



Michelle Bryant - 06:21

I gave myself eight hours to the.



Mike David - 09:48

Sa. Foreign. Click on any of them and tell me what you see. Probably some like this dashboard. Every single pixel exists for the same reason. You know, human sits there and looks at the graph. AI agents never see or click any of this. This is what AI agents, they call it a tool. And then they get a bunch of text. This is where. Hey, Michelle, Good morning. How you doing? Sorry about that. I realized I said in an hour And I said 7pm Your time, which. Yeah, it was. It was not.



Michelle Bryant - 12:08

Oh. So okay. I did. I read I could meet for an hour at 7pm so we both wrong.



Mike David - 12:18

Yeah, that was.



Michelle Bryant - 12:20

Oh my goodness.



Mike David - 12:21

Sorry about that. How are you?



Michelle Bryant - 12:24

I'm doing well. It's been a busy week. Yeah, been a busy week. So I was just having a lazy morning. I have an

oncology appointment today, so I don't have to go into the office first thing.



Mike David - 12:39

Oh, okay. Yeah, slow. Slow mornings are, are fun sometimes.



Michelle Bryant - 12:47

Yeah,.



Mike David - 12:49

I would say. Yeah. Yeah. I've only been. I've been trying to limit like 15 minutes on a day because it's very strong, especially in the afternoon. So. Yeah, I gotta. Not trying to get too, too burnt out here, but. So I load up the questions. We can jump right into it.



Michelle Bryant - 13:16

Sure.



Mike David - 13:18

I, I just bumped. I don't know if you saw my email to the group earlier this week after I, I spoke with Jared. So I just sent them a. A reminder text just to see. Ask him when should we expect the service agreement. I know he said he'd be busy over the next two weeks and. Or you said he was traveling a fair bit. So I'll keep you posted on that. And I'm just. I was just going back with Tiffany to modify the document for Nathan and I'll follow up with a text when she's done that just to. Just to basically remove the non compete, still keep the NDA and just kind of, you know, it's. It's kind of a tricky situation I guess.



Mike David - 14:23

But yeah, I'll try to just word it in a way that, you know, it keeps momentum and you know, kind of just puts. Puts a little trust, you know, in his corner a little bit. Just wondering if you had any other thoughts around him or just how

to approach it or anything like that.



Michelle Bryant - 14:50

Yeah, not really. Just. I totally understood where he was coming from as well. And then I guess just really curious on what's the best use of Nathan and how do we foresee that in the future? I'm really open to anything, but just wanted to know what your thinking was on that. Because he is like, this was his world and it was very clear from his knowledge on the call that like, he knows how to navigate it very well. Yeah, especially like the places that we don't.



Mike David - 15:26

Yeah, no, absolutely. Yeah. I mean, I kind of wanted to feel it out for, you know, is he, is he open to consultation? Like, you know, a block of consultative hours to help? Is he open to. I mean, would you want to like, kind of explore to see if he'd like to explore. What would partnering look like? That could be a, another route as well.



Michelle Bryant - 16:01

Yeah, for sure. Yeah. Like, I guess just open the conversation and I guess as long as we know what the options are before we open the conversation or are we just kind of exploring? Yeah, because I don't want it to be confusing for him to where he's like, well, am I just giving advice? Am I?



Mike David - 16:29

Yeah, yeah, I'm talking to Jay tomorrow. I'll. I'll bring it up to him as well. Yeah, I mean, maybe we spell out, you know, two paths that we're thinking and he can choose his own adventure type thing. That might be, that might be interesting.



Michelle Bryant - 16:53

Yeah, for sure.



Mike David - 16:56

So yeah, we can do that and. We'll see. We'll see what Virtual J says. The dashboard. Yeah, she's been really

building some cool stuff there.



Michelle Bryant - 17:16

Yeah, she really has.



Mike David - 17:19

This is what I built the other day, just. Aios. So this is gonna call it Little Tree os.



Michelle Bryant - 17:31

Yeah.



Mike David - 17:32

And this could turn into, to something interesting as far as I know we talked about. Yeah, I don't want to open up another can of worms there, but we got some good stuff cooking as far as, you know, pulling data all into one place and it's really something cool. And you're getting a taste of that through the dashboard that.



Michelle Bryant - 18:01

Yeah, no, it looks great.



Mike David - 18:04

Yeah. Yeah. So, yeah, there's some really cool stuff that we can do with the system, but we'll open that up for another. Yeah, I, I've been. Me and Caroline will text each other once in a while and I, I kind of like put it, put a little seed in her mind for all of the things that, you know, building over here. I think at some point I'd like to bring you up to speed with kind of that whole. Just kind of give you a sneak preview. And this is actually more to present to Angie, my CEO and my brother in law and sister and just kind of like what's the system that I'd like to build out with them? But yeah, I mean I think this thing could be pretty versatile for, you know, is it a band council operating system?



Mike David - 19:04

And you know, I think, yeah, I.



