ANACLA NEWS
Volume 39

Your participation is important

Huu-ay-aht First Nations

Hišuk ma c̓awak Integrated Resource Management Plan (HIRMP) Survey

Huu-ay-aht is most concerned with managing the lands in a sustainable way for the **next 7 generations** and in accordance with our sacred principles of **ʔiisaak** (respect), **ʔuuʔałuk** (taking care of), and **Hišuk ma cawak** (everything is one).

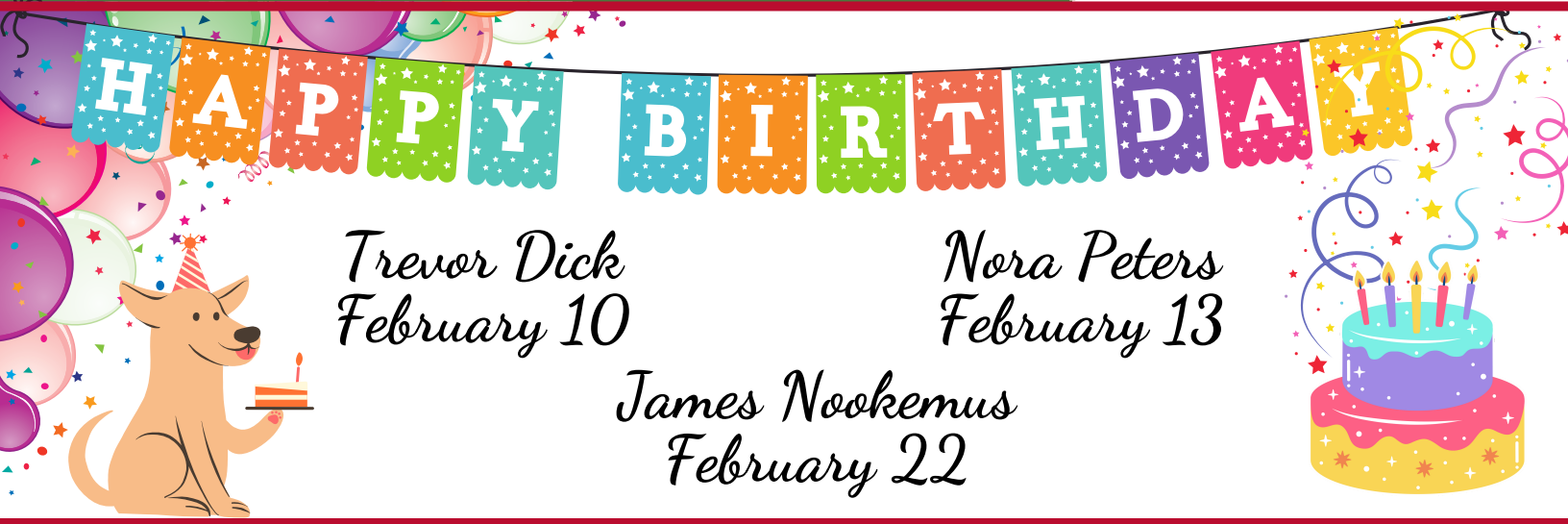
The questions contained in this survey have been designed to inform the Huu-ay-aht First Nations Government about citizens' priorities and concerns around the management of the lands. **Community feedback will be used to adjust how various areas are being managed moving forward.**

The videos and survey have been designed so you can watch and answer the questions for one, a few, or all of the topics. **Feel free to review and provide feedback at once or over a few sittings.** The survey will run for two months and citizens should expect an update of resource management by spring 2023.

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ANCIENT SPIRIT, MODERN MIND

Scan the QR code or visit:
www.huuayaht.org

All of your answers are strictly confidential. Your name and email are for verification purposes only and will not be used or shared for external purposes.



YOUR DOG IS DUE FOR A VACCINE, IF...

You have a puppy. Puppies require multiple vaccines when they are young to protect them from common illnesses they may get from other dogs or wildlife.



It's been more than 2 years since their last vaccine. Time for a booster!

Your dog has never had a vaccine before. Protect your dog from rabies and other common illnesses!

Even if your dog is up to date on their vaccinations, it is still recommended that they see the veterinarian for an annual exam to ensure they are happy and healthy

Make an appointment today.

