

Protocols and Guidelines for Language & Culture Requests

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Sqilx^W/Syilx Guidelines and Protocol

The following protocols are to be observed and practiced whenever an Elder, Drummer, or Knowledge Keeper/Holder is invited to participate in activities/events by any person(s) or organization(s). When engaging with Elders, Drummers, or Knowledge Keepers/Holders, it is important to provide these esteemed individuals at your events with the utmost respect, and it is imperative to uphold and adhere to the established protocols.

- Traditional Knowledge Keepers have fought hard to protect their language and culture. They may have information that is sacred to them that they will not share under any circumstances.
- Respect all Traditional Knowledge Keeper's decisions as they have the right to refuse to share their knowledge.
- Keep questions specific and basic.
- It is important to ask in advance of the Traditional Knowledge Keeper's visit for permission to make an audio recording, video recording, or take photographs.
- Permission to listen to or read a Traditional Knowledge Keeper's story does not give you the right to rebroadcast or write the story without further permission.
- School district educators must remain with the class at all times.
- A working relationship with an Elder, Drummer, or Knowledge Keeper/Holder may come to an end if these cultural protocols are not respected and adhered to.

“Elders, Drummers, and Traditional Knowledge Keepers do not preserve culture; they live it.” – Elder Napoleon Kruger

Terminology

Knowledge Keepers – are individuals who hold traditional knowledge and teachings and are responsible for preserving, transmitting, and safeguarding traditional knowledge, cultural practices, and wisdom. They have been taught how to care for these teachings and when it is and is not appropriate to share their knowledge with others. These individuals often grew up with their traditional knowledge or learned their traditional knowledge from others.

Knowledge Holders - are individuals who possess and carry valuable traditional or cultural knowledge within their community. They play a crucial role in preserving and passing on their knowledge to others, including future generations. These individuals may have acquired their knowledge later in life.

Elders - are individuals who have acquired vast life experience and knowledge of syilx traditions. They impart wisdom, tradition, culture, knowledge, values, and lessons using oral and role-modeling traditional practices. Hand

Drum Singers - are individuals who possess and carry traditional knowledge of songs and drums.

nsyilxcən - is the language of the Okanagan territory and the traditional language of the syilx people.

sqilx^w - The nsyilxcən term for Indigenous person. It can be understood as human in its most rudimentary form. It translates as “the dream in a spiral.”

Syilx - The term is an nsyilxcən translation for the people who speak nsyilxcən. It is commonly used as the nsyilxcən term for the Indigenous Okanagan people.

captík^{w4} - oral laws and history that have been interpreted in story but are still lived and shared by the Syilx people today. These stories are still lived, shared, and governed by the Syilx people today.

Okanagan - the term is an Anglicized version of the term ‘suqnaqinx’ which refers to the tops of the mountain's hillsides. It can be used, and it sometimes refers to the people who peak nsyilxcən.

suqnaqinx - the nsyilxcən term referring to the top of the head or mind. Syilx scholar Dr. Cohen refers to its translation as ‘takes to the head of mind’.

inkumupulux - is the nsyilxcən place name for the head of Okanagan Lake. It is also spelled as nkmaplqs.

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Some nsyilxcən place names, although anglicized, can still be seen in the territory today. They include Spallumcheen, Kelowna, Penticton, Similkameen, and Osoyoos in the Okanagan Valley alone.

In the nsyilxcən language, the capitalization of words is not customary. This linguistic guideline respects lowercase letters as a part of its orthographic norms.

