradition and Culture 11 (red), 5 (blue) 16	Obesity 1 (blue) 1
More funding 4 (red), 4 (yellow), 3 (green) 11	Own-source Revenue 3 (red), 2 (blue) 5	Sports Field 9 (red), 16 (blue), 6 (yellow), 7 (green) 38	Fishing 10 (red), 10 (blue), 2 (yellow), 1 (green) 23	Hunting 5 (red), 4 (blue), 5 (yellow), 3 (green) 17
Traditional Foods & Medicine 8 (red), 4 (blue), 2 (yellow), 1 (green) 15	Cultural Preservation 3 (red) 3	Gym 25 (red), 15 (blue), 11 (yellow), 6 (green) 57	Prevention 1 (red), 1 (green) 2	Equality 2 (red), 1 (yellow), 2 (green) 5
Economic Development and Job Creation 7 (red), 4 (blue), 1 (green) 12	Ice Arena 4 (red), 2 (blue), 9 (yellow), 16 (green) 31	Cancer 3 (red), 2 (green) 5	Language Teachers 8 (red), 3 (blue), 1 (yellow) 12	Lateral Violence (gossip) 7 (red), 2 (blue) 9
Clinicians for Youth 3 (red), 2 (blue), 1 (yellow) 6	Patient Travel 5 (red) 5	Community Safety 5 (red), 3 (blue), 1 (green) 9	Depression 4 (red), 2 (yellow), 6 (green) 12	Transportation 12 (red), 1 (green), 3 (yellow) 16
Include Off-Reserve Members 12 (red), 1 (blue), 2 (yellow) 15	Mental Health Clinician 6 (red), 1 (yellow) 7	Relationships 2 (red), 1 (blue) 3	Family Support Programs 2 (red), 2 (yellow) 4	Cultural Coordinator 7 (red), 1 (blue), 1 (yellow) 9

Working Together 3 (red), 4 (blue), 1 (green) 8	Knowing Our History 6 (red), 2 (blue), 3 (yellow), 2 (green) 13	Walking/Running Paths 6 (red), 3 (blue), 2 (yellow), 1 (green) 12	Sexual Abuse 11 (red), 1 (blue) 12	Remoteness/Isolation 2 (red), 1 (yellow) 3
Junk Food 2 (yellow), 11 (green) 13	Boys and Girls Club - drama, singing, gymnastics, dance 1 (red), 6 (blue), 9 (yellow) 16	Mental Abuse Physical Abuse 3 (red), 1 (blue) 4	Health Workshops 3 (red), 1 (blue), 1 (green) 5	Clean Water 8 (red), 4 (blue), 7 (yellow), 3 (green) 22
Training 3 (red), 3 (blue), 6 (yellow), 2 (green) 14	Jobs/Employment 14 (red), 4 (blue), 2 (yellow), 2 (green) 22	Stress 2 (red), 1 (yellow), 1 (green) 4	Life Skills 10 (red), 3 (blue), 1 (green) 14	Treatment Center 7 (red), 3 (blue), 1 (green) 11
Childcare 2 (red), 1 (blue), 4 (yellow), 1 (green) 8	Parenting 8 (red), 1 (blue), 2 (yellow), 1 (green) 12	Mental Health 6 (red), 1 (blue), 2 (green) 9	Drugs and Alcohol 9 (red), 2 (blue) 11	Active Living 6 (red), 2 (blue), 1 (yellow), 4 (green) 13
Teamwork 2 (red), 2 (blue), 1 (yellow) 5	Diabetics 2 (red), 2 (blue), 1 (yellow), 1 (green) 6	Awareness/info on FAS or Disabilities 1 (blue), 1 (yellow) 2	Healing Programs 12 (red), 4 (blue), 3 (yellow), 1 (green) 20	Health Care 5 (red), 1 (green) 6
Clear policies and structure 1 (red), 2 (blue), 1 (yellow) 4				



LANGUAGE & CULTURE

- Strengthen culture and incorporate Xaxli'p values in all areas of health
- Increase culture programs and opportunities as a way of prevention and intervention
- Expand and increase St'at'imc language opportunities
- Seek opportunities to have a funded Cultural worker



