This plan was created by Huu-ay-aht for Huu-ay-aht. Generations of Huu-ay-aht have worked to rebuild our Nation. Our vision and direction reflect our present day motto of Ancient Spirit, Modern Mind, representing the strength, knowledge, and wisdom passed to us by our ancestors, along with the direction of our citizens of today heard through regular and on-going engagement. This plan builds on previous strategic plans and reflects the input of citizens, Ḥawiiḥ, and committee members, who have voiced their ideas in the creation and updates of all of our plans.

As a modern and strong, self-governing Nation, we continue to strive to be self-reliant by creating economic opportunities through implementation of our modern day treaty and treaty rights within our ḥahuuíl. Our strategic plan is an important tool that will guide us along our path for the coming four years and beyond. It helps us connect where we have come from, where we are now, and where we want to go.
HUU-AAY-AHT VISION

Huu-ay-aht envisions a strong, self-governing and self-reliant Nation. Ṭiisaak, hišuk ma c’awak, and ṭuuṛałusk guide us as we work together to foster a safe, healthy, and sustainable Nation, where our culture, language, spirituality, and economy flourish.

HUU-AAY-AHT MISSION STATEMENT

Pursuing self-reliance through economic opportunities, empowering, and supporting citizens, stewardship of ḥahuułi, and revitalizing language and culture for all Huu-ay-aht.
HUU­­-AY­­-AHT SACRED PRINCIPLES

Through the sacred principles of Huu-ay-aht, our ancestors lived and led our people. They cared for all that is contained within the Huu-ay-aht ḥahuułi. Today, these principles continue to ground us in our culture and traditions and inform how Huu-ay-aht governs and engages with citizens in a good way—the Huu-ay-aht way.

ʔiisaak
Utmost Respect.

Personal and collective respect for the community and its people, traditional knowledge, the natural world, the metaphysical world, and other peoples and communities.

ʔuuʔałuk
Taking Care Of...

In this context, this is about taking care of present and future generations, as well as taking care of self and the resources provided by the land and the natural world.

Hišuk ma čawak
Everything is One.

A notion of the interconnected, interdependent, and reciprocal relationship between the people, the land, and the wider world(s) in a physical, spiritual, and social sense.
FIVE POSTS FOR A STRONG HUU-AY-AHT

1. Huu-ay-aht citizens will be guided through self-determination to reach their fullest potential.

2. Huu-ay-aht children will grow up safe, healthy, and connected to our home and culture/values guided by our traditions and our nananiiqsu.

3. Huu-ay-aht homelands will be a safe, healthy, appealing place where our people choose to live.

4. Huu-ay-aht lands, waters, and natural resources will provide sustainable wealth that respects Huu-ay-aht values of conservation.

5. Huu-ay-aht economy will operate sustainably, is the major employer in the region, and the major source of revenue for the Nation.

Each goal will require effort and action from each department within the organization. Assigning and aligning specific actions to each will ensure that the best strategies for success are implemented to help us to move forward together.

STRATEGIC PRIORITIES

Through a consultation process with citizens, reinforced through on-going community engagement processes, Huu-ay-aht has identified six strategic priority areas.

The strategic priorities relate to the Nation as a whole and the work that the entire team – leadership, staff, and citizens – need to do so that we can achieve our vision and see the Five Posts for a Strong Huu-ay-aht come to life. In keeping with the Huu-ay-aht principle of hišuk ma c’awak, the organization must work ‘as one’ to achieve each these important goals.
GOALS AND OBJECTIVES
STRATEGIC PRIORITY 1
INFRASTRUCTURE CREATION & RENEWAL

Infrastructure includes roads, potable water, government buildings, and community facilities. Together, these make up the building blocks of a livable ḥahuułi. Ensuring these structures are in place and well maintained will help our local economy to grow and our community to thrive.

INFRASTRUCTURE CREATION & RENEWAL GOAL
Huu-ay-aht will build and maintain physical structures for a safe, healthy, and connected ḥahuułi.

INFRASTRUCTURE CREATION & RENEWAL OBJECTIVES

a) Maintain and repair existing Huu-ay-aht assets and infrastructure.

b) Maintain and implement a schedule for creation and development of community infrastructure to accommodate current and future needs.

c) Create and implement a Housing Strategy to accommodate current population and community expansion.

d) Invest in infrastructure and utilities on Huu-ay-aht lands and other lands within Huu-ay-aht ḥahuułi (roads, electricity, moorage facilities, water and sewer, improved digital access) to support a growing Huu-ay-aht economy.
GOALS AND OBJECTIVES

STRATEGIC PRIORITY 2

REVIVAL OF LANGUAGE & CULTURE

Huu-ay-aht culture is and has always been strong. It is woven into all we do. Our songs and dances bring us together, our language breathes life to our values and teachings, and our history and traditions remind us of where we come from. While the impacts of residential schools sought to weaken our strong foundation, we are working hard under the guidance of our Hāwiih to revive our language and culture for the benefit of present and future generations.

REVIVAL OF LANGUAGE & CULTURE GOAL

Celebrate Huu-ay-aht through language, culture, and our citizens, and practise who we are in all aspects of our lives.

