



HEAR OUR VOICES

MMIWG Policy Recommendations of
the First Women of Newfoundland
and Labrador

FINAL REPORT OF THE 16TH PROVINCIAL INDIGENOUS WOMEN'S GATHERING

DECEMBER 6-7, 2021
MARBLE INN & SUITES
STEADY BROOK, NL



Acknowledgments

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- Provincial Indigenous Women's Steering Committee, whose names are attached in **Appendix A**
- Office of Women & Gender Equality, Government of Newfoundland and Labrador
- The Honourable Pam Parsons, Minister Responsible for Women and Gender Equality, Newfoundland and Labrador
- All the Indigenous Women who attended our Gathering whose names are attached in **Appendix B**
- Indigenous representatives who were unable to attend the Gathering but added feedback to this report

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Executive Summary

This report provides a summary of the 2021 Provincial Indigenous Women's Gathering as well as a comprehensive list of policy recommendations that were produced from the event. The policy recommendations are grouped under the themes of Culture, Health and Wellness, Justice, and Human Security. The Gathering participants discussed each of these themes through a series of questions that are included in **Appendix E**. The policy recommendations are further broken down into Priority Areas and grouped according to likely implementation timeframes.

Nearly two hundred policy recommendations were identified at the Gathering. All of them are directed to the Government of Newfoundland and Labrador. They are the result of focused discussions carried out at the Gathering with the goal of charting a path forward in the relationship between Indigenous women and the provincial government. This report makes clear that there is an urgent need for concerted action to achieve that goal.

Although the recommendations state what is required of the Government of Newfoundland and Labrador, they also come with a commitment from Indigenous women and their organizations to participate in the implementation of the recommendations through meaningful partnership. The recommendations are a

promise to collaborate with the Government of Newfoundland and Labrador to effect the kind of lasting change that is so urgently needed in Indigenous communities across the Province.

With a collaborative approach in mind, this report proposes the establishment of a joint **Reconciliation Council** to bring together Indigenous women with representatives from the Government of Newfoundland and Labrador. The vision for the Council is that it would direct the implementation of policy changes tied to the MMIWG Calls for Justice. To ensure full accountability for these efforts, this report also proposes the appointment of a provincial **Reconciliation Commissioner** to provide independent oversight, monitoring, and public reporting on efforts to implement this report's policy recommendations.

In addition to documenting the 2021 Gathering, this report includes a plan to implement the policy recommendations that emerged from the event. This plan was developed by the Provincial Indigenous Women's Steering Committee through a series of meetings to finalize this report. The proposed Implementation Matrix is the preferred path for moving forward together in a spirit of reconciliation and partnership with the Government of Newfoundland and Labrador. The Implementation Matrix is included in **Appendix G** of this report.



Background

The Provincial Indigenous Women's Gathering (“the Gathering”) has taken place annually since 2006. Unique in Canada, it brings together Indigenous women from all areas of Newfoundland and Labrador to connect, share experiences, and plan the necessary steps to aid in the improvement of the quality of life of Indigenous women in their communities. These Gatherings have been designed to ensure the full participation of all Indigenous groups in the province and respect the diversity and richness of Indigenous women in Newfoundland and Labrador.

The 16th Gathering was held on December 6-7, 2021, in Steady Brook. Indigenous women from across the province convened to share their past experiences, current realities, and future aspirations with representatives of the provincial government.

The Provincial Indigenous Women’s Steering Committee met to determine the topic of the Gathering and decided that it was crucial to ensure action was taken by the provincial government on the Calls for Justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, entitled *Reclaiming Power and Place*, which was released in 2019. *Reclaiming Power and Place* delivered 231 Calls for Justice to governments, institutions, social service providers, industries, and all Canadians to address the terrible levels of violence directed at Indigenous people of all genders and sexualities.

In 2020, the Government of Newfoundland and Labrador claimed that a review of the Calls for Justice that fall within its jurisdiction had been undertaken. If such a review has been completed, Indigenous groups in this province were not engaged in it and have not been made aware of its findings.

The specific policy themes that were discussed at the 2021 Gathering were Culture, Health and Wellness, Justice, and Human Security. The purpose of the gathering was to discuss how Indigenous women and the Government of Newfoundland and Labrador might move forward in these thematic areas in light of the MMIWG Calls for Justice. The list of specific MMIWG Calls for Justice that informed the discussions at the Gathering are included at the end of this report as **Appendix F**.

The immediate objective and final outcome of the Gathering was to develop a list of policy recommendations to deliver to the provincial government. The longer-term goal is to work towards meaningful reconciliation between the Government of Newfoundland Labrador and Indigenous women’s groups. Doing so will require that coordinated policy changes, rooted in the Calls for Justice, be initiated across all government departments. The policy recommendations that are set out in this report aim to:



- address the impact of intergenerational trauma and hardships;
- overcome existing barriers; and
- close gaps that exist in Indigenous communities.

These recommendations were developed through discussions by participants over both days of the Gathering. Along with a synopsis of the Gathering, included as **Appendix D**, this report provides a framework for accountability to be used to guide essential reporting on the work that is being carried out to address the recommendations. This framework includes the Implementation Matrix, found in **Appendix G**, and the Annual Priorities Evaluation Report, found in **Appendix H**.



Promoting Policy Change

Identifying Priorities & Solutions

The purpose of the Gathering was to bring together Indigenous women from across Newfoundland and Labrador with government representatives to determine how the Government of Newfoundland Labrador can work towards meaningful reconciliation with Indigenous Women's groups in key thematic areas related to the MMIWG Calls for Justice. The relevant Calls for Justice that have informed these policy recommendations are included at the end of this report as **Appendix F**.

The four themes for policy recommendations include: (I) Culture; (II) Health and Wellness; (III) Justice; and (IV) Human Security. Policy recommendations in each theme are grouped into the following six Priority Areas:

- A. Systemic Change:** changes required to existing systems;
- B. Legislative Changes:** changes required to the policies, laws, and regulations of the Government of Newfoundland and Labrador;
- C. Funding and Investments:** funding and investments that are made available to communities through government programs;
- D. Partnership-Building:** commitments to re-establish respectful relationships with Indigenous people, including new processes to engage us in meaningful ways and acknowledgments of past wrongs;
- E. Facilities:** changes to buildings; and
- F. Training:** professional development and other forms of training that are required to support the full implementation of all other policy recommendations.

Policy recommendations are further grouped into the following timeframes:

- **Short Term:** objectives that are achievable within one year;
- **Medium Term:** objectives that are achievable within three years; and
- **Long Term:** objectives that will likely require more than three years to achieve.

Notwithstanding these timeframes, urgent action is required to implement all recommendations. Work to achieve the identified objectives can and must begin immediately.

The two-day gathering provided a forum for open, honest, and respectful discussions. Being grounded in ceremony, the participants were able to develop specific recommendations



intended to effect positive change and to advance reconciliation. The recommendations in each area are set out in detail in the pages that follow.

Collaborating for Action: Establishing a Reconciliation Council

Recording the policy recommendations as words on the following pages is not enough. The policies must be implemented through immediate and lasting changes in legislation, regulations, government directives, policies, and procedures, and the actions of the Government of Newfoundland and Labrador. The words on the following pages must be put into action, otherwise any claims made by the provincial government that it is working toward reconciliation will be merely performative.

The Indigenous Women of Newfoundland and Labrador, through this report, are calling upon the Government of Newfoundland and Labrador not only to receive this report and its recommendations, but to change the reality for Indigenous Peoples by implementing these recommendations. Implementation through ongoing collaboration and engagement will lead to the new reality that the recommendations envision. It is imperative that the recommendations be implemented together, as they were developed together with the participation of Indigenous women.

