



MARCH 5, 2026

TFN Emergency Management

Program Update



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TSAAWWASSEN FIRST NATION



Introduction

My name is Deidra Aleck and my traditional name is Qelasiya, my family is from the Cheam First Nation located in Rosedale BC.

I consider myself very fortunate to be on Tsawwassen lands and working for the nation.

I was hired March 2025 as TFN's Emergency and Safety Response Coordinator in the Municipal Infrastructure Department.



Emergency Management Program Background

TFN Emergency Management Gaps

- Under-resourced
- Not integrated or coordinated across Tsawwassen Government
- No clear roles and responsibilities during an emergency

TFN Obligations as a Local Authority

- Emergency response and support to all residents
- 72-hour support for displaced persons (food, clothing, lodging, incidentals)

TFN may provide enhanced Emergency Management support to TFN Members



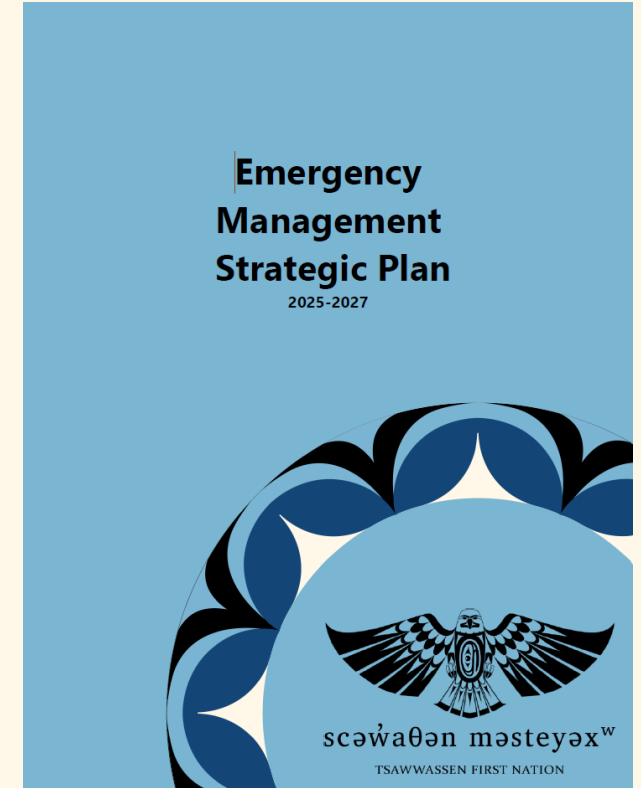
Emergency Management Strategic Plan

Developed with the previous gaps in mind and approved funding from Emergency Management and Climate Readiness (EMCR). TFN collaborated with Logic League Consulting and created the Emergency Management Strategic Plan 2025-2027.

The purpose of the document helps to set out the vision, context, strategic priorities, and roadmap for TFN's Emergency Management program for 2025-2027.

Formalizing the Emergency Management Program Structure.

Review existing policies and determine overall gaps (ongoing).



Proposed Policies

A series of policies were proposed as part of the overall strategic plan. In collaboration with Policy staff, we are working to determine the best approach as some of the recommended policies could be combined or worked into existing policies.

Policy	Details
Emergency Training and Exercise Policy	Establish training schedules, types of exercises, roles and responsibilities during exercises, and documentation and evaluation.
Staff Training Commitments Policy	Minimum training and onboarding requirements, professional development, and accountability.
Staff Deployment Policy	Activation triggers & deployment procedures, priority roles and responsibilities, pre-identified surge support positions, health & safety considerations.



Proposed Policies (continued)

Policy	Details
Staff Reimbursement Policy	Eligible expenses and reimbursement procedures.
Emergency Spending Policy	Delegation of authority, and procurement during an emergency.
Financial Aid Policy	Eligibility & application process, types of aid, duration and limits of support, coordination with other aid programs.
Resource Management	Inventory of available internal resources, process for requesting or offering mutual aid.
Mutual Aid Policy	Pre-arranged agreements or MOUs, logistics, transportation, and demobilization protocols.



Proposed Policies (continued)

Policy	Details
Monitoring and Evaluation Policy	Types of evaluations (after-action reviews, annual check-ins), triggers and timelines, roles in evaluations, reporting requirements and improvement planning.
Crisis Communications Policy	Roles & process for spokespeople, templates and key messages development, platforms for dissemination, coordination with external partners.
Volunteer Management Policy	Volunteers' roles and responsibilities, training & onboarding procedures, safety, liability, and insurance considerations, and recognition and support mechanisms.
Emergency Information and Data Sharing Policy	Categories of information to be shared, who can access or distribute information, formats and platforms for sharing.



Review and Adaption to Current Needs

Existing EM program documents, policies, plans, MOU's with external entities and Mutual aid agreements were reviewed and identified gaps push the need for creating new policies or adapting existing policies.

Develop and maintain list of policies relevant to emergency management with annual review to keep all plans current.



Service Levels

All residents of the community are eligible for emergency assistance whether TFN Members, leaseholders, or renters.

Our aim is to provide emergency support services, as defined in the Provincial program. At a minimum this includes 72 hours of accommodation, food, clothing, and incidentals for individuals and families who have lost their primary housing due to an emergency or disaster. Extensions or additional support may be available on a case-by-case basis.



Program Structure

Currently, our emergency response is largely informal, with some informal coordination across departments. While there are early efforts to improve capacity, these are not yet systematized.

Over the next two to three years, we aim to formalize the emergency program and integrate it into all areas of the organization. Staff will be supported in understanding their roles and how to fulfill them during emergencies.

Our long-term vision is a fully adaptive and responsive emergency management system where all departments, residents, and partners collaborate effectively before during, and after an emergency.



Emergency Response Capacity

Currently, we can manage small-scale, short-duration emergencies within the community.

In the coming years, we will strengthen our ability to manage these events over longer periods with internal resources.

Ultimately, we want the internal capacity to effectively coordinate mid-sized events or larger-scale emergencies of short duration, where TFN would reduce our reliance on external support, but anticipate maintaining service agreements with Delta Fire and Delta Police services.





Strategic Priorities

- Goal 1 : Formalize the Emergency Management Program
- Goal 2 : Build Core Capacity of the Program
- Goal 3 : Strengthen Relationships with External Partners
- Goal 4 : Secure Sustainable funding Mechanisms.



Current Focus

- Capacity Building-Training for staff and Tabletop exercises.
- Updating all Emergency Response Plans for cohesive information.
- Updating or developing new policies.
- Developing an Evacuation plan with a designated route.
- Developing Emergency Management Communications and Public Notifications Plan.





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Thank-you!

Questions?