VETERINARIANS WITHOUT BORDERS
VÉTÉRINAIRES SANS FRONTIÈRES

The Inquiry Panel



Jen Dehoney



Sandy Cunningham

hfnpanel22@gmail.com

For the most up-to-date information, please visit: huuayaht.org/inquiry2022/

NUU-CHAH-NULTH NURSING PROGRAM

NTC Nurses and Quuasa Support

Wednesdays

At the Anacla Government Office

250-728-3414





Huu-ay-aht Government Offices will be closed for the stat holiday Monday, February 20

Happy Family Day!

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ANCIENT SPIRIT, MODERN MIND

IMPORTANT – RESIDENTS OF ANACLA

A reminder of the importance of reporting ALL incidents of wrongdoings or criminal behaviours to the RCMP.

Why is this important?

1. **The more reports that are received, the more resources will be provided.**
2. **If no one reports any incidents, the RCMP are of the belief that nothing is happening in the Community.**
3. **If you're the witness it's important that you report the incident to the RCMP. This provides stronger evidence, rather than only reporting it to the Huu-ay-aht Government.**

Non-emergency line: 250-723-2424
for emergencies call 9-1-1

Thursday, February 16

On Zoom | Starts at 2 p.m. | With Jen Cody

Food Talk

Learning, Sharing & Food Fun

Zoom ID: 342 604 7016
Passcode: 663

- Meet the Dietitian
- Ask your questions about food
- Share your food stories
- Let's find ways to have fun with food

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ANCIENT SPIRIT, MODERN MIND

Great recipes and garden tips are on the agenda

Are you entitled to register under the *Indian Act*?

Bill S-3 changed the *Indian Act* to remove known sex-based inequities from the registration provisions.

More people are now entitled to register.

Why was the *Indian Act* changed?

When an entitled woman married a non-entitled man before 1985, she lost her right to registration. That loss also affected her descendants' rights to registration.

Bill S-3 was introduced to fix the impacts of this loss of status for all affected descendants.

You may now be entitled to register:

If you have a parent, grandparent or ancestor who was affected by sex-based inequities in the *Indian Act*.

If anyone from your immediate or extended family is registered or entitled to be registered.

Find out more about registration and how to apply:

Call Indigenous Services Canada at **1-800-567-9604** and select **option 1**, Monday to Friday from 9 am to 6 pm Eastern time

Visit **canada.ca/indian-status**

Indigenous Services Canada
Services aux Autochtones Canada

Canada

ANACLA EVENTS

We Care About Your Health

Take care of your health with us



Join us for an Information Session with Doctors and Specialists

- **February 15, 2023**
- **House of Huu-ay-aht**
- **12:00 p.m.**

We are hoping to provide sustainable, regular doctors and specialist visits in Anacla – they include three internists and one pediatrician. Their goal is to work closely with you and the existing healthcare teams within Anacla to provide complete, holistic, personalized care.

We will also be working as a team with the Nuu-chah-nulth nurses who already come to your community and family doctors who have asked to be part of this work.

The Internists that can visit your community include:

- **Dr. Ian Warbrick**, Internal Medicine/ Diabetes/ Cardiology/Respirology
- **Dr. Marc Lambiotte**, Internal Medicine/ Gastroenterology
- **Dr. Kennedy Feyi**, Internal Medicine/ Nephrology/ Cardiology
- **Dr. Chris McCollister**, Pediatrics

Grief and Loss Workshop
Barlcay Hotel, Port Alberni
facilitated by Vina Robinson and Stan Matthews
March 9, 2023
12 p.m.
lunch and dinner provided
March 10, 2023
8:30 a.m. -12 .p.m.
Breakfast and Lunch provided

Accommodations can be arranged/ and transportation support is available

Please register with rena.j@huuayaht **by March 1, 2023**

Check this out

Save the Dates:

March 31 & April 1, 2023

Men's Wellness

Facilitated by Ricardo Manmoham and guest speakers Aaron Macmillian and Edwin Bikadi from Chee Mamok
At Anacla Government Office

Time to be determined

NUU-CHA

Artist Symp

Postponed until further notice

Huu-ay-aht First Nation
is hosting an Artist Symposium and t
is welcome to join on
Saturday, February 25, 2023 - 9 a.m. to 6 p
House of Huu-ay-aht and The Anacla
Government Office

Join us for the first annual Nuu-chah-nulth Artist Symposium where you can gather, present your artwork, and share ideas.