To ensure that the recommendations are achieved in a reasonable time, it is imperative to establish a collaborative ongoing working relationship. The Provincial Indigenous Women's Steering Committee asserts that a Reconciliation Council must be established to ensure that the kind of meaningful partnership described in this report takes place. In addition, the Reconciliation Council will support collaboration and cooperation on the implementation of the recommendations in this report.

In the spirit of partnership and reconciliation, the Reconciliation Council will meet regularly to:

- facilitate intergovernmental and Indigenous cooperation on the implementation of the recommendations;
- enable effective problem solving on issues of mutual concern;
- promote a new relationship based on mutual respect and trust; and
- strengthen communications and information sharing between the Government of Newfoundland and Labrador and the Indigenous women's organizations.

For the effective operation of the Reconciliation Council, it is imperative that:

- a jointly developed terms of reference be put in place;
- meeting agendas are jointly developed well in advance of meetings;



- the Council be comprised of government representatives from the departments required to implement the recommendations;
- Government and Indigenous representatives actively participate in meetings;
- the Indigenous women's groups are fully funded to allow them to participate as full and equal partners so as to promote and demonstrate goodwill and mutual respect;
- the Council members commit to work in good faith;
- the Council undertakes to seek ways and means to address and implement the recommendations in this report; and
- the Council members use reasonable efforts to build consensus on the implementation of the recommendations.

The establishment of the Reconciliation Council will:

- affirm the commitment of the Government of Newfoundland and Labrador to establish a new relationship with Indigenous women based on openness, cooperation, and mutual respect;
- provide evidence of true commitment to implement the recommendations developed at the Gathering;
- require the commitment of time and funding resources to honour the sharing and visioning at the Gathering; and
- support the positive and impactful change the Gathering participants discussed and agreed are most important to focus on at this time.

To support the development of the Reconciliation Council, the Provincial Indigenous Women's Steering Committee has prepared draft Terms of Reference for the Council, which are included at the end of this report as **Appendix C**. This draft is meant to establish a starting point for discussions with the Government of Newfoundland and Labrador in the co-development and adoption of final Terms of Reference for the Council.

It is critical that the heavy lifting involved in working toward reconciliation not fall exclusively on the shoulders of Indigenous Peoples. Included in the draft Terms of Reference for the Reconciliation Council are provisions for appointing a Technical Table that will have responsibility for:

- Identifying and engaging the appropriate resources to support the Council's work; and
- Coordinating among the various departments of the Government of Newfoundland and Labrador to execute the Council's decisions.



Reporting on Results: Creating a Reconciliation Commissioner

Transparent and public reporting is crucial for ensuring accountability and measuring progress toward achieving the policy changes that are identified in this report. As such, the Provincial Indigenous Women's Steering Committee is proposing that the Government of Newfoundland and Labrador appoint an independent Reconciliation Commissioner to:

- provide appropriate oversight for the work of the Reconciliation Council;
- monitor the provincial government's progress in implementing this report's policy recommendations;
- report publicly and regularly on cross-departmental efforts in achieving this report's policy recommendations;
- measure progress toward implementing the Calls for Justice more generally, as described in the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls; and
- identify any further work that is required to achieve reconciliation between Indigenous groups in the Province and the Government of Newfoundland and Labrador.



Policy Theme I: Culture

Culture is inextricably linked to Indigenous Peoples' identity, traditional knowledge, experiences with the natural world, and territorial rights. Cultural practices, traditions, language, and values play a critical and positive role in advancing and promoting equality and human rights. The Gathering participants discussed the importance of respecting Indigenous culture in relation to:

- increasing respectful and culturally appropriate access to Government services;
- increasing meaningful opportunities to expand education about Indigenous Peoples and for Indigenous Peoples;
- respecting Indigenous culture and identity in child welfare;
- increasing government engagement with Indigenous women; and
- increasing funding for Indigenous women's organizations.

The list of questions that formed the basis of the discussions on culture are set out in **Appendix E**. The specific recommendations in these areas are set out below.

A. Systemic Change

To bring about the required systemic changes, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short-, medium-, and long-terms.

Short Term

1. Ensure Indigenous children in care receive timely and appropriate assessments to identify and diagnose their medical needs, psychological status, and educational abilities and ensure that the required supports are immediately provided. Some children in care are not diagnosed with ADHD etc. and need appropriate support.
2. Develop and implement a comprehensive plan to recruit, hire, and promote Indigenous staff in child and family service agencies and promote intensive and ongoing training for social workers and child welfare staff about local Indigenous culture, language, and sexual exploitation and trafficking.
3. Engage with existing Indigenous women's organizations in a meaningful and respectful way.



4. Engage Indigenous women Elders to pass on knowledge – ceremonial and cultural knowledge.
5. Open meetings with Indigenous Peoples with ceremony and have Elders, knowledge keepers and knowledge sharers in attendance at meetings. This will acknowledge Indigenous women, ensure that they are respected and create a safe place where Indigenous people can relate their experiences and pass on their information.
6. Review existing provincial grant applications that are difficult to navigate and create more flexible user-friendly versions.
7. Simplify the navigation of the provincial government website and create a portal to connect all Indigenous funding opportunities.

Medium Term

8. Ensure staffing sustainability within departments so Indigenous Women's organizations have continuity in the people and programs they work with.
9. Work with Indigenous women's groups to communicate opportunities for engagement and consultation on Government initiatives.
10. Collaborate with Indigenous groups to co-develop parenting programs for the provincial curriculum as a proactive approach to educate youth in the school system before they become parents.
11. Ensure that all government institutions have Indigenous liaison staff to create and maintain safe access to programs and services.
12. Provide increased opportunities for cultural ceremonies to be incorporated into educational, judicial, medical, and government institutions.
13. Research, record, and teach the history of how Indigenous Peoples came from their traditional lands to live in their current communities.
14. Ensure all Indigenous communities are aware of the support and resources available to them and ensure that these supports, and resources are delivered in a culturally appropriate manner.
15. Investigate and report on the claims that childcare workers, especially those in very small communities, are working for twelve to sixteen weeks straight at a time. This creates a high turnover of staff, so there is no continuity or stability for the children in care.

Long Term

16. Develop a communications strategy, in consultation with Indigenous groups, to ensure there are timely and relatable communications on the supports and resources available, including scheduling regular meetings for information sharing.



17. Collect, catalogue, digitize, and make publicly available information from Church records, from knowledge keepers and from local historians to ensure that the history of “the dorms” (residential schools and boarding schools) and the current experiences of boarding students who leave home (Mud Lake, Labrador) to attend high school in Goose Bay, for example, may be recorded and reflected in the curriculum.

B. Legislative Changes

To bring about the required legislative changes, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

18. Review existing child welfare policies to ensure they reflect the needs of the community and the child and immediately take corrective action as deemed necessary.

Medium Term

19. Collaborate with Indigenous communities and groups to reduce administrative obstacles – the red tape - in child welfare and develop community driven and community-focused processes that streamline access to programs and services and the resolution of child welfare matters.
20. Create a legislative requirement to establish and implement a cultural connection plan for each Indigenous child who is placed in care and ensure that all parties involved with the child are required to be involved in the design and ongoing implementation of the cultural connection plan.
21. Create a legislative requirement that foster parents must ensure Indigenous children in their care are participating in cultural activities and learning their Indigenous language in a manner that respects and protects the Indigenous child.
22. Respect and enforce the rights of Indigenous children in care, including those placed in care outside of their own community. Government must ensure that children still have access to their families and kinship systems and meaningful access to their culture, language, and culturally relevant services.

