



## NRHC LAND-BASED WORK POLICY

Policy Type:	Health	Initially Approved:	May 28, 2024
Policy Sponsor:	Health Director	Last Revised:	May 28, 2024
Primary Contact:	Land-based Worker	Review Scheduled:	
Band Council Motion:	BCM # WFN 24/25-05-51		

### A. PURPOSE

The purpose of this policy is to provide principles, responsibilities, and expectations for individuals involved in NRHC Land-based work activities within Wahnapitae First Nation (WFN). This policy aims to ensure that all Land-based work activities are conducted in a manner that is respectful and guided by traditional knowledge, cultural practices, and customary laws of WFN. It also aims to promote community togetherness, and mental wellness by using the land as a source of healing. Additionally, this will also promote sustainable resource management, conservation, and environmental stewardship.

### B. SCOPE

This policy applies to all individuals, including community members and external partners, who engage in the NRHC Land-based work activities on the traditional territories of WFN. It also applies to all approved Jordan's Principle Land-based activities related to traditional harvesting practices, cultural practices, mental health, and conservation efforts.

### C. POLICY PRINCIPLES AND RESPONSIBILITIES

#### 1. Principles:

1.1 Respect for Traditional Knowledge: Land-based work shall be respectful and guided by traditional knowledge, cultural practices, and customary laws of Wahnapitae First Nation. As such this principle recognizes the importance of traditional knowledge as a source of guidance for Land-based activities.

1.2 Interconnectedness: Land-based learning acknowledges the interconnectedness of all living beings and the environment. It teaches respect for the land, water, plants, and animals, and the reciprocal relationships between them.

- 1.3 Intergenerational Knowledge Sharing: Land-based learning facilitates the sharing of traditional knowledge and skills from elders and knowledge keepers to younger generations. It fosters intergenerational learning and strengthens cultural continuity.
- 1.4 Community Collaboration: Collaboration with community members, elders, youth, and leaders shall be prioritized to ensure meaningful participation and cultural relevance in NRHC Land-based activities. This principle recognizes the importance of engaging the community in the NRHC Land-based activities and ensuring that these activities are culturally appropriate.
- 1.5 Safety and Well-being: The safety and well-being of Land-based worker(s) and participants shall be paramount, and all activities shall be conducted in a manner that prioritizes health and safety. This principle recognizes the importance of ensuring that Land-based activities are conducted in a safe manner. As such all NRHC Land-based activities will follow the approved NRHC risk management policy.
- 1.6 Accountability and Transparency: Land-based worker(s) shall be accountable for their actions and decisions, and transparency shall be maintained in all aspects of Land-based work. This principle recognizes the importance of accountability and transparency in NRHC Land-based activities.

## **2. Responsibilities:**

- 2.1 Community Engagement: Land-based worker(s) shall engage with community members, elders, leaders, and youth to gather input, identify priorities, and facilitate community involvement in Land-based activities.
- 2.2 Traditional Knowledge Preservation: Land-based worker(s) shall actively participate in the preservation and transmission of traditional knowledge, and cultural practices, related to NRHC Land-based activities and environmental stewardship.
- 2.3 Education and Outreach: Land-based worker(s) shall facilitate learning activities, workshops, and outreach initiatives to raise awareness about traditional knowledge related to the land, environmental stewardship, and cultural heritage.
- 2.4 Safety and Compliance: Land-based worker(s) shall adhere to all safety protocols, regulations, and legal requirements applicable to NRHC Land-based activities to ensure the safety of worker, participants, and others. As such, the NRHC Land-based activities will follow the approved NRHC Risk Management Policy.
- 2.5 Reporting and Documentation: Land-based workers shall maintain records, reports, digital data, and documentation of the activities, including traditional knowledge documentation, and resource inventories.



### 3. Review and Amendments:

3.1 This policy shall be reviewed periodically to ensure its effectiveness, relevance, and alignment with the evolving needs and priorities of Wahnapiatae First Nation.

3.2 Amendments may be proposed by Health Director, community members, elders, and leaders and shall be subject to review and approval.

### 4. Adoption and Implementation:

4.1 This policy shall be adopted by Wahnapiatae First Nation Chief and Council and communicated to the Wahnapiatae First Nation Administration, including the health manager, Land-based worker(s), and community members.

4.2 Implementation of this policy shall be the responsibility of NRHC Health Director and supported by designated Land-based worker and other staff as required.

### 5. Cultural Considerations:

5.1 Recognizing the diverse cultural practices and protocols within Wahnapiatae First Nation, the Land-based worker(s) shall demonstrate sensitivity and respect for Wahnapiatae First Nation cultural traditions, protocols, and norms, to ensure their activities are conducted in accordance with these cultural values.

## D. DEFINITIONS

Term	Definition (provide description of term)
Environmental Stewardship	Refers to the responsible use and protection of the natural environment through active participation in conservation efforts and sustainable practices by Anishinaabe.
Jordan's Principle	Short formed as JP. Jordan's Principle ensures that First Nations children can access the supports they need, when they need them. Supports are provided on the basis of substantive equality, best interests of the child, culturally relevant service provision, and account for distinct community circumstances. When services are requested, the government of first contact pays for the service and can resolve any jurisdictional or payment disputes later.
Traditional Knowledge	The knowledge, practices, and beliefs accumulated over generations by Anishinaabe ancestors and passed down through oral traditions, observation, and experience, relating to land activities, and cultural heritage. This definition recognizes the importance of traditional knowledge as a source of guidance for Land-based activities.

E. RELATED POLICIES

- NRHC Risk Management Policy – BCM - 22/23-11-299

F. REVISION HISTORY

Date (mm/dd/yyyy)	Description of Change	Motions	Person who Entered Revision (Position Title)	Person who Authorized Revision (Position Title)