Michelle Bryant - 19:08

Think like, I think that's definitely one aspect. Like I said to you yesterday, just what I'm learning about the lack of systems within Squamish Nation. Yeah, I know the lack of systems within my own Band Council, it becomes a game changer. Especially, especially when. Like right now my community is fighting the Kitsalis Treaty. Kitsilis is like the provincial government ratified the treaty and having information at your fingertips for certain things on past meetings with government or what have you without having to rely on a person to dig through files on someone's operating system would be a game changer. But also for financial reasons in terms of like vendor or like the vendor list. How do we, how are we tracking. This is a question I had yesterday just because I was in a new employee orientation.



Michelle Bryant - 20:19

Like how are we tracking how much money we're spending on snacks? Because right now it's a free for all. Some, some staff member says they want this brought in and all of a sudden it's there the next day. And how much are we actually spending on it? And how can we like not take away snacks? But how could we ensure that we're not just blowing money? We don't need to blow. Right. So yeah, there's a. Like from what I'm seeing, just what Tiffany is building for little tree capital. Like I have so many ideas.



Mike David - 20:53

Yeah, I'll show you another thing that we've been building for another project. So Little Tree fuel. So this is with Alex. So it's kind of a project management. It's like the 30,000 foot view, the 10,000 foot view and just project management kind of all in one space. So here we have a project timeline. You can see where we're at. Kind of gives a full kind of A to Z project sentence. Project in one sentence. The opportunity. What exists today, all of the documents, conversations, things like that. Build sequence, you know, everything from negotiation to po. Signed JV agreement and pilot project. Current phase, where we're at. What, what is the block? There was a price increase so we have to negotiate that and then next meeting prep. Like it's, it's pretty amazing stuff actually. What the, what would Jay do?



Mike David - 22:09

Yeah, kind of similar to what she built before. But this is, I would say this is more where LT capital. It's like we need to like, you know, think strategically more. This is, this is, this one in particular is more about, it's a little more further down the line. It's more about negotiation. What are next steps, what are blocks and things like that. Yeah, pretty much the same thing. The correspondence thread, emails back and forth. We can open it up, we all have it in

one place. Project documents, having everything in one place. Po jv, you know, all of this thing, all of things. We have a little calculator. When we're kind of going back for negotiation. They, you know, they'll send a price sheet. We have to kind of just see if it makes sense.



Mike David - 23:04

They send like really nasty looking Excel sheets that are confusing. So we just designed our own calculator. So, you know, everything at our fingertips, essentially dropped opportunity. It's, it's really powerful stuff. All the Firefly meeting recordings, volume calculator, even into a product opportunity map. So we like, yeah, where you know, we're focusing on this area. But we could see, you know, if we're looking at approaching band councils and things like that. So that could be its own map. It basically becomes a little CRM. Like how many are we in talk with? How many do we meet signed revenue? We could set up an outreach system essentially on our behalf that just kind of runs in the background. So, you know, sky's the limit pretty much. And I'm actually, I, I've been playing with something today. I think I kind of showed.



Mike David - 24:19

Was it this one or was it. Oh yeah, so delegation board. So once we kind of load up everything, right, it sees the blocks, it sees the timeline, it sees next steps. Then it's like, well like from my perspective, who do I need to delegate? Who's the who? You know, who, not how. It's kind of a concept popularized by my, one of my mentors, Dan Sullivan. So what are the next steps to delegate? What are the channels that you know, we frequently communicate through and then I'd like to just, you know, go through all of these and then if it looks good then I, I send all delegations and it just goes out like mass communication. So pretty cool stuff. What's that?



Michelle Bryant - 25:18

That's amazing. Like, so how are the inputs that you're getting into the delegated? Like the ch. Like the numbers there on the left. That's just pulling from where that's.



Mike David - 25:32

And again, I literally just built this today, so it's, it actually doesn't work. It's just to get to give a visual. But it like it can very quickly work once we just give everybody a telegram channel. A telegram channel, put all the appropriate emails which I, I believe the email is actually might work. So some of it may work. I just didn't want to actually do it. But yeah, it's all based on the project status board. What are the blockers, what are kind of going back to.



Michelle Bryant - 26:06

So is it pulling from different, like different pages from your different projects that you have for that delegation

board?



Mike David - 26:13

Yeah, essentially. So now we've been building project specific dashboards, little tree fuel capital you've seen. So, so I think, you know, if I wanted to dive into one project specifically, I can dive into it, but I would like just like a command center essentially with all of the projects. This is kind of what I'm pitching to. Oh pitching to Angie and you know, my leadership team for all of the businesses, all of the projects, all of the entities, just to have it in one place. So it's pulling from project timelines, from emails from the fireflies. Yeah, so it just has a 3 sig. Once you get all the data APIs and connections essentially, then it just, it's just pulling all of that data into one place. So.



Michelle Bryant - 27:24

Yeah, that's amazing. Yeah, that's like game changing for any leader out there.



Mike David - 27:30

Oh man, Seriously. All right, so I almost want to turn this into, you know, I mean it could be its own project software, little tree os. You know, it could literally be, it's its own kind of software thing. So I don't want to get too much in attention here, but yeah, wanted to give you a little sneak peek on what we've been working on.