Long Term

23. Collaborate with Indigenous communities to co-develop the best interests of a child test for Indigenous children and guidelines for the application of the best interest of a child test that reflects and respects the unique community standards and realities of their community. This requires that the provincial government acknowledge and respect that



Indigenous ways of life have different criteria to deem a home “safe.” For example, a separate room for each child is not realistic in consideration of the lack of housing in some communities and the limitations of the federal government’s First Nation housing programs. Another example is the traditional practice of teaching children to use traditional tools.

24. Change the provincial curriculum to embed Indigenous knowledge, history, and culture into the curriculum for all grade levels and ensure that Indigenous knowledge, history, and culture is taught throughout the school year, not only on Indigenous Peoples Day.
25. Develop new policies and processes to acknowledge the progress of parents whose children are engaged with the child welfare system on their healing journey. (long term)
26. Create measurable accountability and assessment tools to report on the enforcement of the mandatory training and to assess the impact of the Indigenous cultural sensitivity and cultural diversity training for all government employees, teachers and educators, child welfare workers.
27. Expand indigenous cultural sensitivity training to annual or bi-annual training, not a one-time event or requirement.

C. Funding and Investments

To bring about the required changes in Government funding and investments, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

28. Provide funding for the formation of new Indigenous women’s groups or chapters of existing Indigenous women’s groups in places where none exists.
29. Fund full-time community support workers for Indigenous communities to develop and implement community-based prevention programs and services to build a strong foundation for the Indigenous community to prevent and address crises in the community. These programs and services will be funded by the Government.
30. Invest in the development and implementation of a communications plan so Indigenous groups are aware of the set standards, guidelines, expectations, and deadlines to improve accountability on both sides.
31. Provide grant funding to Indigenous groups to develop or enhance the Indigenous cultural sensitivity training and cultural diversity training programs and resources and reduce red tape in the application process.



Medium Term

32. Develop and implement a government policy whereby the provincial governments cannot and will not charge Indigenous groups for the use of existing facilities for cultural events.
33. Provide support and funding resources to Indigenous groups to work with a post-secondary institution to develop an Indigenous social worker program that reflects and respects the culture, history, and reality of Indigenous Peoples in Newfoundland and Labrador.
34. Develop and implement programs to support parents in understanding intergenerational trauma and its impacts on them and their children. Some parents may not know what “Love” is due to their experiences.
35. Work with Indigenous groups to develop and fund more programs for parents, such as cultural and preventative programs.
36. Provide funding to develop and implement more culturally appropriate parenting programs that include Indigenous teachings, crafting, drumming, etc. to increase participation and to eliminate the stigma attached to parenting programs.
37. Provide more flexibility within funding grants to better suit the needs of all Indigenous communities, including urban Indigenous communities such as Friendship Centres. It is not a one size fits all for the funding applications as each community has unique circumstances and limitations with availability. Some funding grants specify purchase only or construction only for premises and this is not always feasible in some locations. Sometimes the more practical solution for volunteer groups is to lease or rent premises, because there are no maintenance costs, property tax, insurance, etc.

Long Term

38. Develop and implement appropriately funded programs and procedures to address the issues of transportation, technology, and remoteness factors for the isolated Indigenous rural communities.
39. Conduct a formal review of the current foster care program and its funding to determine if foster care funding for Indigenous children should be re-allocated to support struggling Indigenous families and keep their children in their homes and communities.
40. Invest funding to create more access to educational opportunities for Indigenous people, regardless of their residence. With an understanding that Indigenous learners can face specific barriers or challenges when pursuing higher education, the Province should develop admission streams for applicants with Indigenous ancestry. This process would provide equitable access to Indigenous applicants and aligns with the intent of the Truth and Reconciliation Commission of Canada: Calls to Action.



41. Organize and fund a thorough review of existing provincial curriculum and teaching resources, including books etc., to ensure the true and accurate history of Indigenous people is taught, including correcting inaccurate information like referring to Inuit people with proper terminology and ensuring the history is rewritten from the Indigenous perspective.

D. Partnership-Building

To bring about the required changes in Partnership-building, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

42. Publicly apologize for residential schools in Newfoundland and Labrador.
43. Publicly apologize for use of inaccurate information on Indigenous Peoples in the provincial curriculum and resources.

Medium Term

44. Develop an Indigenous engagement process to replace the consultation process for Indigenous communities so that decisions are not made “for” Indigenous people but are made “with” Indigenous people.

Long Term

45. Initiate and maintain regular meetings with Indigenous people on their territory and in their communities so provincial government employees may participate in cultural ceremonies to increase engagement with and respect for Indigenous Peoples and to allow provincial government employees to learn the differences and beauty of the diverse cultural traditions and ceremonies.
46. Work in collaboration with Indigenous communities to collect the “now, truthful” history of all Indigenous areas in Newfoundland and Labrador using first-hand knowledge of Indigenous Peoples.
47. Collaborate with Indigenous groups to co-develop an engagement process that supports meaningful and respectful engagement with Indigenous women, Elders, and community members to share their lived experiences and provide input into Government decisions and actions.
48. Build collaborative and mutually respectful relationships with Indigenous communities by taking time to appreciate Indigenous culture and the worth of people's time. For example, extend time in engagement; not just fly in, fly out.



E. Facilities

To bring about the required changes in facilities, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short and medium terms. (No specific long-term objectives were identified.)

Short Term

49. Identify and designate existing provincial buildings that may be used for cultural events at no charge to Indigenous groups.
50. Immediately identify and designate safe spaces in each public hospital, public school, each municipal town halls, provincial building etc. that may be used by Indigenous people to smudge and conduct traditional ceremonies.

Medium Term

51. Financially support culturally safe spaces with core funding so Indigenous groups are not fully reliant on grants and fundraising to maintain cultural spaces.
52. Include Indigenous art in existing public spaces to create safe spaces where Indigenous can “see” their identity and to create a learning opportunity for non-Indigenous Peoples. This must represent all Indigenous Peoples in the province, including urban and non-status Indigenous Peoples. The process of including Indigenous arts should be led by Indigenous Peoples, especially those who live in the location that the art will be displayed. Indigenous artists should be treated fairly as professional artists and any art requests should follow professional standards such as Canadian Artists' Representation/Le Front des artistes (CARFAC) criteria.

F. Training

To bring about the required changes in training, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the medium and long terms. (No specific short-term objectives were identified.)

Medium Term

53. Introduce and maintain Indigenous cultural sensitivity training and cultural diversity training in schools from kindergarten to Grade 12 and make this part of the provincial curriculum.



- 54.** Ensure that the public employees who are engaging with Indigenous Peoples receive training on Indigenous intergenerational trauma, addictions and Indigenous resiliency and strength.

Long Term

- 55.** Implement mandatory and on-going Indigenous cultural sensitivity training and cultural diversity training as annual professional development for all employees in the public service, public health care, judicial system, child welfare system, and education system and ensure the requirement for this training is built into the performance evaluations for the employees.