FOOD AND NUTRITION

- To train and support capacity building and skill building opportunities in areas of nutrition and healthy eating, program delivery while incorporating traditional foods
- Develop and implement a Diabetics strategy
- To improve the adequacy of the diet for prenatal and post-natal programs
- To increase access to nutrition information services and resources



MENTAL & EMOTIONAL HEALTH

- To address gaps in mental health services and programs and provide crisis intervention, aftercare and training for caregivers and community members
- Encourage mental and emotional health awareness and program support (depression, grief and anxiety being identified as top identified).
- To build the capacity within Xaxli'p to develop and deliver support services adequate to deal with trauma and abuse counselling
- Promote personal motivation programs; lifeskills, healing, personal growth



ADDICTIONS

- Find ways to shorten the wait time for treatment intake and increase support post-treatment
- Increase awareness and understanding of alcohol and substance abuse issues
- To build the capacity within Xaxli'p to develop and deliver community-based addictions services while encouraging, promoting and supporting individualized healing paths
- To strengthen links between community program and residential treatment and other agencies



COMMUNITY & FAMILY CONNECTION/ PHYSICAL & RECREATION

- Develop transportation solutions to access services in Xaxli'p and away from Xaxli'p
- To offer a broad range of community-based activities that focus on health promotion and prevention activities
- Provide access and support for physical activity and exercise for all members
- To build the capacity within Xaxli'p to deliver efficient elder and home care services through training and information systems that enables best practice and evaluation.
- Encourage and support child, parenting and family development programs to help support a healthy family and community environment
- Provide lateral kindness workshops and supports



HEALTH CARE

- Develop space and opportunities for alternative health programs and traditional medicines
- To improve access to care, treatment and lifestyle support services for health issues identified in the plan (looking at the full life cycle)
- Increase extended healthcare plan information and opportunities
- Promotion of the importance of regular self-examination and screening for men and women
- Adequate access and education on quality Vision, Hearing and reducing or preventing the need for dental treatment through prevention
- Provide screening, support, intervention and resources related to communicable diseases
- To ensure collaboration with other appropriate health care providers as needed
- To assist Xaxli'p living with chronic and acute illness in maintaining optimum health, well-being and independence in their homes and community.
- To meet health and safety requirements for protecting health and the environment (i.e water quality)



HEALTH ADMINISTRATION

- Put the plan into action enhancing programs and services according to Xaxli'p needs and priorities
- Develop Health governance and planning tools (structures, policies, accountability)
- Develop a plan to realize the need and dream of a Gymnasium Facility
- Develop a communication strategy (internal and external) enhancing communications with leadership/portfolio, all staff, community and members living away (including enhancing the structure of health events)
- Capacity building and development within health staff and promoting health profession education within the community. Increase consistency with positions (i.e Nurse)
- Collaborate and strengthen working relationships with other community service providers, agencies and government
- To provide the required equipment, capital and technology to support service delivery



NEXT STEPS

There is a lot of work ahead and Xaxli'p Health is committed to moving forward with the Xaxli'p Health Plan recognizing that implementation and monitoring is important to the success and vision of a healthy community. Therefore, the Xaxli'p Health Department will explore and develop strategies towards 1) putting the plan into action and 2) monitoring, evaluation, reporting and adjusting.

1) Putting the plan into action

- Develop tools and new ways to implement ideas in the plan and future direction
- Identify timelines, budgets, action plans and detail planning
- Incorporate into annual planning (beginning 2019)

2) Monitoring, evaluation, reporting and adjusting

- Measure outcomes
- Reflection on accomplishments and challenges
- Sharing information and continue engagement with Community
- Making adjustments
- Celebrate our stories and accomplishments



“

» **SOMETIMES IT IS NOT THE ADDICTIONS BUT THE UNDERLYING CAUSE THAT CAUSE THE ADDICTIONS. WE NEED TO BETTER UNDERSTAND WHY WE HAVE ADDICTIONS”**

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Credits:

Xaxli'p Members
Xaxli'p Health Department
Chief & Council/Portfolio holder
Xaxli'p Staff
Health Advisory Committee
Volunteers
Cooks
Focus Group, survey, open-house and interview participants

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NTSUWA'LHKALHA TL'ÁKMEN
(OUR WAY OF LIFE)