Michelle Bryant - 28:00

Looks amazing.



Mike David - 28:01

Yeah. So yeah, once we're a little further, you know, me and Tiffany will give you the full thing, the full view. Who knows what, what will come from that conversation. We may actually want to, you know, find a band council that we could, you know, be our guinea pig, so to speak. For sure. You could be our guinea pig. Right?



Michelle Bryant - 28:33

Let me be your guinea pig. Yes. Because yeah, I, I see so many efficiencies that could be created with this simple app. I mean not saying this application is simple, but like with an application that presents information simply to

make decisions faster and to assist with those decision making processes as well as like finding the efficiencies.



Mike David - 28:56

Yeah, yeah, absolutely. It'd be a total game changer and I'd like to show it to Carol Ann too, and see what she thinks. And maybe, you know, maybe we. Maybe we help her implement it at some level, somewhere, somehow. So. So shall we dig into section three? We'll kick it off.



Michelle Bryant - 29:18

Yep.



Mike David - 29:19

So section three, understanding the system. When did I. I'll read through all of them and we can just, you know, pick anyone and we'll dive in there. So when did you start thinking about the Indian act and economic participation as connected issues? Number 12. Did you ever learn about the economic implications of Indian act, of the Indian act in school, or did you discover that later in life? 13. How did, how did understanding that history change how you thought about economic opportunity indigenous communities? Number 14. Why do you think many people, including indigenous people, don't fully understand how legislation shaped economic participation? 15. What surprised you most when you started learning about the economic restrictions Indigenous people faced? And just wanted to put a little caveat. It's, it's getting a little late here. My brain is probably operating at 80%.



Mike David - 30:26

I may tap out earlier than usual, but I, I just wanted to.



Michelle Bryant - 30:30

Yeah, no worries.



Mike David - 30:31



Put it out there.



Michelle Bryant - 30:34

Yeah, that's how I felt the other night when we. The last time we met. I'm like, I just had a full day. I'm gonna do that here.



Mike David - 30:40

Yeah.



Michelle Bryant - 30:41

Because it was evening the last time.



Mike David - 30:43

Yeah, it was for you, for sure. Yeah.



Michelle Bryant - 30:46

Okay. I can jump in here. I might blend all of them in, just given our time. So when did I first start thinking about the Indian act and economic participation? Patient. I probably didn't think. Start thinking about that until like way later in my career, like obviously knew about the Indian act, but the economic participation as connected issues, I probably didn't see that, like, really think critically about it until I started working industry, which was around 2011. I think I thought a little bit about it before then, but I didn't really see the implications of it until I started working industry. And like, I'm just going to kind of pop back to. I remember being a summer student working in the Simshan Tribal Council office in Prince Rert.



Michelle Bryant - 31:47

And I remember seeing a physical copy of the Indian act and I'm like, holy, this is the Indian Act.



Mike David - 31:58

Wow.



Michelle Bryant - 31:59

And I remember like, I can see it clear as day, even right now I'm sitting at this table. This like, it's like a. Not a fancy bound document, but like a staple together paper, pieces of paper, like that's in a booklet. And I'm like, I remember like just doing what I just did. Like taking a, like a deep breath and looking at the COVID for a long time. I didn't even open it for a long time. And I'm like, this is a legislation that governs me and limits me. Like those are the thoughts that were running through my head and I couldn't even look inside of it for the longest time. And I don't think I've ever read it cover to cover. And I think that's part psychological and like I don't want to know what's in here.



Mike David - 32:52

Yeah.



Michelle Bryant - 32:53

In its entirety because it's going to make me angry and I don't know what I'm gonna do with that. And I just like I said, I haven't read it cover to cover. I'll pull little bits out here and there and like search things when I need it. But like I remember that moment. I was probably 19 or 20 at the time and you know we were starting to talk treaty in our, within our nations. But, and I remember like sitting around a table with lots of our knowledge holders at the time when they were alive and my grandfather being one of them and just watching and learning and the passion that they had for protecting our territories, protecting our rights, wanting to expand our rights beyond what was written in the Indian Act.



Michelle Bryant - 33:58

I remember not fully understanding it at the time, but it just like it grew something, it planted a seed and it grew in me over the years. And so when I entered into the, into industry as a corporate affairs manager and being in rooms with the nations and being in rooms with our leadership team and seeing the numbers that were crossing the table and seeing how our president was like we want to share in these economic benefits with the nations. And it wasn't even the nations asking us to do that. Like they wanted jobs, they wanted something.



Michelle Bryant - 34:43

But was the first time really looking at someone who was not indigenous, wanting to share in share profits with the nations and in, in the way at the time it was procurement basically taking like were doing a large scale build out of the, of our existing footprint and we needed a prime contractor but knowing like the nations wouldn't have had the infrastructure to be able to bid on those projects. So we essentially became the prime contractor in house and then we split up the procurements to allow proper bidding for the nations whether themselves or through their joint

ventures so that they can actually participate. And we actually created a model that said if, if they came within 10%. I can't remember the percentage, I'll say 10.