Part of our goal is to preserve traditional art and protect Indigenous artists.

We have asked a select group of Master Artists to participate in the sharing of knowledge and demonstrating various art forms.

Lunch will be provided.

If you are an artist and would like to set up a table to display and sell your art, please fill out a form at huuayaht.org/artistform

CULTURE

February 2023



Cory Howard Sr.
Mel Edwards

Cultural Wellness Worker

February 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
30	31	1	2	3
AGO Language Dinner HOH 5-8	AGO Paawats, BCSA	PAGO Language Dinner 5-8	PAGO, Grounding, Paawats	AGO Cultural Wellness Planning/Meetings
6	7	8	9	10
Traveling AGO-PAGO	Vancouver Mother Centre, Language Dinner 5-8 postponed	Victoria Songhees, Language Dinner 5-8 postponed	Nanaimo Coast Bastion, Language Dinner 5-8	Traveling PAGO-AGO
13	14	15	16	17
Cultural History Night PAGO 5:30-7:30 Brushings	PAGO Grounding Paawats & ADSS	HOH Cultural History 5:30-6:30 Brushings	AGO Grounding BSCA & Paawats Culture	Off
20	21	22	23	24
STAT	PAGO PAGO Grounding Paawats & ADSS	HOH Cultural History 5:30-6:30 Elder Wellness	AGO Grounding BSCA & Paawats Culture	PAGO CFW planning/Meetings
27	28			
Cultural History Night PAGO 5:30-7:30 Hospital	PAGO PAGO Grounding Paawats & ADSS	HOH Cultural History 5:30-6:30 Brushings	AGO Grounding BSCA & Paawats Culture	**NOTE: SUBJECT TO CHANGE**

Huu-ay-aht --- Staff Contact Information

Email: cory.j.h@huuayaht.org
Phone #:250-728-3414
Toll Free #:1-888-644-4555 ex. 210 (Cory) Or ext. 211(Mel)

Email: mel.e@huuayaht.org
Phone #:250-735-7457

****Please note that the schedule may be subject to change.**

Aboriginal Lateral Violence

what is it?

Although a worldwide occurrence, this fact sheet is about how lateral violence impacts Aboriginal people. Unlike workplace bullying, lateral violence differs in that Aboriginal people are now abusing their own people in similar ways that they have been abused. It is a cycle of abuse and its roots lie in factors such as: colonisation, oppression, intergenerational trauma and the ongoing experiences of racism and discrimination.

Through these factors Aboriginal people now become the oppressor and within the workplace or community they now direct abuse to people of their own gender, culture, sexuality, and profession.In other words, instead of directing their anger at the oppressor, these workplace or community aggressors now direct their anger at their own peers or community members.

Other terms for lateral violence also include:

- work place bullying
- horizontal hostilities/ violence
- internalized colonialism
- relational aggression

"When a powerful oppressor has directed oppression against a group for a period of time, members of the oppressed group feel powerless to fight back and they eventually turn their anger against each other."
– Jane Middleton-Moz

How does this affect Aboriginal people?

Lateral violence is a learned behaviour as a result of colonialism and patriarchal methods of governing and developing a society. For Aboriginal people, this has meant that due to residential schools, discrimination and racism; Aboriginal people were forced to stop practicing their traditional teachings of oneness.

As a result of this trauma, some Aboriginal people have developed social skills and work practices which do not necessary create healthy workplaces or communities. Since many Aboriginal people work in environments which maybe predominately Aboriginal, these practices mean that Aboriginal people are now causing pain and suffering on their own people.

"Lateral violence has impacted indigenous peoples throughout the world to the point of where we harm each other in our communities and workplaces on a daily basis."
– Rod Jeffries

Who does Lateral Violence?

- Boss
- Supervisor
- Co-workers
- Friends
- Family Members
- Peers
- Authority Figures
- Community Members

What are the behaviours linked with lateral violence?

Lateral violence takes on a number of different toxic behaviours, and it is any action that is meant to discourage or make a person feel bad in the workplace. If you are the target of lateral violence the constant barrage of negative behaviours can be likened to harassment and bullying.