REVIVAL OF LANGUAGE & CULTURE OBJECTIVES

a) Integrate culture and Ancient Spirit, Modern Mind philosophy into day-to-day business, governance, and the Huu-ay-aht way of life.

b) Identify and implement formal and informal programs and teachings to promote language and culture learning for all Huu-ay-aht.

c) Increase the use and fluency of Huu-ay-aht language by existing and new speakers.

d) Work closely with nananiqsu and hāwiih to learn protocols on songs and dances, history, and traditional practices.
STRAATEGIC PRIORITY 3

CONSERVATION OF NATURAL RESOURCES

Demonstrating ʔiisaak (utmost respect) for our ʔahulułi means making careful decisions with regard to the sustainable use of our resources in a way that meets the needs of our people and families. Our lands and waters have fed, clothed, and sustained our people since time immemorial, and our conservation of these resources will ensure that this continues for generations to come.

CONSERVATION OF NATURAL RESOURCES GOAL

Huu-ay-aht will plan for and develop resources in an integrated manner, honouring our sacred principles of ʔiisaak, hišuk ma c’awak and ʔuuʔałuk.

CONSERVATION OF NATURAL RESOURCES OBJECTIVES

a) Achieve environmental sustainability and cultural integrity throughout our ʔahulułi through development of management of our lands and resources.

b) Practise good environmental stewardship, including fisheries, wildlife, and environmental enhancement.

c) Implement Lands and Resources Provisions in the Maa-nulth Treaty and side agreements with special focus on fisheries-related opportunities.

d) Annually increase sustainable harvesting of fisheries, wildlife, and plant resources by citizens.

e) Continue watershed restoration work.
STRATEGIC PRIORITY 4
CITIZEN DEVELOPMENT THROUGH EMPOWERMENT & SUPPORT

Healthy, proud, and self-reliant citizens make up the fabric of a strong Huu-ay-aht First Nations. Citizens have voiced the desire for access to programs, services, and opportunities to participate actively in the Huu-ay-aht community. By embracing ḥuʔałuk and fostering growth and capacity building in our citizens, we will ensure the success of our people, families, and Nation for generations to come.

CITIZEN DEVELOPMENT GOAL
Huu-ay-aht will promote self-reliance and empower and support Huu-ay-aht citizens and elders to reach their highest potential through lifelong nurturing, teaching, and healing. (Ha-huu-pa).

CITIZEN DEVELOPMENT OBJECTIVES

a) All Huu-ay-aht children grow up safe, healthy, and connected to our families, our Huu-ay-aht home, culture, and values; families stay together.

b) Citizens receive support to be physically, spiritually, emotionally, and mentally healthy.

c) Quality education and employment opportunities are available and accessible for all Huu-ay-aht.
STRATEGIC PRIORITY 5

BUILDING A STRONG ECONOMY

Building a strong economy within the Huu-ay-aht hāhuulí will drive business growth and tax revenue for our Nation, generating income for Huu-ay-aht programs and services. A thriving local economy will also fuel job creation, entrepreneurship, and opportunity for our people, enhancing the livability of our home.

BUILDING A STRONG ECONOMY GOAL

Huu-ay-aht will build a sustainable, diverse economy that unlocks the wealth of the hāhuulí.

BUILDING A STRONG ECONOMY OBJECTIVES

a) Assist in the growth and development of new business opportunities in the Huu-ay-aht traditional territory.

b) Support citizen entrepreneurship and employment in secure jobs.

c) Develop business partnerships and joint venture agreements.

d) Explore economic potential of natural resource development in cooperation with lands and natural resources department.
Reconciliation is the foundation for strong, healthy, and sustainable Indigenous and non-Indigenous communities across British Columbia and Canada. Huu-ay-aht are committed to a common vision of reconciliation that supports mutual benefits, sustainability, and a bright future for all Huu-ay-aht, no matter where they live.

Huu-ay-aht First Nations practises reconciliation in our everyday lives — this includes our families, and how we conduct ourselves in our communities. Our value of Ancient Spirit, Modern Mind serves as an affirmation of how we honour our teachings and our responsibility to be stewards of our ḥahuulí. Acknowledging our role and relationship with our ḥahuulí and respecting our capacity to protect and manage our resources are foundational to beginning the dialogue on reconciliation.

The Huu-ay-aht vision for reconciliation creates room for all — we will achieve much more by all working together, with good faith and respect guiding the way.
RECONCILIATION GOAL

Huu-ay-aht will build new transformative relationships between our Nation and all Canadians – relationships built on a foundation of ʔiisaak, recognition, reconciliation, and hope.

RECONCILIATION OBJECTIVES

a) Assert our role as rightful and traditional stewards of our lands and collaborate with others to protect and honour our ḥahuul̓i.

b) Support and honour citizens on their personal journeys of reconciliation.

c) Monitor, evaluate, and report annually to citizens on the progress on reconciliation between Huu-ay-aht and all Canadians.

d) Be role models for the social change we wish to see in our communities and Nations.