Michelle Bryant - 35:47

If they were, might have been 5 over then we would, and everything else lined up, we would go with the indigenous partner. But if it was over, like we just couldn't do it financially. But then we'd give them like a percentage of the total procurement cost anyway. So whether they won or lost, they would be making money off of our build out. And that's when I really started thinking like, okay, yeah, this is possible. Like here is, you know, George is essentially showing the way of how we can do this ethically, we can do this meaningfully.



Michelle Bryant - 36:27

And that's when I really started to think about the economic participation and how we have been so excluded and you know, kind of correlated with my like widening my perspective as well in terms of like going to Miami, going to China, going to all of these different conferences in different parts of the world and interacting with people I wouldn't have normally interacted with had I stayed on the reserve, like working as a teacher or just, you know, whatever. So that's when I really started thinking about that in terms of like learning about the economic implications of the Indian act in school. Not at all. Definitely discovered it later in life, knew that were governed by it, but didn't really understand it. When I was in grade school, K to 12, kind of touched on it a little bit, but very small.



Michelle Bryant - 37:32

In an Indigenous studies class in university. And like really when we talked about it and we talked about the implications of it, the Indian Act, I remember in anthropology class were, there was a few indigenous people in that class. Just out of interest we took it and there is the resource management technician people who. It was a required course and like they had to bring the dean in because our discussions got so heated. The, the RMOT students were like rednecks and thought Indians were just a problem. And in the way of them doing their work. And we're like, no, actually we're like stewards of the land. And this is how we, this is our world view. And like why can't you see it this way?



Michelle Bryant - 38:29

And it got very heated and the dean had to come in and like split us up and talk to us about this like 100 level class. And so. And that was like that's not it. That's talking about the economic implications. In that setting the tensions flared and they still flare because people don't want to understand. People who are non indigenous don't want to understand what those implications, both social and economic as well as spiritual and cultural had on us. They Just, you know, want to live whatever reason, but in terms of, like, understanding the history change and how you thought about economic opportunity indigenous communities. And I think I talked about that with, like, learning from George and learning at the terminal how we can support Indigenous communities just to empower themselves, not in a handout way, but like, here's. Here's an opportunity.



Michelle Bryant - 39:37

Another opportunity like we created. He created a lot of opportunities for Indigenous people at the terminal. We,

we needed to pressure wash houses in a nearby community in Port Ed because of dust from the terminal. So he said, you know, go out and buy in a industrial process pressure washer. We're going to gift it to an indigenous entrepreneur and provide them with some business skills through community futures so that they can run a viable business. And then we're going to hire them and pay them to wash these houses for us, and then they can build their business in other areas too. And we did that and you know, we hired intern or we made one of our contractors hire interns for our tug comp for the tug company that serviced us from the nations.



Michelle Bryant - 40:29

And idea was like, grow their skill, like, decide who has the aptitude for a meaningful career and then hire them if you have an opening. And through that respect, we had like the youngest captain on the coast come from my community through the internship, moved up to deckhand, did his captain's course, and is now a captain for Smith Marine. So those pieces of like, creating economic opportunities in addition to, like, now that terminal is owned 10% by two of the first nations equity owners. And so now they get annual revenues. That's unheard of anywhere. And so that really opened my eyes in terms of, like, if you can dream it's possible.



Michelle Bryant - 41:25

You just need to be able to have willing partners at the table to talk about meaningful economic participation and being willing to think outside the box into what is possible and move completely away from the status quo of how indigenous peoples are working with indigenous peoples is operated. I think many people don't fully understand how the legislation shaped participation on the indigenous side because we live it. We live in, like, we're forced to live in survival mode. Like, I even lived in survival mode for most of my life and like, just struggling to stay afloat, to stay like, just two steps ahead economically for the family. But when you're in survival mode, you don't have anything else to think about except for your own survival. And that's the way I believe this legislation has hindered a lot of people. And you Don't.



Michelle Bryant - 42:37

You're closed off to seeing opportunities that are in front of you when you're in survival mode because all you're thinking about is how am I going to pay that bill? Or I got to do this. And like just inside your little space, your little orbit of people, which is likely your immediate family. And if you've got like your extended family who's like in crisis, in trouble, and you're having to give there and you're having to give culturally, you know, just being pulled like an elastic band in places where. How do you think about bigger picture opportunities or aspects for the non indigenous people? I think just denial didn't happen to me. So I don't mean to think about it, I don't mean to care about it.



Michelle Bryant - 43:21

And if you talk to me about it, I'm going to say that's just in the past, like, why can't you move on? I've heard that so many times. But because it didn't happen to them, they refused to empathize with the implications of not having the economic participation. I don't think most people know that weren't offered the vote until the 60s and that I don't think people know that we don't even own the land that our houses are built on the reserve. I learned something a few years ago that an indigenous farmer cannot own an electric or gas plow for their farm to this day. And I'm like, what world are we living in? And people don't want to understand that. They don't want to see how bad the government has treated indigenous people.