In its extreme form, lateral violence can be conscious, deliberate act of meanness with the overall intention to harm, hurt and induce fear in a co-worker. In other forms of lateral violence, the individual perpetrating the negative behaviour may not be aware of the meanness they are exhibiting and they may not be doing these actions intentionally.

The following are some of behavioural indicators that lateral violence may be happening by you, to you or to someone else in your workplace.

behavioural signs of lateral violence

- nonverbal intimation (raising eyebrows, making faces, eye rolling)
- obvious name calling
- sarcasm
- bickering
- whining
- blaming
- belittling a person's opinions
- yelling or using profanity
- making up and/or exaggerating scenarios
- making snide comments and remarks
- making jokes that are offensive by spoken word or email
- using put downs
- gossiping
- rumour mongering
- ignoring, excluding or freezing out people
- handing over work assignments with unreasonable deadlines or duties that will ensure the person will fail
- being purposely unavailable to meet with staff
- undermining activities
- withholding information or giving the wrong information purposely
- constantly changing work guidelines
- blocking requests for a promotion, leave or training
- not giving enough work so the individual will feel useless
- refusing to work with someone
- backstabbing
- complaining to peers and not confronting the individual
- failing to respect privacy
- breaking the confidences of others
- mobbing or ganging up on others

Where does it happen?

Although the most common place for lateral violence is in the workplace, it does cross the line into the community and home. The primary workplaces in which lateral violence are more prevalent are those with poor organizational systems or those workplaces that are undergoing change such as downsizing or merging, or when power is shifting and people feel uncertain.

Why does it happen?

Lateral violence happens when individuals who have endured oppression suppress feelings such as: anger, shame, and rage. Eventually these feelings manifest in behaviours such as: jealousy, resentment, blame, and bitterness; and they are directed toward their Aboriginal co-workers.

As many of these people have been victims of abuse these behaviours are usually used to manipulate, dominate, control and diminish others. Regardless of their issues, the behaviour is not appropriate and no one should be the target of someone's unresolved issues.

Anyone can be a target of lateral violence...

It can really be really disheartening if you are the target of lateral violence in the workplace. Most people enter into an Aboriginal organization expecting that in working with their own people they will be supported and encouraged. Instead you find yourself now working with the very people who are bringing you down and making things hard for you. What did you do wrong? In most cases, you did absolutely nothing. Lateral violence is more about what is wrong with the aggressors than the receiver of their aggression.

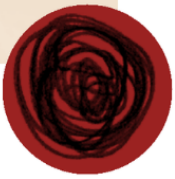
Sheila was employed at an Aboriginal organization as a financial administrator and she felt the sting of lateral violence incrementally. Having just graduated from university she was keen to make a good impression. Sheila worked extra hours. Then one day a few of the senior managers had talked about promoting her at one of the meetings.

After that meeting, Sheila started to notice that there were subtle changes in how her manager and some of her co-workers treated her. When she walked into the lunch room conversations would stop. She was no longer asked out for lunch. Then the key to her filing cabinet would go missing, as would her office chair. Soon the financial administrator noticed she wasn't being invited to team meetings.

Instead of speaking directly to her, her Manager now began using emails to communicate as a way to avoid her. After that her requests for training were turned down and she was given assignments with unrealistic deadlines. Rumours started to circulate throughout the organization that she did not actually have a degree and she was not really First Nations.

Soon Sheila began to doubt her abilities and wonder if there was something wrong with her. "It takes away your self-esteem," she said. "You don't want to get out of bed in the morning; you have nightmares, migraines, aches and pains. At work you never knew what to expect. I would go into work thinking, what are they going to do to me today?"

After talking about it with a good friend, Sheila's friend suggested that these behaviours were connected with lateral violence.



Anyone can be a target of lateral violence... (continued)

Certain situations and events predispose one to experiencing lateral violence in the workplace. Usually individuals who are the target of lateral violence are:

- New employees that may be coming into an organization during times of change and become a target because other workers who may feel vulnerable see this individual as a threat to their jobs.
- Employees who have received a promotion or advancement and are seen as undeserving by other co-workers.
- Younger employees who have more education and training than older workers and are seen as a threat.
- Members of families or friends of leaders who are no longer in power positions.
- Employees who are good at their job and popular with people.

