



Citxw Nlaka'pamux Assembly

📍 2025 Granite Ave., Merritt, B.C.

☎ (250) 378-1864

@ reception@cna-trust.ca

✉ P.O. Box 618 Merritt, B.C. V1K 1B8

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Engagement Policy for Mineral Resource Companies

Background

The Citxw Nlaka'pamux Assembly (CNA) is a not-for-profit organization that was formed in 2013 to manage and administer the agreements relating to Teck Highland Valley Copper Mine (HVC) on behalf of Ashcroft Indian Band, Boston Bar First Nation, Coldwater Indian Band, Cook's Ferry Indian Band, Nicomen Indian Band, Nooaitch Indian Band, Shackan Indian Band and Siska Indian Band (the Participating Bands). Our work is rooted in thousands of years of history and a legacy of protecting the n̄eʔk̄épmx people and our culture, values, and territory. Headquartered in Merritt, B.C. with a workforce of over 40, the CNA provides training and job readiness along with cultural, social, and technical programming to the over 2780 members of the eight Participating Bands.

The Territorial Stewardship Department (TSD) was established in 2015 as in-house technical expertise to support the Participating Bands in implementing the Highland Valley Copper (HVC) Participation Agreement and the Economic and Community Development. Since its inception, the TSD has developed a strong technical capacity, rooted in n̄eʔk̄épmx laws, knowledge, values, and principles, related to mining.

The TSD's mandate has expanded to allow the TSD to support the Participating Bands informed decision-making relating to mineral resource activities in n̄eʔk̄épmx territory by clearly identifying, mitigating, and resolving potential impacts to n̄eʔk̄épmx Rights and Title, values, and interests. The Participating Bands may use the services of the TSD, at their discretion, to support their decision-making. The Participating Bands retain their full, exclusive, decision-making authority.

The 15 contemporary rights-bearing n̄eʔk̄épmx bands have a common and shared claim for Aboriginal Title. As n̄eʔk̄épmx Title and Rights are collectively held, industry and the province must commit to engaging with the entirety of the n̄eʔk̄épmx Nation in common on the same jurisdiction basis. The CNA and the Participating Bands also expect the province and proponents to uphold the CNA process so that the eight Participating Bands can exercise their free, prior, and informed consent rights on mineral resource projects within n̄eʔk̄épmx territory (see Appendix III for a map of the Nlaka'pamux Area of Interest).



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The CNA Process

The CNA requires that proponents engage with the CNA, prior to starting any regulatory processes (ie. Notice of Work application). This process empowers communities' ability to make informed decisions on mineral resource activities within the territory and ensures that any concerns or mitigation strategies are addressed prior to the Provincial referral process. While this does not replace engagement and the crown's legal duty to consult with the eight communities, it benefits the proponent by providing clarity on communities' expectations, reducing uncertainty, and potentially helping to streamline the regulatory process.

It also ensures that nłeʔkəpmx values are integrated throughout the mining lifecycle through early and meaningful engagement on projects at the technical, leadership, and community level. The CNA will complete a technical review of the project to provide information to communities that enhances and informs the communities' decision-making processes. See Appendix II for a visual representation of this process. To implement this work and ensure communities are benefiting from mineral resource activities within their territory, the CNA will invoice proponents for the technical review process.

Documents to Include in the CNA's Review:

- Environmental Management Plans (ie. Invasive Species Management Plan)
- Cultural Heritage Policies and Procedures (ie. Chance Find Procedure, Cultural Heritage Policy)
- Standard Operating Procedures or Best Practices Policies
- Detailed Description of the Project (ie. Type of activities, size, water sources)
- Relevant Spatial Data (ie. Maps, KMLs)
- Current Approved Permits and Licenses
- Permit Applications and Licenses which have been Denied
- Current or Future Permit Applications
- List of Any Past or Current Commitments
- Relationship Tracking Documentation
- Any Current or Previous Studies related to the Project
- A List of Contracting on Site with Current Contractors
- Any other relevant documents

After reviewing these documents, the CNA will provide the proponent with a summary of potential concerns, possible mitigations, and direction on how to proceed/next steps. When a project is significant, as determined by communities based on potential impacts, location, or other factors, there may be a need for broader community engagement facilitated by the CNA. The proponent will financially support this process to ensure communities are able to engage fully and meaningfully.