Michelle Bryant - 44:21

And that's why I say all the time, like, the Indian act is legislated poverty for our people and it still is today. And so there's so many aspects of it. And like, we could write the whole book about the economic aspects. And that's what we have Carol Ann for and her books that she's contributed to the world. And I guess like, if there was something that I would like people to take away, both indigenous people and non indigenous people would be to like, accept that there have been implications, economic implications, social implications, spiritual implications, cultural implications as a result of the Indian act, that it's taken generations of the imposition of the Indian act to get us into a state that we are currently in right now where there are a lot of social problems within our communities because of the legislative poverty.



Michelle Bryant - 45:23

And it's going to take us several generations to get out of those social issues. Social. Yeah, I guess there are issues, problems. But we can't do it alone. We need, we need people to like, first understand it's a problem collectively, not just indigenous. And we need non indigenous to understand that as well, understand how we got here in the first place. And it wasn't as. It wasn't our own design, wasn't our own doing it. Like government played a key part, like the biggest part in this, and we need to work together in order to fix it. And it's not just as simple as, like take away the Indian act, but definitely looking at the different sections of it and making changes over time.



Michelle Bryant - 46:15

Because what it did is it created a culture of dependency on people because that's the way it was structured in the early stages. Like, you couldn't leave the reserve, you had to rely on rations. You. They, like, they restricted where we could go, even where we lived. And, and we adapted. We may do like, okay, this is our life and how do we make it better? Because that's the type of people that we are. But it's not always like as we see today in society. Like, it's not always good for some people. And so learning about the implications is going to be a key part for people. And how do you do that on your own without asking your indigenous friend, like, can you talk to me about this? And I always say, like, learn on your own first.



Michelle Bryant - 47:09

And then if you have questions, ask your indigenous friend, like, can you help me? This is what I've learned. Can. This is what I'm thinking. Can you help me understand it further? Because then that doesn't put the burden on the indigenous person to teach people who are too lazy to look it up themselves and just want. I want the person, the indigenous person to summarize it for them. What surprised me the most when I started learning about the economic restrictions indigenous peoples faced.



Mike David - 47:39

I'm not.

Michelle Bryant - 47:43



I guess if I had to pick one thing, it would be that we still have this legislation that governs us and essentially making us wards of the state still. That we still have to carry a card to prove who we are. We that we are, that we like to be determined the status first Nation, it has to be blood quantum. Like the only other animals that are determined blood quantum are horses and dogs and indigenous people. And so it makes me think like, how. How are we really seen as people when we have this restrictive legislation on us? How are we seen as.



Michelle Bryant - 48:29

How can we reduce the bias that other people have and stereotypes towards us where in effect like leads to Killing of our women and even our men and our boys and girls by other races because they devalue us on a human level, or we're being like immigrants coming in, even understand, like, who haven't even lived here, are coming in with assumptions that indigenous women are worthless and they can do whatever they want with them. And we're seeing that both in the workplace and out in society. And so that part really hurts my heart. It. It hurts my heart because I have girls, I have a. I have a grandson. And when I think about the atrocities that have happened to our people over time and today because of the Indian act, because everything stems from there.



Michelle Bryant - 49:33

When you don't give people an opportunity to thrive, you invite these social problems. And I think about, like, if this happened to one of my daughters or my grandson, we're all better look out because I turn all Liam Neeson on them. But it's like, it's sad that we even have to think that way. That as mothers and fathers and, you know, aunties and uncles, that we have to think like, that we have to have the conversation with them. Like, sharing your location is important. Like, make sure that you're not doing this. Make sure you're aware of your. I think those are typical things you would share with most people, but for our kids, even more so it's. It's even more highlighted.



Mike David - 50:30

Yeah, well, so many good threads to pull on this one. My dad has always been political and especially even more, I think now that we got him his iPad a few years ago and now he's on Twitter and now he's on Facebook and he's just got direct access to the World Wide Web, for better or worse sometimes.



Mike David - 51:02

But no, like, especially in the last couple years where he always tells us, me and my sister, like, you know, you guys are the ones that should care about this and because, you know, you guys are gonna have to live with the ramifications of everything happening in our community for one, you know, and obviously at a national level, usually we talk about local politics and just, you know, there's always something happening and I think to some degree we've checked out in some ways where it's just like, it's just, you know, it's so corrupt. It's so. It's always like that. It's, you know, whoever gets in the council is always going to be like that. And so that was the reality for many years, right, where like, I think I had we made the conscious decision to focus on things that are in our control.



Mike David - 52:10

And that was business, you know, that was kind of entrepreneurship. And it's really frankly in the last couple years when I started to look, you know, outside of the res for you know, investing and, and you know, projects and businesses, that's when I really, you know, realized the limitations and the, you know, the constraints and you know, it started the conversation about little tree capital in general from that experience. But it's fairly recent if I'm being very honest. And yeah, I think it over time due to the local politics which now I see the more systematic this, that our local politics are just the second order consequences of the more systematic system at play, which is DND act over 150 years.



