



NISGA'A SCHOOL DISTRICT NO. 92

4702 Huwilp Road
PO Box 240
Gitlaxt'aamiks, BC V0J 1A0

Phone: 250-633-2228
Fax: 250-633-2401

October 8, 2025

Subject: Staffing Announcement – Senior Manager of Human Resources

Dear Nisga'a School District Community,

We are pleased to announce that **Tawnia White Cow** has been appointed as the **Senior Manager of Human Resources** for the Nisga'a School District, effective immediately.

Tawnia White Cow is a proud member of the **Blackfoot Confederacy (Treaty 7 – Piikani)**, located in Southern Alberta. She brings a strong academic foundation, having earned a **Business Administration diploma** with a major in General Management from Lethbridge College, and a **Bachelor of Management** with a major in Human Resource Management and Labour Relations, and a minor in First Nations Governance from the Dhillon School of Business – University of Lethbridge. Tawnia values education and considers herself a lifelong learner, continually advancing her skills and knowledge.

With over fifteen years of experience in Human Resources and Governance, Tawnia has served Indigenous organizations across Alberta in diverse sectors, including Nation Administration, Health, Addiction/Prevention and Headstart Services, Indigenous Oil Sands Corporation, and Post-Secondary Education. Her work has consistently demonstrated a commitment to developing and enhancing practices and processes that improve organizational efficiency and excellence, while incorporating culturally respectful approaches and engagement.

Tawnia's appointment reflects the **Nisga'a School District's strategic priority to strengthen operational excellence** and build a resilient, culturally responsive workforce. Her collaboration on our leadership team will contribute meaningfully to the **Board's vision of a strong foundation of operations to support student success**, ensuring that our Human Resources policies and practices are aligned with the district's values of relational learning, inclusivity, and continuous improvement.

Please join us in welcoming **Tawnia White Cow** to the Nisga'a School District. We look forward to the positive impact of her leadership and expertise in advancing our shared goals to ensure each learner is successful.

For Human Resources related inquiries, please contact Tawnia directly at: hr@nisgaa.bc.ca

Respectfully,

Liimiiuum Hala'ayt
Robert Clifton
CEO & Superintendent of Schools
Nisga'a School District