Policy Theme II: Health and Wellness

Before colonization, Indigenous Peoples throughout what is now called Newfoundland and Labrador – like Indigenous Peoples across North America – had their own health and wellness systems and support. These traditional health and wellness systems were rooted in Indigenous knowledge, beliefs, and culturally-specific world views. Today, the pervasive social factors that form the basis of modern society and its institutions are negatively impacting Indigenous women’s health and well-being. The participants discussed issues related to:

- access to healthy affordable food;
- access to safe and secure housing - Housing issues are a contributing factor to the lack of safety and security for many Indigenous women. Insufficient accessible shelter and affordable housing options for Indigenous women leave them and their children vulnerable to being forced to remain in abusive and challenging situations, especially in remote, rural, and northern communities. Without housing, there is no way to ensure the safety and well-being of Indigenous women and children in Newfoundland and Labrador.
- access to health programs and services, which can be increased by improving cultural safety and security in hospitals and other health services centres;
- access to community-based healing programs. For Indigenous women, poverty is only part of a complex set of factors including race, sex, food security, education, among many others that impact health. Improved health and wellness in Indigenous communities can be best achieved through Indigenous-led programs and services to reduce family violence and violence against Indigenous women and children, improved Indigenous healing, health, and wellness through a continuum of culturally appropriate, Indigenous designed, and Indigenous delivered programs and services; and
- lack of health services in rural and northern communities.

Indigenous women suffer the highest rates of poverty in Canada. This results in experiencing great limitations when it comes to safe adequate housing, healthy affordable foods, and stable reliable income.

The list of questions that formed the basis of the discussions on health and wellness are set out in **Appendix E**. The specific recommendations in these areas are set out below.



A. Systemic Change

To bring about the required systemic changes, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short-, medium-, and long-terms.

Short Term

- 56.** Make a concerted effort to address these issues:
- a. increase the number of doctors and nurses, mental health workers, etc. delivering services in Indigenous communities to support consistency and continuity in care
 - b. reduce wait times to see a doctor in Indigenous communities which are currently between five weeks to five months.
 - c. reduce the number of appointments that get bumped
 - d. ensure referrals are prioritized based on need
 - e. change the process for residents to sign up to be on a waitlist for a doctor by email to ensure they have access to family doctors and other health care professionals
 - f. eliminate the need for a doctor's notes during sick leave. This currently requires hours of waiting in an emergency room for people without family doctors, this is not acceptable and must be changed to address the need to secure doctor's notes.
- 57.** Promote advocacy/celebration of life promotion.
- 58.** Ensure cultural practices like smudging, use of tents are available for Indigenous Peoples during palliative care, etc.

Medium Term

- 59.** Immediately address the following issues:
- a. the need for a regional response for specialty care;
 - b. return to traditional birthing process for labor and delivery through midwifery;
 - c. introduce a universal basic income program for Indigenous women to address food insecurity, health services, healing and wellness.
- 60.** Provide interpreters in hospitals and health service centres for Indigenous patients to receive health services and support in their own languages.
- 61.** Develop and implement enforcement processes in all health care institutions for all health care professionals and staff to ensure Indigenous patients are respected and treated fairly.



62. Promote better public awareness of stigmas associated with Indigenous Peoples and exercise zero tolerance for racism since basic human rights should be enforced for all Canadians.
63. Provide better internet services so residents in remote areas can access the telehealth line, and there is a need for training in the use of these services.

Long Term

64. Promote Indigenous people to return to work in health care in their communities.
65. Provide more nurse practitioners in clinics and they need more support while they are there for a better chance of retention. They need more leave time and days off. Government presently pays more for locums but should staff more positions in the communities, so they are not overworked.

B. Legislative Changes

To bring about the required legislative changes, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short- and medium-terms. (No specific long-term objectives for identified.)

Short Term

66. Ensure that applications for support are simplified to reduce the level of detail required in order to increase the number of applicants that correctly complete the applications.
67. Investigate all possible options to ensure the cost and availability of healthy food are both subsidized, recognizing that salary and economic factors determine food security.
68. Encourage and support community sharing initiatives, for example, sharing wild game and issuing not-for-profit wild game licenses to municipalities.

Medium Term

69. Fully investigate the possibility of authorizing pharmacists to write prescriptions, especially in communities without a doctor.

C. Funding and Investments

To bring about the required changes in government funding and investments, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.



Short Term

70. Address the urgent need for a transition house on the South Coast of Labrador, by funding the establishment and on-going operation of a transition house, as soon as possible.
71. Immediately increase financial resources for community-based healing programs and services that are designed and delivered by Indigenous people.
72. Create effective and well-funded opportunities and provide incentives to encourage Indigenous people to work within the health and wellness field in their communities.
73. Immediately initiate an aggressive recruitment and retention program, including housing assistance, to assist health professionals and support staff.
74. Encourage and fund the establishment of community gardens so residents can grow and harvest vegetables, spices, etc.
75. Continue to subsidize freight costs to deliver fair prices for products and supplies for Indigenous communities.
76. Expand access to the internet so residents of Labrador can use online shopping to order staple necessities in bulk.
77. Promote and fund new applications for Newfoundland and Labrador Housing Corporation that are more user-friendly and flexible.
78. Focus housing funding investments in areas with the greatest need and decisions on new housing should have a priority list based on need.
79. Increase the subsidies for health transportations costs for remote areas.

Medium Term

80. Review and streamline the Nutrition North Program to make it more accessible to residents and reformat the application so it is user-friendly.
81. Change the existing food subsidy programs to provide credits at local sources for people instead of cheques to address the issue of cheques being used for items other than necessities.
82. Increase mental health resources and funding for programs and services for Indigenous women.
83. Provide Labrador with walk-in medical services.
84. Provide financial resources to ensure continuity of health care providers to reduce the requirement for Indigenous women to see multiple health care providers and having to tell their stories over and over because it is not conducive to promoting good health.
85. Identify, encourage, and fund a variety of commercial operations within Indigenous communities that can bring direct (jobs, income, products, etc.) and indirect (feeling of self-worth/accomplishment) benefits to Indigenous communities.



86. Pilot and then implement a universal basic income program to provide economic security.
87. Expand and guarantee benefit eligibility and availability so that a proper social safety net is in place for indigenous women when needed.
88. Commit to the supply of non-market items and support home repair programs for existing dwellings, always mindful of the extra cost of materials and supplies in Labrador.
89. Provide some financial help for seniors to stay in their own homes because this is more cost-effective and beneficial to both the Government of Newfoundland and Labrador and seniors.
90. Invest funding resources to provide preventative care (for example PAP test screening) in Indigenous communities in Labrador similar to the Gathering Place model currently in place in St. John's, Newfoundland.
91. Investigate the establishment of mobile health units that travel to communities, which perform (among other procedures), foot care, blood collections, removal of stitches for post-op patients, and blood pressure checks.
92. Expand the mental health services in Indigenous communities to lessen the wait time to see a professional.

Long Term

93. Provide more funding for housing solutions, investigate the use of mini homes/tiny homes and support social enterprises to construct tiny homes, repair houses, etc., creating employment and building capacity.
94. Review existing health funding to increase funds and reallocate existing funds to ensure appropriate support is provided to Indigenous Peoples as recorded in the recommendations in this report.
95. Provide programs and services in Indigenous communities while ensuring the education of community partners as to what resources are available and sharing programming information.
96. Create and fund opportunities and provide social/economic incentives to encourage Indigenous people to work within the health and wellness field within their communities.
97. Allocate more financial resources and investigate the reallocation of existing funds to community-based health and wellness programs for Indigenous women, including land-based programs.
98. Fund and oversee cost analysis of the expenses for patients to travel out of their community versus bringing in-circuit specialists into the communities on a regular basis.