Mike David - 53:35

But it's kind of sad to think like, you know, it like I've been kind of operating in, you know, my little bubble and it was almost like became, I don't want to say apathetic, I don't know if that's the right term, but like it's almost like I can't do anything about it. So like I, I'm just gonna focus on the thing that control, you know, that I can do something about unless I run for counsel again. And you know, that whole thing, that's the only way I feel. I felt and still feel sometimes that, you know, I can make a real difference, a meaningful difference at least in, you know, in my community.



Mike David - 54:13

But yeah, when I read Carol Anne's book, it was like, holy shit, like, you know, for so many years just like almost rejecting politics and almost because you know, again it was just, it felt like it was just out of my control where that was a kind of coming back to it and just realizing, oh like no wonder, you know, and it just like it was such a, I don't know the right word to say there, but like it was just a profound moment where I was just like, oh my God, like this is why things are so effed up, you know. So.



Mike David - 55:06

Yeah, and to your point earlier, like, it's, you know, we've talked about it a couple times on just like this and it's a second order consequence of this more systematic reality is like we can't think long term if we're worried about tomorrow or next month. So you know, so much of what we call a scarcity mindset is really due to that and. Yeah, and even learning about it like, you know, being like you mentioned how do people learn about it, right? Like, I. Another thing my dad has said many times is like, you know what people learn in college and university is his story, right? His. We have history and then we have his story. And so where do people get the objective data and education? Because when I was talking to. When I went to college again, I went to high.



Mike David - 56:16

I went to elementary and high school on. In my community and my sister Mohawk community of Kanawage for high school. But when I would talk to friends in college and university, like, some of the stuff they would say, like, you know, literally, like, do you guys live in teepees? And do you guys like just the most absurd things and like, And I remember like, getting into like, arguments like, no. They would say, like, no, I. I learned about this in school. Like, you guys live in teepees. And I'm like, I. I can bring you to my house, like this afternoon. I could show you how I live. I mean, it. I can guarantee it's not like that. And they were just like, they were so serious. They were like, so convinced, right? But they were getting this from the school system. And.



Mike David - 57:20

But even I go back to where I went to high school in Karawang. It was called survival school. And a lot of it was, you know, teaching our culture and teaching the stories, teaching our history, but never did we learn about the Indian act and never like, you know, that whole system. So that's kind of interesting. Like, I didn't even. Yeah, it was always something I heard about. I knew it was important. I knew it was affecting us mainly because my dad was also so political and outspoken. But I would have to say, like, it's. It's been a recent, very recent thing that, you know, I, I'm. I'm just becoming aware of now. So. Yeah, it's almost like. I, yeah, I've had the blinders on for so long and.



Mike David - 58:30

Out of necessity just, you know, going back to the concept of doing what's in our control and kind of ignoring what's out of our control. I think that's a, that's been a big theme in. On. On this topic personally, where it's almost like politics and all that stuff out of my reach or. Or it was so, you know, it was so complicated and it was just, you know, there was so much drama around it and stuff, so I rejected it, frankly, for many years. So. Yeah. When did, when did I start Thinking about the Indian act and economic participation again, probably in the last couple years. Seriously, at least did I ever learn about the. I did not learn about the Indian act in school. How did in understanding history change, as you thought about Gaelic? That's a good, that's a good question.



Mike David - 59:56

Understand how legislation shaped. Yeah. What do you think about number 14? Why do you think many people, including us, don't fully understand the. How legislation. Like, I think you would have to go out there on your own kind of time in volition and read this document. Right. It is not something that is at least in my education experience. It was not really studied or really kind of expanded on or, you know, explained. There you go. Yeah, yeah, I actually have that one. Yeah.



Michelle Bryant - 01:00:36

Bob Joseph wrote this book.





Mike David - 01:00:38

Yeah. Yeah. And. And when was that written? The last couple years. Right?



Michelle Bryant - 01:00:43

Yeah.



Mike David - 01:00:44

Yeah.



Michelle Bryant - 01:00:45

Not seeing.



Mike David - 01:00:47

So it's almost like, you know, we've just, we've just accepted it to some degree and living under it, you know, and just accepting the 2018. When.



Michelle Bryant - 01:01:04

2018.



Mike David - 01:01:05

Oh, wow. Okay. It's a little longer than I, I remember seeing it on the shelf like two or three years ago for the first time. But. Yeah, yeah. I think what surprised me most to your point earlier, just some of the outrageous things that still exist that are technically law in there and just to see the, you know, how it was so clearly designed to give us

such a disadvantage and to literally just, you know, block us out from participating economically. So. Yeah, yeah, I think like to see like again, we talked a little bit about the tobacco industry. Last call. And like that even the poker, the gambling businesses in Ganawaga, like those were in reaction, those were like, you know, putting up the middle finger and saying like, you've, you've kept us down long enough and we are, we're.



Mike David - 01:02:35

We're going to move forward with this and you know, it's very controversial, obviously gambling and, and even tobacco, I guess to some degree gambling more so I would say. But in the communities it's in at least in an hour or two I'm going to walk in back home. I actually forget the point that I was going to make. Oh my God. My brain is. Yeah, yeah. Like reading the debates on Facebook sometimes and hearing both sides, like one hand you have like, I remember hearing an argument saying. The ones that are selling tobacco and you know, setting up poker houses and stuff, they are abusing our, our rights. Right. It was kind of like put in that frame and then the other counterpart was that to. That was.



