



Community & Governance Mediation Process

- Any timelines contained herein may change to accommodate community schedules and facility availability.
- Made available to community and membership at a *General Band Meeting* on Wednesday, November 29, 2017.

At a Band Meeting earlier this year, it was suggested that our community and governance undergo a large-scale mediation to help alleviate some of the conflict plaguing our community. The Administration distributed a Request For Quotes (RFQ) and had some quality responses to choose from. **The quotes were asked to focus on the following;**

1. Mediate and facilitate conflict resolution in a wide range of Governance, communication, and human resource issues that are affecting the Penticton Indian Band and the membership.
2. Support the Governance, Administration Staff and Penticton Indian Band members to come to a resolution.
3. Contribute to developing and strengthening existing Governance and communication structures that uphold the values and are reflective of the Penticton Indian Band Community as Syilx people.
4. Liaise with Governance, Penticton Indian Band members, Elders, and Administration staff for input.

Keeping in mind that the outcomes we are looking for include the elements used in the foundational **rebuilding of community relationships**. Such as;

-A process to address concerns and ensure all Penticton Indian Band Members to have an opportunity to be heard in different forums or through the use of various communication tools.

-Reporting tools and resources back to Governance and Community.

-Implement the concerns into best practice recommendations that respect and meet the needs of the Penticton Indian Band Community cultural practices.

-Implementing the suggestions of the Community into existing or new, policies and procedures that meet the needs of the Penticton Indian Band Community cultural practices and that meet legal obligations.

-Adhering to timelines of the process identified above.

To ensure that all parties can be assured that this be carried out, in a good way, the following **Terms Of Reference** were included in the RFQ;

1. The Mediator is independent and autonomous from Chief and Council, Administration Management, staff and Band Entities.
2. The mediator does not have decision making powers, but can make recommendations.
3. The mediator does not act as an advocate for any person(s) or party.
4. Contact between staff and the mediator are ***strictly confidential***. No files and or written materials pertaining to discussions are maintained.
5. All Chief and Council, Penticton Indian Band members, and staff from Administration and Band entities have access to the mediator; no permission or justification is required.

The deadline for the RFQ was November 17 and then a review was conducted from the submissions received.

The contract has been awarded and we are expecting to spend 11 weeks, **beginning in January**, talking to each other and working together to ensure that all voices of the membership are spoken and heard, with value and respect. This will take us right to **April of 2018!**

Understanding that community members have already busy schedules, there are unique elements included in the successful proposal which will allow for different levels of engagement. **We hope you will all be available to participate** in some capacity that suits you.

Week 1 to include;

- interviews with Chief, Council and Administration
- assessment of community operational and organizational structure
- distribute survey
- set interview appointments

Week 2 to include;

- interviews

Week 3 and 4 to include;

- review of surveys received
- identify and complete outstanding interviews

Week 4 through 8 to include;

- Conflict model exercises with engaged members

Week 7 to 9 to include;

- community meetings to capture any missed concepts
- review engagement

Week 10 and 11 to include;

- provide recommendations for conflict resolution and any proposed changes in governance and administration
- share report with Chief, Council, staff and membership

*If you have suggestions, questions or comments;
Please email: communications@pib.ca*