D. Partnership-Building

To bring about the required changes in Partnership-building, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

- 99.** Acknowledge the outcomes of the Health Accord and commit to acting on all recommendations in partnership with Indigenous people.
- 100.** Recognize the need for long-term investment and long-term solutions to address the chronic lack of health services in all rural and northern communities.
- 101.** Rename Labrador-Grenfell Health to Labrador Health, the same as Western Health, Eastern Health, and Central Health.
- 102.** commit to putting more emphasis on land-based healing programs and engage Indigenous Peoples and organizations in the development and design of these healing programs
- 103.** Include Indigenous women at the decision-making tables for all discussions regarding their health care, healing and wellness.
- 104.** Acknowledge that it is more costly to build in the north. Review the Newfoundland and Labrador Housing Corporation programs and reassess them to ensure the programs are sufficiently funded.
- 105.** Recognize that Indigenous people are the experts in caring for and healing themselves and that health and wellness services are more effective when they are designed and delivered by Indigenous people.
- 106.** Ensure that people making decisions about programs should experience Indigenous-focused land-based programming.
- 107.** Engage in meaningful consultation with Indigenous people, Elders, and knowledge keepers/sharers to get their input on exactly what programs and services are needed and to work collaboratively with them to develop such programs and services.
- 108.** Work collaboratively with co-ops to ensure a large variety of needed products are available.
- 109.** Engage with all Indigenous groups in Labrador, including the Innu, Southern Inuit, and Inuit, to secure input to develop other initiatives to address access to healthy affordable food.
- 110.** Recognize that the definition of Indigenous homelessness needs to be understood and take steps to amend the definition as it applies to government housing programs and services. An abused woman living with her abusive partner has no recourse but to stay where she lives with him, in essence, she is homeless and does not have a safe space for her and her children.



Medium Term

- I 11. Collaborate with Indigenous people to create better strategies, more inclusive planning, and more effective use of health resources in the community.

Long Term

- I 12. Collaborate with Elders and Indigenous women's groups to develop innovative solutions for complex housing situations for example those involving harm reduction.
- I 13. Engage with Indigenous experts with lived experiences to develop strategies for the provision of better health and wellness programs.

E. Facilities

To bring about the required changes in facilities, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

- I 14. Promote communal living where elderly people who in their own homes alone can partner with people requiring housing in a safe sustainable manner.
- I 15. Provide designated well-ventilated areas in hospitals and health centres for Ceremony, for example smudging and use of the Kullik.

Medium Term

- I 16. Hospital and health service centres buildings must be updated to reflect Indigenous Culture to make them more welcoming/inclusive to Indigenous Peoples, by displaying Indigenous art and teachings.
- I 17. Improve the existing mental health care facilities with a new layout to provide privacy, those in place now do not provide space for confidential services.

Long Term

- I 18. Address the issue of some rural Indigenous people using mental health services after dark for privacy - the Government has a duty to provide suitable premises that will allow private access to mental health services during daylight hours.
- I 19. Provide more infrastructure, more physical space, and safe spaces to accommodate the healing of Indigenous people.



- I20.** Provide not only emergency shelter but second-stage housing for abused women, when they leave a shelter, they still need housing until they can get a more permanent housing solution.

F. Training

To bring about the required changes in training, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the medium and long terms. (No specific short-term objectives were identified.)

Medium Term

- I21.** Fund programs to educate renters to combat racism towards Indigenous people and to educate Indigenous people on their rights, for example, eviction notice etc.

Long Term

- I22.** Require health care institutions to provide better education for health care professionals and staff on Indigenous issues, cultural sensitivity, historical trauma, and mental health issues.
- I23.** Provide programs and services in Indigenous communities while ensuring the education of community partners as to what resources are available and sharing programming information.
- I24.** Develop and deliver adequate training programs for all non-Indigenous staff and people working in the areas of health and wellness on Indigenous values and culture.



Policy Theme III: Justice

Indigenous Peoples come into contact with the Canadian justice system in a variety of areas. The relationship between Indigenous Peoples and the Government of Canada and the Government of Newfoundland and Labrador is defined by law, treaties, court decisions, laws, policies, and government programs and services. Indigenous Peoples are overrepresented in the criminal justice system. Rates of victimization, crime, and incarceration remain high for Indigenous Peoples. Restorative justice must replace the adversarial criminal and civil justice systems that are currently in place. The Gathering participants discussed the following topics in relation to justice:

- enhancing the justice system to better serve Indigenous Peoples;
- how court processes can reflect and respect Indigenous Peoples and their cultures;
- how community-based programs may change the disproportionately high Indigenous incarceration rates within the justice system;
- how to address systemic racism in the justice system;
- establishing indigenous legal systems in Indigenous communities;
- Indigenous language interpretation services in courts, and
- police accountability in addressing Indigenous racism.

To enhance the justice system, the Government of Newfoundland and Labrador may seek options to use provincial funding with federal funding to better service the Indigenous population.

The list of questions that formed the basis of the discussions on justice are set out in [Appendix E](#). The specific recommendations in these areas are set out below.

A. Systemic Change

To bring about the required systemic changes, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

- 125.** Ensure Indigenous court support workers are available for Indigenous people.



126. Establish and maintain anti-Indigenous racism sub-committees within government departments.
127. Ensure courts take Indigenous cultural traditions and ways into account by:
 - a. working inclusively with Indigenous groups, specifically, Elders to develop restorative action plans for offenders
 - b. reviewing and revising legal standards to ensure they reflect the Indigenous ways of life and knowing
 - c. prioritizing and strengthening ties with training schools, universities, etc., to have a more collaborative approach to Indigenous training for judges, court workers, Gladue writers, victim services workers, social workers, and others who work in the court;
 - d. listening and following the advice of the Indigenous Elders in court proceedings;
 - e. creating resources to Indigenous Peoples to support their self-governance
128. Put in preventative measures to:
 - a. review the whole justice system to consider Indigenous Peoples' needs and what they are familiar with, for example using an eagle feather instead of a bible and offering the services of an Elder
 - b. provide youth and family programming before going to court, including sharing information on the Youth Criminal Justice Act for example
 - c. provide mental health programs and services and other resources to get young people involved, back to the land, involved in their Culture, etc.
 - d. help Indigenous youth to reconnect with the land and Elders
129. Embrace and show value to Elders in the court process and have them present for support for victims and perpetrators.
130. Increase the availability of Indigenous language interpreters and translators.
131. Allow Indigenous justice workers, judges, lawyers, clerks etc. to wear traditional dress. This is a sign of respect for Indigenous people.

Medium Term

132. Identify initiatives to reduce the length of police response time - lots of times police do not respond at all; this has to be investigated and corrected.
133. Hire and maintain an in-house intake officer who can speak an Indigenous language in Labrador, so calls are not referred to the St. John's office.
134. Increase accessibility to lawyers for detainees in Labrador on weekends when only a guard is on duty and detainees do not have access to legal services.
135. Implement and use National Standards for example Gladue report writing within communities for Indigenous offenders.



- I36. Allow and encourage the use of the diverse Indigenous cultural traditions so they are better understood, valued, and appreciated in the court system and legal proceedings.
- I37. Ensure that existing anti-racism policies are enforced in policing and judicial systems.

Long Term

- I38. Enhance the justice system to better serve Indigenous people.
- I39. Ensure cultural aspects with police in Indigenous communities are addressed promptly and on-going checks are in place.
- I40. Ensure support staff like CSSD are available for the police so the police know where they are going, even to people's houses.
- I41. Recruit and retain more Indigenous judges, lawyers, and justice staff.