Mike David - 01:03:56

Well the, at the same time these are the ones really pushing the envelope and you know, putting like putting the stake in the ground and saying we're doing this, we are, this is our rights and pushing that forward. So it's very interesting the balance of those two things. I tend to kind of agree with the second part. Like somebody needs to be the frontier, push these things forward, push the envelope and, and be the, I guess the pioneer or at least you know, take some of the power back. So. Yeah. Kind of interesting.



Michelle Bryant - 01:04:56

Yeah. Like just. I just did a quick flip through this book and picked out a couple things like the. Created the Indian act created a permit system to control Indians ability to sell products from farms.



Mike David - 01:05:10

Yeah.



Michelle Bryant - 01:05:10

So they to then like the Indian act provided leases on uncultivated reserve lands to non Indians. So just like restrictions prohibited anyone from soliciting funds for Indians to hire legal counsel. Like you couldn't even be like an Indian or a non Indian couldn't solicit funds for legal counsel. And like there's just so many restrictions that were imposed and they all didn't come at once. They came when we found a way. And I feel like we're still in that state like in BC right now. The provincial government who typically like indigenous people are typically NDP friendly. And

it was the NDP government, provincial government that brought in Dripa the Declaration on the Rights of Indigenous Peoples act in B.C. Which basically stated like the laws need to be in compliance with undrip.



Michelle Bryant - 01:06:11

Now because two indigenous communities, the Kit Katla and the Cowichan, have decided that they couldn't, they tried to negotiate with the province and the feds couldn't negotiate, went turned to the courts and won their court cases. And now the province is saying, oh, hold up. We didn't intend this and we're gonna, we're going to put in new legislation to pause Dripa for three years. So hold up. This is like, this goes back to that piece of like you can't solicit funds when you get better at us and, and beat us at our own game.



Mike David - 01:06:53

Yeah, change the rules.



Michelle Bryant - 01:06:56

They change the rules. And like I think back, this is what my grandpa and my uncles would say to school and you learn their ways and you bring it back so you can help us. This is a classic example is like we learn how to operate within their systems and then we get really good at it. And we beat their systems and in their own system and then we're like shut down. Nope, you can't do this anymore. And we're gonna, yeah, like you said, change the rules. So this is going to stop you from doing that. And then going back to like the Indian act also pitted nations against each other as in a fight for what limited resources they were able to have. And we're seeing that in the treaty system.



Michelle Bryant - 01:07:40

Like my community signing and verify ratifying the Kitsalis treaty in the provincial court yesterday. And we're like, hold on. Like they just claimed 90 of our lands and no one consulted us about this. So it's still used but in more sophisticated ways to hold us down to pit us against each other to. Because I think my personal thoughts are. I think they know they being the government, they know that as soon as we band together as one, they're in trouble. Even though we're not a majority population. Like you look at what happened in your community with Oka and like it wasn't just your community that supported it. It brought nations from all over to offer support. The. I forget what that train across the country was back in the 60s or 70s to go to Ottawa.



Michelle Bryant - 01:08:47

Like it just when we come, when indigenous people come together for a cause, we band together even in the most like non political ways. If you think back to I can't remember what year it was, there was an indigenous man from Haida Gwaii on Big Brother Canada. And you know they have like the. As soon as someone knows that there's an indigenous person in the public light that needs support, everybody supports like he needs something in the house and it's a voting thing. Everybody vote for Kiefer and like I think he was even blown away about how much support he had across the country while he was in there. Like he talked about it later and so like that's the piece that I think government is afraid of. They're afraid of us coming together as a collective.



Michelle Bryant - 01:09:41

But first we have to learn to do that and we have to move away from the systemic implications that the Indian act has caused and get us back to like why do we even exist? We exist to support, not to be caretakers of the land and not. It's not about greed, it's not about what do I get if they get that or they get too much and I want some of theirs. Like that's what the Indian act caused, but that's not who we are as indigenous people. That's not who were before colonization and settlement and those, like, those beliefs and those systems that we followed, it's still in our DNA. We still know it. And I think the systems that we live in today, as well as the Indian act, have forced a lot of people to stay in that scarcity survival mindset.



Michelle Bryant - 01:10:46

And think about what's in it for me first, before, how do we support community?



Mike David - 01:10:55

Yeah, yeah, it's, it's unlearning and relearning.



Michelle Bryant - 01:11:03

Yeah.



Mike David - 01:11:04

So many key aspects. Yeah. And yeah, I, I think what you say is exactly right. Like, we pull together and when that happens, it's a really powerful thing and it's. And it should happen more often, frankly. So how to facilitate those.



Michelle Bryant - 01:11:32

Yeah, yeah.



Mike David - 01:11:34

Is the question.