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Training, Employment, and Contracting Opportunities

The CNA is a not-for-profit organization, however, there are several CNA-owned and member-owned businesses related to mineral resource activities, including environmental monitoring, earthworks, archaeological work, and more. The CNA requires that they are informed of any potential contracting opportunities and will create a connection with the appropriate business.

Additionally, to build communities' capacity the CNA requires that proponents inform the CNA of any employment and/or training opportunities. The CNA has a monthly job board summarizing local employment and training opportunities for CNA members, which builds capacity and supports employers in filling open positions and growing their workforce.

Resources

While the CNA works to ensure proponents are aware of n̓eʔk̓épmx values, protocols, and laws, it is the proponent's responsibility to ensure they are informed on which territory(ies) their project is on, familiarize themselves with the Nation, and commit to continually learning about the history of Indigenous Peoples and the natural resource sector in Canada. Community involvement is essential. The better a company understands a community, and the more the community is familiar with the company, the stronger the foundation for meaningful partnerships. Building these relationships is an ongoing process.

[Home - Home on Native Land](#)

This course is a great introduction for anyone to become familiar with the laws - both colonial and Indigenous - that govern the lives of Indigenous Peoples in Canada. Don't miss the [references](#) and [definitions](#) pages: they're there to unpack some of your questions, and to substantiate the information carefully gathered with the expert help of Indigenous and non-Indigenous scholars, lawyers, and policy makers.

[Native-Land.ca | Our home on native land](#)

While this map does not represent or intend to represent official or legal boundaries of any Indigenous nations, it is a good resource to learn more about which territory(ies) your project is on.

[Native-Land.ca | Why Acknowledge Territory?](#)

This website discusses why land acknowledgements are important and how to acknowledge the territory that you and/or your project is on.

[Mining-Action-Plan.pdf \(fnemc.ca\)](#)

Page 7 of the Mining Action Plan from the First Nations Energy and Mining Council discussed which provisions of the United Nations Declaration on the Right of Indigenous Peoples (UNDRIP) are relevant to mineral exploration and mining.



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[How to pronounce Citxw Nlaka'pamux Assembly](#)

The CNA's YouTube channel and website are great resources for learning n̄eʔkepmxcín.

[Research and Projects - Citxw Nlaka'pamux Assembly](#)

This describes some of the TSD's ongoing projects. One project that is especially relevant to proponents is n̄eye ne tmíxʷkt (Here on Our Land) Principles. These are the standards that the CNA expects mining companies to uphold if they are operating in the territory. These Principles can also be seen in Appendix IV.

Definitions

Technical Engagement – Between the CNA and/or technical Staff from the Participating Bands (ie. Lands Department staff). Focused on sharing, discussing, and addressing technical aspects related to mining or mineral exploration activities. May include discussions on environmental considerations, disturbance type, site rehabilitation, and other technical impacts of the project.

Broader Community Engagement – Between the CNA communities and mineral resource companies. Meaningful, inclusive discussions or events to go beyond technical aspects, including social, environmental, cultural, and economic concerns/interests. Aims to build a mutual understanding of the project and its potential impacts, ensuring that community values and interests are integrated into the project.

Leadership Engagement – Interactions between the leadership of both parties (ie. CNA Board of Directors, Chief(s) and Council(s), management or executives of the mining company). Vital to decision-making, relationship-building, and ensuring that the priorities and concerns of both sides are recognized and addressed at the highest level.