B. Legislative Changes

To bring about the required legislative changes, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

- I42. Establish legal requirements for police to treat homeless Indigenous people with respect and compassion and to respond to calls involving homeless people in a timely manner.
- I43. Ensure deaths of Indigenous people are investigated in a timely manner. An Indigenous woman living between shelters and tents died, RCMP did not secure the scene, investigate, and generally did not take this death as seriously as they would a non-Indigenous death. Indigenous lives must be valued like non-Indigenous lives.
- I44. Ensure that reports of missing Indigenous people are investigated immediately. RCMP is slow to respond to mobilize investigations. Social media gives a false representation of our Indigenous Peoples, proper protocols need to be followed.

Medium Term

- I45. Strengthen police accountability by establishing a civilian-led board or commission to provide proactive oversight of both police forces that operate in the province, in line with such bodies that already exist in other Canadian jurisdictions.
- I46. Establish legal requirements that all police oversight mechanisms include Indigenous representation so that Indigenous people can have confidence that policing is carried out in a fair and just manner free of bias and discrimination.



Long Term

- I47.** Ensure public reporting on crimes respects Indigenous Peoples and does not reflect stereotypes or racist views.
- I48.** Enforce existing laws and policies because it appears that Indigenous issues, concerns, problems, and complaints are not taken seriously – the laws and policies are there but they are not enforced.

C. Funding and Investments

To bring about the required changes in government funding and investments, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

- I49.** Sufficiently fund a permanent position for an Indigenous Ombudsperson immediately. This person will be independent of Government and selected by Indigenous people, and would be available to listen to Indigenous people's complaints if they believe their rights have been violated. In addition, this person would investigate and evaluate Government services to ensure compliance with Indigenous and Human Rights.
- I50.** Fund at least one full-time interpreter position in Labrador for the court.
- I51.** Put an Indigenous court worker program in place to ensure there are interpreters available when required.

Medium Term

- I52.** Authorize the use of virtual options for interpreters (Zoom for example) for court.
- I53.** Fund enhancements to Court resources for Indigenous Peoples by:
 - a. establishing a list of Indigenous language interpreters and making the list and the interpreters available at the courthouse
 - b. hiring court workers that are Inuttitut and Innu-aimun speakers and provide opportunities for language training
 - c. offering fair wages and benefits for translators and interpreters. Need supports in place for these people to retain their services. People working in isolated communities deserve isolation pay and northern allowances where applicable. Everyone deserves fair wages for their work regardless of where they live.
- I54.** Fund police stations in isolated communities because the communities require:



- a. police statements on deaths for people. These statements are vital in obtaining any type of services, for example, funeral services, banking services, applying for death benefits, etc.
 - b. current updates - isolated communities sometimes wait a long period for current updates when they have no police station in their area, sometimes the local news will report it before the people of the area being advised
 - c. information for victims who need to know what is going on in the court actions/proceedings
 - d. a new position for a Victims Advocate to support victims of crime.
- I 55.** Establish Indigenous restorative justice programs and Indigenous justice systems to meet the needs of the Indigenous Peoples.
- I 56.** Establish preventative programs to support Indigenous Peoples so that they do not come into contact with the criminal justice system.
- I 57.** Create on-going opportunities for Indigenous people to share their lived experiences with government and judicial employees.
- I 58.** Pay fair wages or fees and create full-time employment with support (community) for court interpreters.
- I 59.** Maintain an up-to-date list of court interpreters and translators and make these persons available to assist when required.
- I 60.** Support Indigenous language revitalization in Indigenous communities.

Long Term

- I 61.** Fund a victim's advocate to provide a voice to victims in plea deals, sentencing or other court proceedings.
- I 62.** Appropriate suitability screening of law enforcement officers to protect against anti-Indigenous racism.
- I 63.** Reduce the length of time for court proceedings – reduce the red tape to move cases through the system.
- I 64.** Provide more funding for affordable housing to reduce the number of Indigenous homeless people and fund support services that are compassionate – being homeless is not a choice nor a crime.

D. Partnership-Building

To bring about the required changes in Partnership-building, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short and medium terms. (No specific medium- or long-term objectives were identified.)



Short Term

- 165.** Acknowledge the role and responsibility of society and “the system” as contributing to the overrepresentation of Indigenous Peoples in the justice system.
- 166.** Acknowledge the need for a civilian oversight board for the police services.
- 167.** Take responsibility to address the Indigenous Peoples concerns by immediately staffing an Indigenous Ombudsperson to be the liaison between the Government and Indigenous groups and people.

E. Facilities

To bring about the required changes in facilities, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short term. (No specific medium- or long-term objectives were identified.)

Short Term

- 168.** Ensure Indigenous structures, décor, and processes are visible in court buildings and change the courtroom set up to a circle.
- 169.** Authorize and encourage the use of Indigenous sacred objects in courts: smudge kits, eagle feathers, Kullik. These objects have to be available; they represent the Indigenous Culture and show signs of respect.
- 170.** Identify Indigenous “safe spaces” in courthouses, a place to smudge, meet with Elders.

F. Training

To bring about the required changes in training, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

- 171.** Provide all personnel at the courts including judges, crown, and duty counsel with Gladue-related training. This training will help with handling all Indigenous offenders.

Medium Term

- 172.** Provide cultural competency training so that:
 - a. the courtroom set up with a judge higher up be changed to show that the judge and the Indigenous person are equal, and the judge is not superior to the Indigenous person;



- b. the visible structures and décor are changed to reflect Indigenous Culture and art;
 - c. Indigenous staff are allowed to bring their own Culture to their uniform, by allowing Indigenous people to wear their own traditional clothing, for example, a ribbon skirt;
 - d. safe spaces with Elders are available in the court building and there are specific areas allotted for Elders and the accused to meet in private;
 - e. circles are used in place of the current courtroom structure because Indigenous people regard the Circle as sacred, all people are equal in the Circle;
 - f. all court workers are aware of Gladue report writing, this knowledge could help alleviate the way Indigenous Peoples are handled by our court workers and provide alternative sentencing when appropriate.
- 173.** Implement on-going cultural competency and cultural diversity training for the judiciary, court officers, court workers, police officers and others so they understand where, how, and why culture matters, and how culture influences the ways Indigenous people communicate.

Long Term

- 174.** Evaluate cultural sensitivity training to ensure that the training for judges, court workers, liaisons and victim services staff is effective.
- 175.** Implement mandatory training to address unconscious bias and systemic racism in the justice system for all judicial staff and the judiciary.
- 176.** Implement mandatory suicide ASIST training for all first responders and police.
- 177.** Ensure that law students and practicing lawyers are educated and understand the social, cultural, historical, political realities of Indigenous people.
- 178.** Ensure that Indigenous Peoples lived experiences are shared throughout Government in training, program and service delivery, and in other ways to support learning that will change how Government operates and its decisions in relation to funding, programs and services.



Policy Theme IV: Human Security

The United Nations General Assembly defines human security as “an approach to assist Member States in identifying and addressing widespread and cross-cutting challenges to the survival, livelihood and dignity of their people.” It calls for “people-centred, comprehensive, context-specific and prevention-oriented responses that strengthen the protection and empowerment of all people.” (Resolution 66/290)

The Gathering participants discussed the safety of Indigenous women as a human right. They concluded that the Government of Newfoundland and Labrador must engage with Indigenous women, girls, and 2SLGBTQQIA people in determining how to provide safe spaces for Indigenous women and their children.

It is unacceptable that Indigenous women need to compromise their safety to meet basic needs. The Gathering participants confirmed that they want to dismantle barriers and systems that cause harm.