Honorarium and Activity Guidelines for Respectful Engagement with Knowledge Keepers

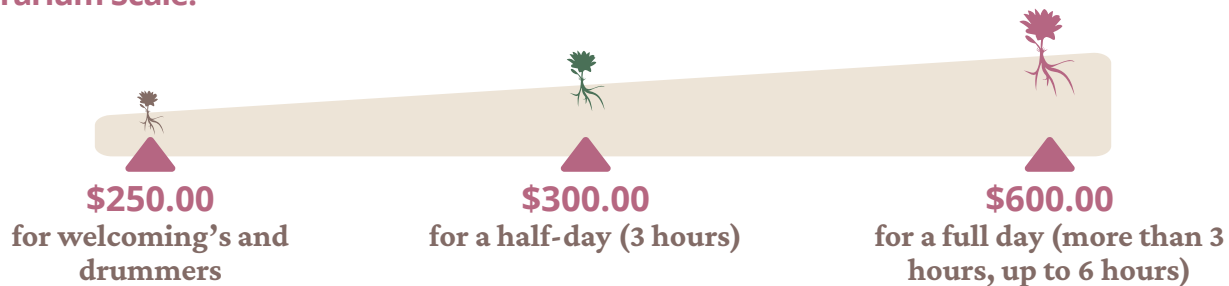
Activity	Request Details	Reasoning	Costs
Welcoming Prayer/ Blessing 	A territory welcome, prayer, or blessing acknowledgment for an event that requires an Elder or Knowledge Keeper to speak in public.	Opens and/or closes an event in a positive way; establishes the ambiance for the occasion (sets the mood for an event).	\$250.00 (depending on ceremony and time (present and preparation) may alter this cost).
Welcoming Prayer/ Blessing Hand Drum Singers 	A hand drummer singer(s) for events, welcomings, or ceremonies.	Provides traditional song(s) for events/welcoming/ ceremonies; establishes the ambiance for the occasion (sets the mood for an event).	\$250.00 (depending on ceremony and time (present and preparation) may alter this cost).
Cultural Activities 	Invitation to have a Knowledge Keeper/Holder facilitate a traditional cultural activity. (e.g., beading, cattails, medicine pouches.)	Provides facilitation of cultural activities that only the Elder or Knowledge Keeper/Holder has the expertise to teach.	\$300.00 for ½ day or less; \$600.00 for full day. (excludes the facilitator's materials costs)
Presentation 	Invitation to have an Elder or Knowledge Keeper/ Holder present at an event to share knowledge/ teachings.	Provides traditional teachings and/or knowledge that only the Elder or Knowledge Keeper/Holder has the expertise to speak to.	\$300.00 for ½ day or less; \$600.00 for full day.
Drum Group 	Requesting a drum group/ singer(s) to attend an event to sing traditional song(s).	Provides traditional song(s) for events/welcoming/ ceremonies; establishes the ambiance for the occasion (sets the mood for an event).	Varies; \$1000 - \$3000 per artist or group (set rates communicated by artist(s)).
Cultural Performance 	A dancer(s) or other artist(s) to perform culturally; often with traditional regalia	To perform cultural dances, stories, or other cultural art performances at gatherings and/ or events; to display traditional dance and regalia.	Varies; \$1000 - \$3000 per artist or group (set rates communicated by artist(s)).

Table adapted from the University of British Columbia's standardized Table of Payment Guidelines for Respectful Engagement with Indigenous People

Honorarium

An honorarium is presented to an Elder, Drummer, or Knowledge Keeper/Holder in exchange for the sharing of their knowledge. The Okanagan Indian Band will pay the Elder, Drummer, or Knowledge Keeper/Holder for their time and we will invoice you/your organization for services rendered.

Honorarium Scale:



These amounts should be viewed as minimums for honorarium; some Knowledge Keepers may have different set rates for sharing their knowledge.

