



# Chichaitsemate, Xayiltenaat Sabrina Lewis

Grandparents: Late Xayil-t Jacob Lewis and Late Elizabeth Billy  
 Parents: Syexwalten Jacob Lewis and Sherry Lewis  
 Siblings: Syexwalten Riel Lewis and Xayil Jacob Lewis  
 Daughter: Nevaeh Lewis-Baker

## EDUCATION

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**British Columbia Institute of Technology** Bachelor of Business Administration (in progress),  
 Certificate in Human Resource Management

**Vancouver Community College** Certificate in Leadership

**Recent Workshops/Training** Lateral Kindness, Conflict Resolution, Coaching  
 Conversations, Mental Health First Aid

## EMPLOYMENT/OCCUPATION BACKGROUND

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**First Nations Health Authority**

- Human Resources Consultant Nov 2015 - present
- Acting Director, HR Strategic Compensation and Consulting Services Nov 2016 - Feb 2017

**Tsleil-Waututh Nation**

- Human Resources Manager July 2012 - Nov 2015

**Squamish Nation**

- Training, Development & Design Officer 2010-2012
- Health & Safety Officer 2009-2010
- HR Officer 2008-2009
- Benefits Coordinator 2005-2008
- HR Assistant 2002-2005
- Client Intake Worker 2000-2002
- Environmental Youth Participant 1999

I have had the pleasure of working in our community and with other BC First Nations communities for the past 15+ years. As a result, I have strong knowledge of governance systems and processes. I have lived on reserve (Ch'iyák̓mesh, Xwmélt's'tn) and off reserve and understand the varying needs of our membership. I have worked alongside our leadership and other First Nation leaders in several areas including administration, community development, and economic development. I am very familiar with our community programs and services and will always be an advocate for positive change and growth.

### Throughout my HR career, I have been responsible for the following:

- Providing strategic operational leadership and direction to implement an effective and progressive HR plan in collaboration with key stakeholders that promotes transparency, fairness and high performance.
- Developing and implementing a broad range of effective policies, programs, systems and processes.
- Providing expertise on HR best practices and standards across multiple disciplines, and strategic advice to leadership on HR matters involving broader impact to the organization.

- Fostering collaborative information sharing, problem solving, and decision-making amongst team, leadership and community.
- Establishing targets and key performance indicators to measure performance and achieve results.
- Supporting leadership and employees to create and maintain a positive, safe and productive work environment.
- Building positive, trusting relationships with community members, employees, leadership and external partners/stakeholders.

## COMMUNITY INVOLVEMENT

- Squamish Nation Women’s Soccer, North Shore Indians Women’s Lacrosse
- Attend Community Events, Cultural Ceremonies and Gatherings
- Attend Pow Wows with my daughter, Nevaeh Lewis-Baker (Squamish Nation Pow Wow Princess 2017/2018).

<b>TOP THREE REASONS WHY I WANT TO BE ELECTED TO CHIEFS AND COUNCIL</b>	
<b>1</b>	<p><b>COMMUNITY ENGAGEMENT - Increase Community Involvement</b></p> <ul style="list-style-type: none"> <li>• Engage membership in decision-making and ensure consultation activities are consistent and inclusive.</li> <li>• Develop membership Consultation and Engagement Policy, Procedures and Guidelines.</li> <li>• Effective communication with membership through various communication channels, activities and gatherings.</li> <li>• Increase opportunities for face-to-face interaction with Chiefs and Council.</li> <li>• Move forward with Election Reform.</li> </ul>
<b>2</b>	<p><b>ACCOUNTABILITY - Review of Squamish Nation Strategic Plan/Comprehensive Community Plan</b></p> <ul style="list-style-type: none"> <li>a) Identify community needs (i.e. Housing, Health, Elder Care, Language and Culture) through engagement strategies and prioritize.</li> <li>b) Establish clear objectives, short and long-term goals and key indicators.</li> <li>c) Increase the efficiency and effectiveness of community programs and services by improving collaboration and information sharing between departments.</li> <li>d) Provide quarterly reports on progress to membership.</li> <li>e) Ensure fiscal financial accountability.</li> </ul>
<b>3</b>	<p><b>PROSPERITY - Sustainable Economic Growth</b></p> <ul style="list-style-type: none"> <li>a) Consistent and transparent communication of major proposed projects and developments and ensure alignment with our community vision (i.e. protect environment).</li> <li>b) Respond to economic development opportunities in a timely and efficient manner and ensure effective project management.</li> <li>c) Support sustainable natural resource management.</li> <li>d) Strengthen negotiations with key stakeholders, partners and proponents for greater resources, direct services and employment opportunities.</li> </ul>

**Top three issues facing Squamish Nation that I want prioritized during the 2017-2021 term of council:**

- 1) Housing Crisis**
- 2) Financial Accountability**
- 3) Economic Growth**