



MEMORANDUM

From the desk of Acting General Manager, Derek Thompson

To: Cowichan Tribes Staff
Date: June 14, 2019
Subject: Results from Strategic Plan Staff Questionnaire

Dear Cowichan Tribes employees,

Thank you for taking the time to participate in the recent staff questionnaire. Your input is valued and we are incorporating the results into the new Cowichan Tribes Strategic Plan 2019-2024. A total of 162 employees participated in the anonymous questionnaire informed by the Cowichan Tribes Operational Leadership Team, and created by Roundtable Consulting and Alderhill Planning. Your general responses were thoughtful, meaningful and insightful in helping us see where our strengths and challenges are as an organization. Thank you for your honest feedback and commitment to making Cowichan Tribes the best workplace it can be.

We acknowledge your feedback that some of you may have preferred in-person engagement as opposed to an online or paper questionnaire, which we have noted and will consider for future staff engagement processes. We encourage you to read the attached Staff Questionnaire Summary Report. Some of the key themes are also outlined below.

According to the responses, we are doing well at serving the community with a wide range of programs and services; honouring our culture, language and teachings; offering professional development opportunities; and working together, especially in times of need. We will continue to focus on and celebrate these strengths as we move forward with our new 5-year Strategic Plan.

Challenges noted by staff members are taken seriously and will also be included in the Strategic Plan as areas to be improved upon. Some of the key challenges include - improving internal and external communications; addressing lateral violence and unhealthy behaviours in the work place; and the need to work better together in coordination and collaboration between departments and teams.

Other messages from the survey that we will be looking into include the need to consider the impacts of climate change and to work towards creating a more sustainable organization; staff orientation for all new and current employees to understand the Cowichan Teachings and

cultural safety & humility training; the need for more staff recognition and social events; more places for staff to gather; the need to address the lack of affordable housing and addictions; and the desire for new facilities such as a gym and a wellness centre.

Your responses to the questionnaire have been heard and are important tools in building a successful future for Cowichan Tribes. We're looking forward to sharing a draft copy of the Cowichan Tribes Strategic Plan (2019-2024) with you soon.

Thank you again for taking part in the staff questionnaire. Everyone who participated was entered to win one of five \$75 Mastercard gift cards. Congratulations to the winners of the random draw!

1. Tisha Efford
2. Tracy Sylvester
3. Clarissa Peter
4. Sharon Jimmy
5. Shayla Bellerose

Sincerely Yours,
Derek Thompson
A/ General Manager
Cowichan Tribes