



## AFN NATIONAL CHIEF CANDIDATE DAVID PRATT

### 90-Day Transition Plan

November 14, 2023

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The Assembly of First Nations is at a crossroads. The AFN must either evolve to be more responsive to the needs of First Nations, or it must be challenged on its relevance by the Chiefs in Assembly. I believe the AFN must return to its original purpose – to serve as a national body and vehicle for our Chiefs and leadership to bring their issues forward. This means the position of National Chief must only amplify the voices of those who elect them and demand action and investment from the federal government.

My 90-day entry plan will reunite First Nations across the country by strengthening our **collective sovereignty** and ensuring the AFN can maximize its ability to advocate as a national voice for all First Nations across Turtle Island.

In my first 90 days as National Chief of the Assembly of First Nations, I will:

**Rebuild Trust.** Establish a safe working environment within the AFN so we can share differences of opinion while focusing on what unites us. My immediate priority is to instill trust and meaningful connection among the AFN Executive that will extend to our relationship with all nations and the Secretariat. I will:

- Rebuild trust with the AFN Executive team so that we honour and respect all perspectives in decision-making.
- Establish a process for healing and consensus-building within the organization, focusing on addressing any internal divisions and utilizing our Elders for dispute resolution.
- Identify the strengths of the Executive so that we can support each other as a team, lift one another up, and align portfolio assignments with individual strengths.
- Build consensus among the Executive on clear principles for decision-making, transparent communication, commitment to accountability, and how we will work as a team to support nations.

**Restore Unity.** The AFN needs to repair the relationship between the Secretariat and the National Chief's Office to be effective at moving mandates forward. This means restoring a safe and supportive workplace so staff can come to work and be treated with dignity and respect. I will lead by example, and:

- Implement a zero-tolerance policy for workplace harassment.
- Meet with the Women's Council to build a strategy that can support women and girls working with the AFN.
- Implement all recommendations from AFN Resolution 13 Panel Final Report, stemming from the investigative review mandated by Resolution 13/2020: Becoming A Role Model in Ending Sexual Orientation and Gender-Based Discrimination Within the Assembly of First Nations.

- Survey Secretariat staff to understand the current state of the workplace and identify further actions that will be implemented in a way that complements the Panel recommendations from Resolution 13/2020.
- Determine gaps in resources available to executive and employees to ensure they are supported to heal from the trauma they have incurred.
- Respond to the Investigation into allegations of harassment and wrongdoing against the former National Chief to keep staff safe.
- Identify gender disparity issues and ensure gender equity wherever it is lacking, including on Chiefs Committees.

**Empower Chiefs.** There needs to be a stronger connection and better communication between the National Chief's Office and your nations. In order to empower the Chiefs to play a key role in shaping how the AFN operates, I will:

- Strengthen communication with Chiefs throughout the year and make sure that all messages and calls from Chiefs receive prompt responses and attentive follow-up from the portfolio holder.
- Remove barriers facing Chiefs Committees and make sure Chiefs in regions are properly informed and engaged in the work.
- Establish a Clerk of the AFN Assembly to ensure that all resolutions are being followed up with and have work plans and timelines attached.
- Monitor the work and functions of the Chiefs Committees including regular briefings so we can identify hurdles early on and strategize together to address the issue.
- Meet with the Chief's Committee on Charter Renewal to review their strategy.
- Make a clear commitment to ongoing visits with leadership, especially those in remote areas.
- Consistently meet with the Youth, Elder's, and Women's Councils to ensure their needs are being met and the National Chief's Office is always supporting them.

**Rebuild Relationships.** I will rebuild the relationship with the Government of Canada so that I can effectively open the door to Ottawa for Chiefs and your nations. I will:

- Initiate high-level diplomatic efforts to rebuild trust with the federal government, including direct meetings with federal officials to communicate the AFN's commitment to productive, collaborative and respectful dialogue.
- Develop a strategic communication plan to convey the AFN's priorities and vision for a renewed relationship, and to ensure the AFN speaks with a unified voice when negotiating with the federal government.
- Commit to facilitating ongoing dialogue with Chiefs and federal officials when needed to uplift the voices of First Nations across the country.

**Reinforce Good Governance.** I will ensure that the policies and procedures of the AFN are beyond reproach and are founded on trauma-informed practice so that we can focus on the work that matters. To ensure a strong and accountable AFN organization with good governance, I will:

- Guide the AFN through the preliminary analysis of allegations and/or evidence of financial impropriety at the AFN, mandated through Resolution 03/2022, Investigation and Audit of AFN's Financial and Management Policies.
- Undertake an objective, independent assessment of the AFN's internal processes to ensure good governance, making sure that we have the right people to do the important

work of moving mandates forward, that they are supported in the right way, and that everyone is aligned to the mandates.

- Release a 3-year implementation plan to advance the mandates given to the National Chief through the resolutions passed by the Chiefs-in-Assembly, including evidence-based approaches, performance metrics and targets so that we can demonstrate results.
- Implement a framework to continually monitor the implementation of the mandates, including the functioning of the AFN Executive and Secretariat, and report regularly to Chiefs – not just at assembly.
- Seek a mandate from the Chiefs through a resolution to invest in data sovereignty and becoming a data-driven organization, including required technology, so that we can make informed, efficient, and cost-effective decisions.