

Vision

The urban Indigenous Peoples of Red Deer are coming together to work in a good way to improve the wellbeing of people in our city.

Purpose

UAVS is Red Deer's Indigenous governance structure. Leading through **cultural** ways, UAVS **connects** Indigenous people to amplify their voice and take **community action** on important matters. We work collaboratively and cooperatively among ourselves, with governments and other organizations on issues and priorities affecting our community in Red Deer.

Approach

UAVS uses the approach of community-led community development to achieve its objectives. While there are volunteers in leadership roles in the organization, it is their goal to work **with** community members as opposed to working **for** community members to achieve their goals. True progress happens when everyone works together.

Guiding Principles (based on the Seven Sacred Teachings)

- **Respect:** We work together with integrity.
- **Truth:** We practice Transparency.
- **Honesty:** We speak and act with honesty.
- **Courage:** We work towards consensus.
- **Humility:** We respect each of our voices recognizing unique personal strengths and gifts.
- **Wisdom:** We listen to our Elders.
- **Honour** We honour Mother Earth, and
- **Love:** We do not tolerate physical, verbal, or lateral violence.

Lateral violence: occurs within marginalized groups where members strike out at each other as a result of being oppressed. The oppressed become the oppressors of themselves and each other. Common behaviors that prevent positive change from occurring include gossiping, bullying, finger-pointing, backstabbing and shunning.

Our Strategic Direction (2019-2021)

Culture for change...

"Culture is a way of life that gives us life"

We know we will be successful when:

- Our members know about and understand the Indigenous culture and customs in an urban setting.
 - We show that we understand and respect the differences in customs and values,
 - We support the rights and values of other people despite our differences, and
 - We celebrate the diversity of our cultures, beliefs and traditions.

To make this happen, UAVS will:

- Maintain focus on the creation of "space" for the community to gather and practice cultural traditions and ceremonies.
- Behave in a manner that is consistent with Indigenous beliefs and values – always modelling cultural appropriateness.

To know that we are being successful, we will:

- Measure progress toward cultural space in the community.
- Confirm with our members their understanding of culture, acceptance of diverse beliefs and values, and cultural modelling within UAVS leadership

Connection for change...

"We are stronger as a community when we work together"

We know we will be successful when:

- There are opportunities for social and spiritual interaction that support a sense of community.

To make this happen, UAVS will:

- Create an environment that supports community connection and engagement for all Indigenous people in Red Deer.
- Focus on opportunities for all. We recognize that supports are needed for youth and women to connect and engage with the community.
- Support the maintenance of a positive and progressive relationship with The City of Red Deer, Province of Alberta, the Government of Canada, community agencies and other Indigenous governance bodies.
- Ensure the work of Domain groups is coordinated and aligned to overall community direction.

To know that we are being successful, we will:

- Keep track of the number of community members at activities designed for cultural and community connection
- Monitor progress of youth and women engagement opportunities
- Monitor progress being made by the UAVS Leadership Circle engagement with government, agencies and other Indigenous groups.
- Monitor the coordination and alignment of Domain group activities

Indigenous community action for change...

"We are taking the ownership needed to restore ourselves"

We know we will be successful when:

- Urban Indigenous people play significant roles within the larger community.
 - Those active in the community have a strong sense of contribution to the social and civic health of the community.
 - Service providers are committed to collaboration and seek opportunities for integrated approaches to the provision of community services.
 - Public policy is supportive to the needs and aspirations of urban Indigenous people and barriers are being addressed in a positive manner.
 - Our members have increased leadership skills that result in greater confidence and competence.

To make this happen, UAVS will:

- Develop action plans, roles and responsibilities for each Domain group to ensure progress is being made on community priorities.
- Provide small group training sessions to improve leadership skills and confidence among members.
- Support members to assume leadership roles within the organization.

To know that we are being successful, we will:

- Count the number of Domain group action plans completed and monitor them for consistency.
- Count the number of people attending leadership sessions and determine their levels of satisfaction.
- Monitor the level of engagement in the Domain groups and track how that engagement leads to other levels of participation.