The Effects of Lateral Violence

On a personal level, depending on the severity of the lateral violence there are a lot of health problems that can manifest for the individual being targeted. They could experience:

- Sleep disorders either not being able to sleep or not wanting to get out of bed in the morning;
- Changes in eating habits – either eating more or less or differently;
- Weight loss or gain;
- Moodiness – lack of sleep will usually mean that you won't be all that happy;
- Self-doubt –you question all your decisions and abilities;
- Decreased self confidence;
- Feelings of worthlessness;
- Forgetfulness;
- Chronic anxiety;
- Depression;
- Emotional and teary eyed;
- Higher absenteeism-not wanting to be at work; and
- Weakening immune system – resulting in greater susceptibility to colds, flu and other illness.

Because the individual may have no other employment options, as the lateral violence continues or gets worse the individual may experience more intense physical and emotional health deterioration. Some individuals end up on sick leave and long-term disability. In the extreme, it can end it suicide or violent death.

> "When individuals feel inferior, inadequate and afraid, they take on the qualities of the oppressor as a way of acquiring strength and an illusion of power."
>
> – Jane Middleton-Moz

The costs to the organization

Lateral violence not only affects the individual who is experiencing it. It also impacts other people in the organization and community. Spending time rumour-mongering and gossiping costs the organization money in terms of lack of productivity. Additionally, a toxic organization also creates an atmosphere in which there is:

- High staff turnover
- Loss of corporate history
- Low morale
- Decreased customer service
- Increased financial costs
- Increased absenteeism
- Lack of teamwork
- Unhealthy competition

what you can do if you are experiencing lateral violence?

For the individual:

Sometimes it is difficult to do anything about the behaviour of others. If you feel that you are being the target of inappropriate behaviour you could:

- Report the behaviour to the appropriate manager in your workplace.
- Keep a record of the negative behaviours. Make notes about the time, date, location and any witnesses who may have seen the incidents.
- Address your concerns with the aggressor and ask them if they can stop.
- Seek help and advice at work or in the community. In the workplace, you may have a human resources manager, or manager who can assist you in resolving the situation.
- Speak to an Elder.
- Seek external advice.
- Seek the support of friends and family.

For the Organization:

Before you can create a healthier workplace you have to first admit that lateral violence exists. To address the issues associated with lateral violence management could:

- Admit that lateral violence exists.
- Establish policy and procedures for lateral violence.
- Have workshop sessions on lateral violence.
- Establish rules for civil meetings... no one can cut the other off.

For more information:

NATIVE WOMEN'S ASSOCIATION OF CANADA

"Those most at risk of lateral violence in its raw physical form are family members and, in the main, the vulnerable members of the family: old people, women and children. Especially the children."

– Narcua Langton

Native Women's Association of Canada
1 Nicholas Street, Suite 900
Ottawa, Ontario
K1N 7B7
T: 613-722-3033
T: 1-800-461-4043
F: 613-722-7687
www.nwac.ca

Are you interested in working in childcare?

Paawats

Huu-ay-aht First Nations is in need of Early Childhood Educators/ Responsible Adults for the Paawats Daycare in Anacla.

Huu-ay-aht is offering to sponsor those who would like to take the Early Childhood Education Course and/or the Responsible Adult Course. On top of that, there will be financial incentives for successful completion, as well as living allowance. Online options are available as well for those who wish to study in community. This opportunity is available to any community member in Bamfield and Anacla, citizens and non-citizens alike.

For more information, please contact
Coral Johnson at 250-723-0100 or coral.j@huuayaht.org



Meat Processing Fundamentals at North Island College

February 13 - April 6, 2023

Port Alberni, BC

Through a variety of lectures, class discussions, field trips, and hands-on activities, this 8-week program prepares successful participants for entry-level careers in supermarket meat departments, meat processing facilities, meat markets, farm-based production facilities, and abattoirs. Students will be prepared to be apprenticed as professional meat cuttters once they have completed the program.

To apply, please contact Leanne Moore at 250-724-8705 or leanne.moore@nic.bc.ca





The University of British Columbia is offering an Indigenous Health Administration and Leadership Program. Huu-ay-aht citizens, for potential sponsoring, please contact Brent at 250-723-0100 or brent.r@huuayaht.org.