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Appendix I

Staff	Rate (\$/hr)
Staff	75
Manager	90
Executive Director	115

* Please note that there will be an additional 10% admin fee for hours invoiced.



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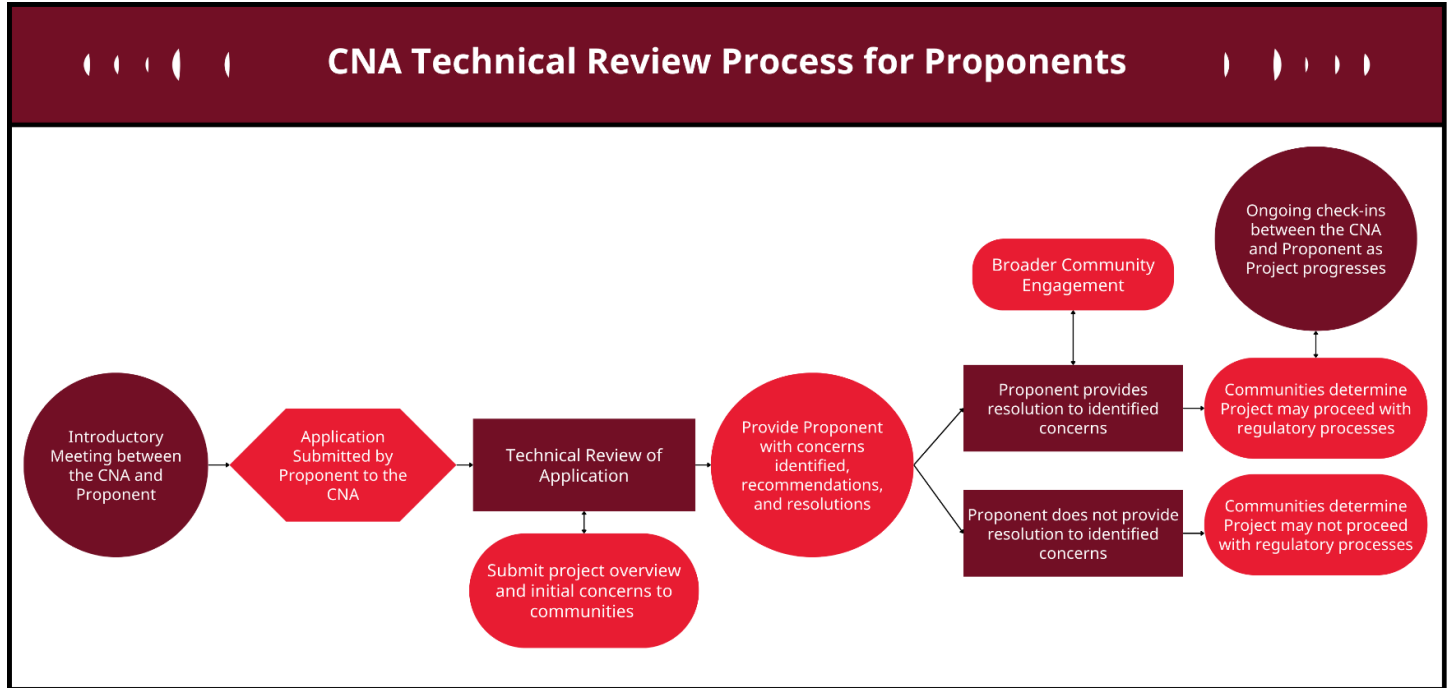
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Appendix II