In addition, intergenerational trauma has had significant and negative impacts on Indigenous women. Programs and services focussed on addressing mental health issues and parenting skills through culture and ceremony will address some of these impacts.

The list of questions that formed the basis of the discussions on human security are set out in **Appendix E**. The specific recommendations in these areas are set out below.

A. Systemic Change

To bring about the required systemic changes, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short term (No specific long-term objectives were identified.)

Short Term

- 179.** Take mitigating action for every report of violence against Indigenous women, girls, and 2SLGBTQQIA+ people. These zero tolerances should send a clear message to the perpetrators that this will no longer be tolerated and a clear message of support to the victims.



Medium Term

- 180.** Immediately set up a provincial anti-racism committee to study why Indigenous racism is higher than average and:
- outline a plan of action to address the causes for the higher incidence of racism identified by the study;
 - ensure the plan of action is comprehensive and addresses all of the issues identified in the study;
 - incorporate a review and evaluation process into the plan to ensure the plan of action remains relevant and can be effectively implemented;
 - act based on the findings of the study;
 - appoint an Indigenous Advocate to police the effectiveness of the actions taken and report back to the committee so corrective action can be taken, if required

B. Legislative Changes

No specific objectives were identified in this category.

C. Funding and Investments

To bring about the required changes in government funding and investments, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

- 181.** Engage Indigenous women, girls, and 2SLGBTQQIA+ people by immediately commencing the construction of new housing and repairs for existing housing to meet the needs of these people. This show of good faith could lead to a more collaborative approach moving forward. Government needs to stop promising and start listening and delivering on past promises.
- 182.** Provide specific, sufficient, and long-term funding to grassroots organizations to create and deliver violence prevention programs, including education programs for men and boys. Teach about consent, healthy relationships, self-respect, and respect for women and teach women specifically how to recognize different types of abuse. Programs on self-esteem, self-care, and self-worth have to be developed and delivered to our young girls, women, and 2SLGBTQQIA+ people. These programs must be Indigenous-led and Indigenous designed to be truly effective.



Medium Term

- 183.** Fund the development and delivery of culturally and age-appropriate programs to Indigenous children and youth to learn about developing interpersonal relationships and raise awareness at a young age about human and Indigenous rights. These programs should be created and developed by Indigenous groups and Elders and presented on an ongoing basis.
- 184.** Commit to funding programs for Indigenous children and youth to teach them how to respond to threats and identify exploitation, for example concerning drugs, drug trafficking, as well as, sexual exploitation to be delivered/presented annually.

Long Term

- 185.** Commit to long-term funding for mental health programs, parental skills programs, and life skills programs for Indigenous women to address the impact of intergenerational trauma.
- 186.** Fund respite care to provide sitters for children when mothers need a mental health break. This is a real problem for a lot of mothers (especially young mothers). Everyone needs a break, and most mothers cannot afford child care or there is not any available.
- 187.** Provide funds for Indigenous organizations and groups to design and provide wrap-around accessible and culturally appropriate victims services. These must be available and accessible to all Indigenous women, girls, and 2SLGBTQQIA+ people. This will provide a much-needed sense of security and support for the injured parties.
- 188.** There is a need for long term sustainable funding of safe spaces, transition homes, second-stage housing, and services for those who are homeless, near homeless, dealing with food insecurity or in poverty and who are fleeing violence or have been subjected to sexual violence or exploitation. The Government has to ensure that existing shelters, transitional housing, second stage housing are appropriate to the cultural needs of our Indigenous women, girls, and 2SLGBTQQIA+ people in their communities.
- 189.** Make a long-term commitment in time, energy, and financial resources to ensure:
 - a. youth stay in school;
 - b. that adequate and relevant training opportunities are readily available;
 - c. that employment opportunities exist for the training provided;
 - d. on-the-job training programs that proved successful in the past should be enhanced;
 - e. funding and support for affordable, early learning and child care is available to Indigenous women enrolled in post-secondary education programs. Funding must be adequate and reflect regional costs of living.
 - f. broadband/high-speed internet and or updates to existing networks to facilitate access to online post-secondary training and education programs is



available. Often the cost of housing, travel, transportation, and fear of leaving their community support/family are barriers to women pursuing post-secondary education. With technology, post-secondary education can be achieved in-house.

- 190.** Fund parenting classes and basic life skills in school at the earliest possible time and throughout the whole school program. Government should make such training ongoing in the school curriculum.
- 191.** Fund the development and delivery of other innovative evidence-based programs and interventions designed to create foundations for life-long health and wellness.

D. Partnership-Building

To bring about the required changes in Partnership-building, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short, medium, and long terms.

Short Term

- 192.** Meet with Indigenous women and representatives from various women's groups (focus groups) to ask them what they need (i.e. supplies, necessities, housing, etc.) and how the Government may provide this. Taking a collaborative approach and including the people who have the lived experience will ensure that the essentials will be covered. This means working 'with' our Indigenous women, girls, and 2SLGBTQQIA+ people not 'on their behalf'.

Medium Term

- 193.** Engage with women from indigenous groups and other supporting women's organizations to discuss the issues and develop specific achievable solutions that are culturally appropriate to address intergenerational trauma. Indigenous women have the experience and knowledge from working with people when at their most vulnerable to provide suggestions on how the Government can help them and others like them.

Long Term

- 194.** Collaborate with mothers, social workers, child care workers, etc. to develop a long-term solution to "break the circle" of neglect and abuse. It needs to be a focused joint effort to be effective and achieve positive results.
- 195.** Enlist the experience and knowledge of Elders within our Indigenous communities to develop programs to help mothers with culture and ceremonies. Provide childcare while



mothers get the healing, they need to be effective parents. Government has to provide funding to support all associated costs.

E. Facilities

No specific objectives were identified in this category.

F. Training

To bring about the required changes in training, the Government of Newfoundland and Labrador must immediately undertake the following actions with the goal of achieving the identified outcomes in the short term. (No specific medium or long-term objectives were identified.)

Short Term

- 196.** Fund the development and implementation of programming for men and boys who confront and commit violence against Indigenous women. This programming would be adjusted and provided in schools on an ongoing basis.



Accountability for Action

It is incumbent upon both the Government of Newfoundland and Labrador and Indigenous women's organizations to work together to make the recommendations set out in this report a reality. Both parties must be held accountable for achieving – or not achieving – these ends. Accountability refers to the ownership of responsibilities and the obligation to report on the discharge of those responsibilities.

This section of the report sets out an Accountability Framework that outlines both the ownership of responsibilities related to the recommendations, as well as plans for information gathering, monitoring, reporting, and evaluating the implementation of the recommendations.

The Accountability Framework will help to:

- encourage positive outcomes and collaborative decision-making in relation to the implementation of the recommendations;
- clarify the timelines to support implementation, monitoring, and evaluating of the progress on the recommendations;
- establish a basis for objective assessment of the progress on achieving the recommendations; and
- assist the Government and the Indigenous women's organizations to develop a shared understanding of the desired change and outcomes of the recommendations and whether the implementation of the recommendations is achieving the desired change.

The chart below outlines the Accountability Framework for the recommendations contained in this report. In addition, the proposed Implementation Matrix provides a collaborative framework to achieve the positive and lasting change envisioned by the recommendations in this report.

Accountability Framework

Being accountable and transparent means the partners are committed to measuring progress toward the implementation of the new reality described in the recommendations. Being accountable and transparent will allow the parties to effectively report on the challenges and opportunities in addressing culture, health and wellness, Justice, and human security. Accountability is built into the work of the Reconciliation Council, the Implementation Matrix, and the annual report on addressing the Priority Areas.