For more information, please visit:
https://health.aboriginal.ubc.ca/programming

BAMFIELD COMMUNITY SCHOOL ASSOCIATION

February 2023

BCSA COMMUNITY CALENDAR FEBRUARY 2023

Bamfield Community School Association

SUN	MON	TUE	WED	THU	FRI	SAT
29	30	31	1	2 Reading Buddies 1 - 1:30 pm Dodgeball 6:30 - 8:30 pm Floor Hockey at HOH 7:30 - 9:30 pm	3 Friday Night Chill 7:30 - 10 pm	4
5	6	7 After School Club 3 - 4:30 pm Employment Skills Workshop: Rock Your Resume 5 - 6:30 pm Ages 16+ Basketball House of Huu-ay-aht 7:30 - 9:30 pm	8 After School Club 3 - 4:30 pm Employment Skills Workshop: Interview Intelligence 5 - 6:30 pm	9 Little Buddies 10 - 11:45 am Reading Buddies 1 - 1:30 pm Dodgeball 6:30 - 8:30 pm Floor Hockey at HOH 7:30 - 9:30 pm	10 Bamfield Aquaculture Club 9 - 11:45 am	11
12	13 Community Games Night 5:30 - 8:30 pm	14 After School Club 3 - 4:30 pm Ages 16+ Basketball House of Huu-ay-aht 7:30 - 9:30 pm	15 After School Club 3 - 4:30 pm Drop-In Circuit Training 5 - 7 pm	16 Reading Buddies 1 - 1:30 pm Dodgeball 6:30 - 8:30 pm Floor Hockey at HOH 7:30 - 9:30 pm	17 Pro-D Day (School Closed)	18
19	20 Family Day Holiday (School Closed) Community Potluck House of Huu-ay-aht 5pm	21 After School Club 3 - 4:30 pm Ages 16+ Basketball House of Huu-ay-aht 7:30 - 9:30 pm	22 After School Club 3 - 4:30 pm Hatha Yoga 5 - 6 pm	23 Little Buddies 10 - 11:45 am Reading Buddies 1 - 1:30 pm Dodgeball 6:30 - 8:30 pm Floor Hockey at HOH 7:30 - 9:30 pm	24 Black History Month Community Film Screening 7:30 - 9 pm	25 Nuu-chah-nulth Artist [illegible] 9 [illegible] 6 pm POSTPONED
26 Books and Brunch! 10:30 - 11:30 am	27	28 After School Club 3 - 4:30 pm Ages 16+ Basketball House of Huu-ay-aht 7:30 - 9:30 pm	1 After School Club 3 - 4:30 pm Drop-In Circuit Training 5 - 7 pm	2 Reading Buddies 1 - 1:30 pm Dodgeball 6:30 - 8:30 pm Floor Hockey at HOH 7:30 - 9:30 pm	3 Friday Night Chill 7:30 - 10 pm	4

Follow our Facebook page: Bamfield Community School Association for more information, and updates about our programs and events!

Social Assistance
2023 Payment Schedule

- January 18, 2023 (for February 2023)
- February 15, 2023 (for March 2023)
- March 22, 2023 (for April 2023)
- April 19, 2023 (for May 2023)
- May 17, 2023 (for June 2023)
- June 21, 2023 (for July 2023)
- July 19, 2023 (for August 2023)
- August 23, 2023 (for September 2023)
- September 20, 2023 (for October 2023)
- October 25, 2023 (for November 2023)
- November 22, 2023 (for December 2023)
- December 20, 2023 (for January 2024)

All applications and renewals with current utility bills need to be handed in the Wednesday before cheque issue/direct deposit date to avoid payment delays.



Patient Travel Reminder



Do you have a medical appointment coming up?

Please contact medical travel with:

- ☑ Date
- ☑ Time
- ☑ Doctor's name
- ☑ Travel plans

Gentle reminders to also :

- ☑ Send in confirmation of appointment
- ☑ Confirm travel plans are in place prior to appointment with medical dept.
- ☑ Send in confirmation of attendance once visit is done

Please contact Kimberly Nookemus at
1-888-644-4555 or kimberly.n@huuayaht.org

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(octopus)