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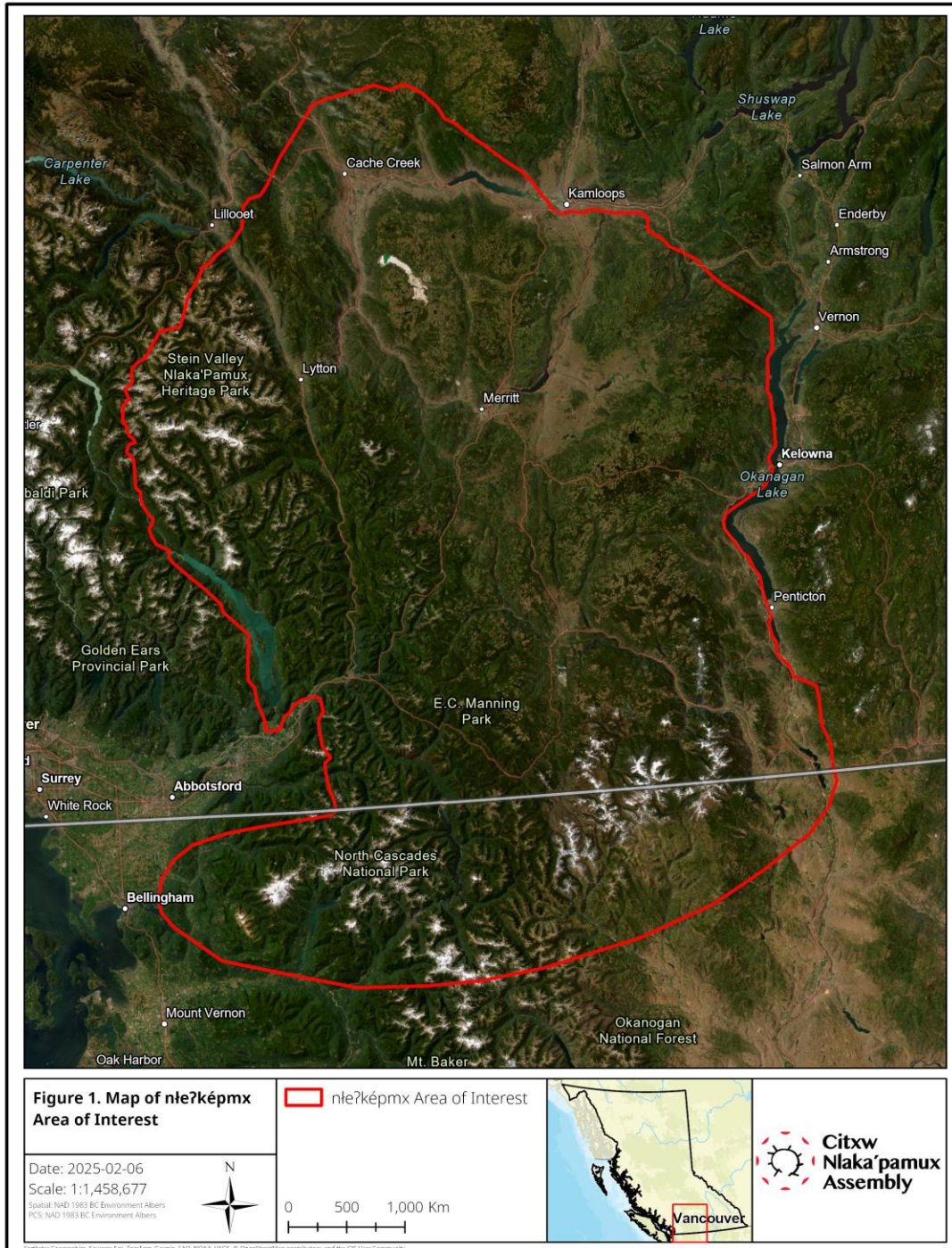
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Appendix III





Appendix IV

nʔeye ne tmixʷkt (Here on Our Land) Principles

nʔeye ne tmixʷkt (Here on Our Land) Principles are broad guiding principles for the CNA and mining companies operating within the territory. These are the standards that the CNA holds all mineral resource companies to. These principles support the protection of nʔeʔképmx rights and title, values, and interests. The principles have been developed using stories, discussions with our working groups, discussions with elders, in-community engagement, and other values we have heard from community members.