Michelle Bryant - 01:11:35

Because one more thing I just want to comment before we close her out is the Indian banking system. And when I say that is like, when there's someone in need in our community, we all pull together. Like when there's a death, I don't know how it happens in your community. It's probably the same. And when there's a death in community and the family needs help regardless of their economic status, like, everyone contributes. If it's \$5, it's \$10, it's \$20, it's \$50, it's \$100, you contribute and to support and lift that family. And it doesn't have to be just a death. It's. If someone is sick and has to leave community and go for treatment somewhere.



Michelle Bryant - 01:12:17

If it's, if it's somebody, their house burnt down, everyone comes together and all of a sudden, like, the money, the exact amount of money that is needed is given through contribution. And then whatever's left over is paid out to key people who helped. So the, like, the money doesn't just go to one family. It does to pay the expenses, but if there's anything left over, it's paid back into community to the key people who supported the family in that time of need. And so, like, that's our system of, like, you give what you can give, when you can give it, and you give the rest out. And then when it's your turn, and maybe it's never your turn, it comes back to you. That's real reciprocity. And, and it's a way. And it's not greedy. It's, it's.



Michelle Bryant - 01:13:12

You take what you need, you give what you can, and it comes back to you.



Mike David - 01:13:18

Yeah, yeah. There's been so many examples of that, you know, just the community pulling together when it really mattered. Yeah, I think that was all the brain had today on this.



Michelle Bryant - 01:13:43

Yeah. Yeah. It's a really interesting topic and I'm glad it's not going to be the focus of our book. I'm glad we're going touch on it on these applications of it. Because, I mean, it could be a whole book. It could be a whole like doctorate within itself.



Mike David - 01:13:58

Oh, yeah, for sure.



Michelle Bryant - 01:14:00

And, and what I like about our book is it's like we're going to decide 150 years after the Indian act that the next 150 years it's going to be our story and people need to be ready for it.



Mike David - 01:14:14

That's such a good one. His story versus our story.



Michelle Bryant - 01:14:26

Yes.



Mike David - 01:14:27

That's really good. That's so key. What do we got coming up next? One Scarcity survival thinking why this book exists. Yeah. Big picture.



Michelle Bryant - 01:14:51

Yeah. And that's like basically all of part one. I'll have to come. I'll have to do the next questions for the next part. Yeah, this is great.



Mike David - 01:15:00

It's.



Michelle Bryant - 01:15:00

No, this is. I really enjoy this process.



Mike David - 01:15:03

Yeah. Yeah, I can't wait to. Well, once we get to the, the last part of this, we could start analyzing, you know, all the transcripts. There's going to be a lot of gold nuggets, I'm sure, little sayings, little, you know, probably trademarkable little things that, you know, may turn into like chapter titles, you know, just those like little nuggets. I mean. And, and this one's a good one. His story versus our story.



Michelle Bryant - 01:15:40

Yes.



Mike David - 01:15:41

Yeah. Oh, I did want to ask. Tomorrow I have, we have a call with Tim. It's showing, it's showing 7:00am My time.



Michelle Bryant - 01:15:59

Yep.



Mike David - 01:16:00

And then that 4:00am Your time.



Michelle Bryant - 01:16:02

4:00Pm My time. 4:00 P. So today, my. Today, 4:00pm Your tomorrow. Yeah.



Mike David - 01:16:10

Oh, perfect. Okay. Okay. Okay, great.



Michelle Bryant - 01:16:13

Cool.



Mike David - 01:16:15

Yeah, one day I'll get used to this time change.



Michelle Bryant - 01:16:18

I know. How much, how much longer are you there for?



Mike David - 01:16:23

Till Sunday. As of right now. Yeah, I'm flying back Sunday. Sunday. Yeah.



Michelle Bryant - 01:16:33

Okay.



Mike David - 01:16:38

Yeah.



Michelle Bryant - 01:16:40



Okay.



Mike David - 01:16:44

And Jared just responded, so hopefully later today. I asked him when should we expect the service agreement? Hopefully later today. Our CFO was off Monday. He's in full day meetings this week. He wraps up around 4 today. So I'll pop that into, Pop that into the group text.



Michelle Bryant - 01:17:15

Okay.



Mike David - 01:17:20

And yeah, I'll confirm with Tiffany as far as. Just want to make sure everything's modified to send over to Nathan, before I send that text. When. When it's completed. I'll send it in our group text.



Michelle Bryant - 01:17:42

Right.



Mike David - 01:17:44

And Tim, Tomorrow. Yeah, cool. Or. Or your. Your tonight?



Michelle Bryant - 01:17:52

Yeah, yeah, my late afternoon.



Mike David - 01:17:55

Okay, cool. Okay, cool. Yeah, we're getting some. We're getting some moving on this.



Michelle Bryant - 01:18:00

Yes, Sounds good.



Mike David - 01:18:02

Things are rolling. Cool. So I'll see you in. In a few hours. In eight hours.



Michelle Bryant - 01:18:07

Okay, sounds good.



Mike David - 01:18:09

Yeah.



Michelle Bryant - 01:18:09

Okay, bye.



Mike David - 01:18:10

Have a good one.