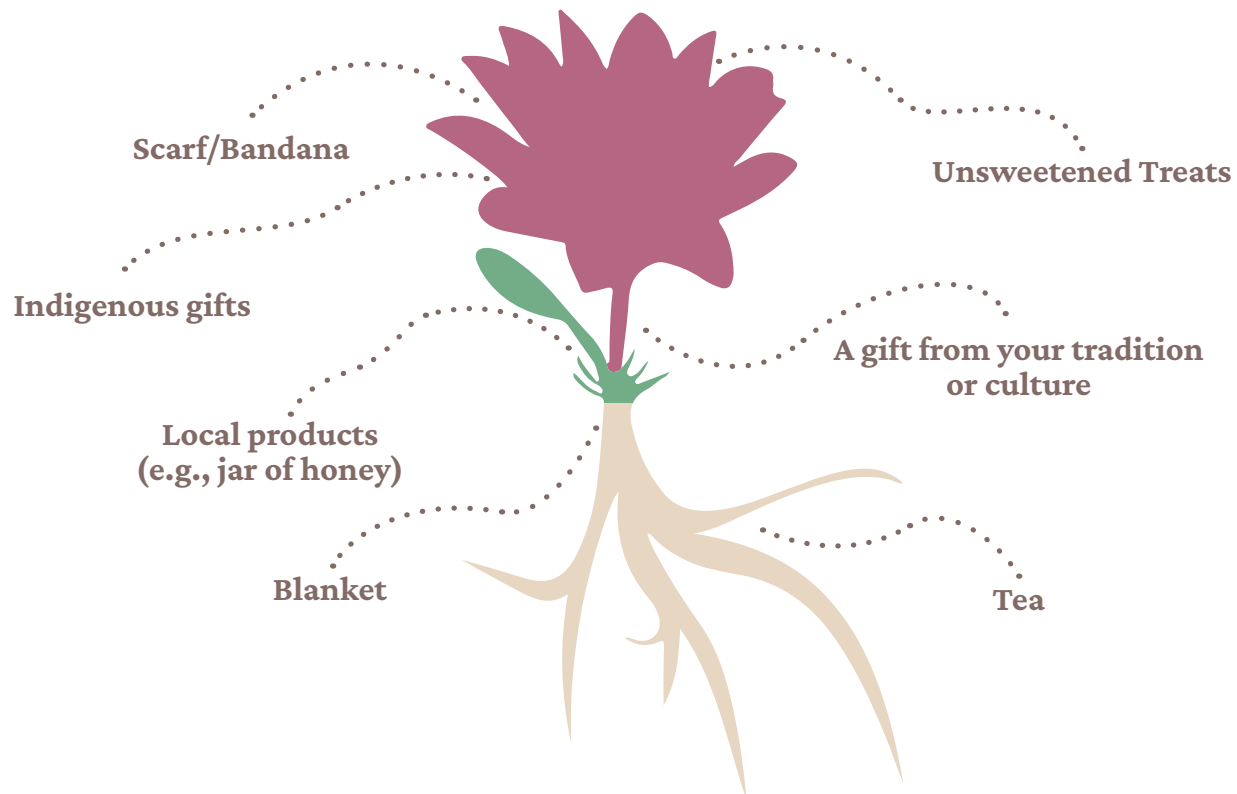
Fuel Mileage and Materials Costs

For Language and Culture requests that extend beyond the Vernon area, a fuel mileage charge of **\$0.54 per kilometer**, as per our Language and Culture request forms, will be applied to the invoice billed to you/your organization. However, it is important to note that this charge may have specific limitations in unique circumstances, which will be assessed on a case-by-case basis to ensure fairness and flexibility.

Additionally, our Traditional Knowledge Keeper/Holders charge **an additional fee** for their materials and supplies they utilize in their cultural activities. This cost is in addition to their honorarium fee for their time.

Guidelines for Gift Giving to sqilx^w Knowledge Keepers

Traditional Knowledge Keepers/Holders and Elders are very appreciative of any gifts. Often a small, non-monetary gift of thanks is presented following an engagement.



***It is not appropriate to give gifts of alcohol or drugs, including cannabis.**

Please note these gifts are not intended as payment for services rendered; rather, they are a culturally appropriate way to recognize appreciation for a person's time and lessons imparted (e.g., knowledge sharing, opening and/or closing prayer at an event).

Contact Information

If you are uncertain or have further questions, please feel free to contact the Language and Culture administrative assistant, Gavin Muselle at languageadmin2@okanagan.org or at [\(236\) 599-4026](tel:2365994026).

Please visit our OKIB Language & Culture webpage: <https://www.okib.ca/services/education-language-culture/language-culture-programs/>