The principles are grouped under four core values: Balance, Teachings, Governance, and tmíxʷ. qʷúʔ has also been included as a subvalue, to emphasize its importance as the great integrator.

Definitions

Balance - Outcome or state of wholeness for tmixʷ and all living things. Achieved when nʔeʔképmx individuals have what they need to be who they want to be and understand their role in relation to tmixʷ and all living things. Balance is more easily attained when individuals have a strong sense of identity and belonging, connection to tmixʷ and to their community and feel safe to practice their traditions and culture.

Governance - Has been impacted by colonization, residential schools, and events such as fires and floods. When nʔeʔképmx are self-governing, self-determined, and have jurisdiction over their lands, the social, economic, and political conditions will be met, allowing for sovereignty, responsibility, and reciprocity of the land which achieves balance.

Teachings - Passing on nʔeʔképmx knowledge, values, and way of life to future generations is vital. Respect, sharing, and caring for tmíxʷ, air, qʷúʔ, wildlife, and each other was regularly expressed as teachings that support healing from the impacts of colonization, recover from the harms made to tmixʷ, and thrive in the future.

tmíxʷ - The world in its entirety, under the earth, above the earth, the water in all its forms, the winds, and the skies. Includes the relationships between all things.

qʷúʔ - Water in all its forms.



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Responsibility to tmíx^w and all living things.

Protect the peaceful enjoyment of tmíx^w for all living things.

Reciprocity

Respect tmíx^w and all living things.



Improve understanding of connections, interactions, and the cumulative effects of disturbance on tmíx^w through community-led monitoring.

Protect natural, resilient ecosystems and landforms and restore damaged ecosystems in an acceptable amount of time.



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Maintain enough qʷúʔ for all n̓eʔkəpmx and all life.

Protect natural ecosystems, waterbodies, and water sources and restore damaged ecosystems in an acceptable amount of time.

Keep clean qʷúʔ clean.

qʷúʔ is sacred and connects all living things.



qʷúʔ is the foundation of life.

Protect natural ecosystems, waterbodies, and water sources, and restore damaged ecosystems in an acceptable amount of time.

Protect the ability for all n̓eʔkəpmx and all life to access and use safe, clean qʷúʔ.



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n̓eʔk̓épmx individuals and communities have the right to a sense of safety for themselves, tm̓íxʷ and all living things.

n̓eʔk̓épmx have the right to a sense of identity through connection to tm̓íxʷ, culture, language, and community.

n̓eʔk̓épmx individuals and communities have the right to mental, physical, emotional, and spiritual health. Health is tied to the tm̓íxʷ.



Everything is connected, "A wound to the land is the same as a wound to the people."

n̓eʔk̓épmx have the right to meaningful employment and a safe workplace.

n̓eʔk̓épmx have the right to the revitalization of traditions, ceremony protocols, n̓eʔk̓épmxcín, culture, and community.



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nłe?kėpmx have inherent rights and title in the territory and require decision making that considers past, present, and future impacts.

nłe?kėpmx communities have jurisdiction in the determination, interpretation, and protection of cultural heritage sites.

nłe?kėpmx customs, laws, traditions, and teachings have existed since time immemorial and bind us to the land.



Individuals and communities have the inherent right to self-determination and self-sufficiency.

nłe?kėpmx communities have the inherent right to free, prior, and informed consent.

Promote and protect nłe?kėpmx economies.



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We have the responsibility to uphold n̄eʔk̄épmx teachings as they are passed down in sptékʷł (origin stories).

n̄eʔk̄épmx culture is continually evolving. The traditional and contemporary nature of n̄eʔk̄épmx culture must be respected.

Respect all ways of knowing and being.

Teachings

tmixʷ cannot be developed or misused in any way that would deprive current and future generations of the benefit of the land.

n̄eʔk̄épmx have the inherent right and responsibility to pass on stories, traditions, protocols, n̄eʔk̄épmxcín, and culture through connections to tmixʷ and community.