The Reconciliation Council is responsible for leading and coordinating the implementation of the changes described in the policy recommendations. The draft Terms of Reference for the Council that are found in **Appendix C** outline how the working relationship will be managed, how decisions will be made, who has the final decision-making authority, and what processes will be used to ensure progress is made.

Reconciliation Council

The Reconciliation Council will develop internal quarterly reports on the implementation of the recommendations for the Indigenous Women's Steering Committee and the Government of Newfoundland and Labrador. In addition, the Council will compile an annual public report on the implementation and actions on the recommendations. The work of the Reconciliation Council will be supported, and its decisions carried out by, the appropriate governmental resources that will be identified by the Council's Technical Table.

Implementation Matrix

It is important to record how the implementation of the recommendations will be achieved in an organized way. The attached Implementation Matrix helps the parties to focus their efforts and to identify how existing resources will be used to achieve the positive change envisioned in this report.

The Implementation Matrix records the recommendations in the short, medium, and long terms for completion. The purpose of the plan is to ensure that the Reconciliation Council can answer the who, what, when, how, and why of implementing the recommendations before moving into the execution phase. In simple terms, the Implementation Matrix is an action plan that turns the recommendations into specific tasks.

It is now up to the Government of Newfoundland and Labrador to put their stated good intentions into action and to collaborate with the Indigenous women of Newfoundland and Labrador to achieve the recommendations set out in this report for immediate and long-term positive change.

Annual Evaluation

Public reporting is an important part of accountability, and it also provides an opportunity for the evaluation or assessment of the implementation of the recommendations contained in this report.

Attached to this report as **Appendix H** is a form for the annual review of the work on the Priority Areas set out in the Implementation Matrix.



This form may be used by the Reconciliation Council as the basis for the annual public report on the implementation of the recommendations from the December 2021 Gathering. It is proposed that the Council will discuss and jointly develop their responses to the questions for each of the Priority Areas in the Implementation Matrix. The responses for each of the Priority Areas will be compiled into a consolidated annual progress report.

This model for evaluation not only allows for sharing information on the successes and challenges in implementing the recommendations, it also requires a review on what changes or enhancements may be made to support the successful implementation of the recommendations. Further, the evaluation framework focuses on engagement. This focus will require the Reconciliation Council to address issues related to relationship building between Indigenous Peoples and the Government of Newfoundland and Labrador.

This form should be completed for each of the Priority Areas.



Conclusion

This report sets out 196 recommendations related to the policy themes of Culture, Health and Wellness, Justice, and Human Security. This is the first time that a comprehensive series of recommendations were developed at the annual Provincial Indigenous Women’s Gathering.

The hope – and expectation – of all the Gathering participants is that action will be taken to implement these recommendations with Indigenous women and the Government of Newfoundland and Labrador working in partnership with one another.

The agenda and report for the 2022 Gathering should focus on the successes and challenges of implementing the recommendations from the 2021 Gathering. The monumental task of effecting positive systemic change for Indigenous women, girls, and 2SLGBTQQIA+ people has to start somewhere. This report lays out a plan that reflects the priorities and proposed solutions of the Indigenous Women’s Steering Committee to effect that change.



Appendix A: Provincial Indigenous Women's Steering Committee

- Alicia Neville, Labrador Friendship Centre
- Beverly Thomson, Nunatsiavut Government
- Colleen Paul, Qalipu First Nation
- Kelly-Ann Blake, Nunatsiavut Government
- Dorothy George, Newfoundland Native Women's Association
- Jennifer Elson, Labrador Friendship Centre
- Kathleen Benuen, Mushuau Innu First Nation, Natuashish
- Kimberly Campbell-McLean, AnanauKatiget Tumingit Regional Inuit Women's Association
- Leanne Lane, Senior Program and Policy Development Specialist, Office of Women and Gender Equality
- Mary Pia Benuen, Sheshatshiu Innu First Nation
- Nona Matthews-Gosse, Newfoundland Aboriginal Women's Network
- Odelle Pike, Newfoundland Aboriginal Women's Network
- Ophelia Ravencroft, Policy Analyst, Office of Women and Gender Equality
- Shandy Smith, NunatuKavut Community Council
- Stacey Howse, First Light St. John's Friendship Centre



Appendix B: Gathering Participants

- Alicia Neville, Labrador Friendship Centre
- Amy Hudson, NunatuKavut Community Council
- Aubrey Gover, Deputy Minister responsible for Indigenous Affairs and Reconciliation and Labrador Affairs
- Beverly Thomson, Nunatsiavut Government (Virtual)
- Charlotte Wolfrey, AnanauKatiget Tumingit Regional Inuit Women's Association
- Cathy Halbot, Newfoundland Native Women's Association
- Colleen Paul, Qalipu First Nation
- Devon Ryan, Executive Assistant to Minister Lisa Dempster
- Dorothy George, Newfoundland Native Women's Association
- Emma Reelis, Elder
- Heidi C. Marshall, Solicitor, Department of Justice & Public Safety
- Jennifer Elson, Labrador Friendship Centre
- Jenny Brake, Qalipu First Nation
- Jill Elson, Labrador Friendship Centre
- Deputy Minister Judith Hearn, Office of Women and Gender Equality
- Kelly White, Executive Assistant to Minister Pam Parsons
- Kelly-Ann Blake, Nunatsiavut Government (Virtual)
- Kristy Dyson, NunatuKavut Community Council
- Honourable Lisa Dempster, Minister responsible for Indigenous Affairs and Reconciliation and Labrador Affairs
- Maggie Organ, Miawpukek First Nation
- Nona Matthews-Gosse, Newfoundland Aboriginal Women's Network
- Odelle Pike, Newfoundland Aboriginal Women's Network
- Ophelia Ravencroft, Policy Analyst, Office of Women and Gender Equality
- Honourable Pam Parsons, Minister Responsible for the Office of Women and Gender Equality
- Pat Cameron, Graphic recorder, Exploits Aboriginal Community Group and member of NAWN
- Roberta Bellows, Recorder, Benoit's Cove Native Women's Association
- Salome Barker, First Light St. John's Friendship Centre
- Sharon Williston, Facilitator Graphic Recorder, Melgignat Mi'Kmaq Women's Group
- Sonya Clarke-Casey, First Light St. John's Friendship Centre
- Stacey Howse, First Light St. John's Friendship Centre



- Susan Onalik, Guest Speaker

Regrets:

- Kimberly Campbell-McLean, AnanauKatiget Tuningit Regional Inuit Women's Association
- Leanne Lane, Senior Program and Policy Development Specialist, Office of Women and Gender Equality



Appendix C: Terms of Reference for the Reconciliation Council

Context

The final report of the 16th Provincial Indigenous Women’s Gathering, held in December 2021, recommended the establishment of a Reconciliation Council to direct a range of policy changes aimed at implementing the Calls for Justice that were issued in 2019 by the National Inquiry into Missing and Murdered Indigenous Women and Girls. Those policy changes comprise nearly 200 recommendations that were set out in the Gathering’s final report, entitled *Hear Our Voices: MMIWG Policy Recommendations of the First Women of Newfoundland and Labrador*.

A Shared Vision

The vision coming from the December 2021 Gathering is of a new relationship between Indigenous Peoples and the Government of Newfoundland and Labrador that supports the implementation of the recommendations to create positive change in the lives of Indigenous women, girls, and 2SLGBTQQIA+ people that address existing challenges and obstacles in the areas of culture, health and wellness, justice, and human security.

Objectives

- I. The objectives of this Council are to:
 - (a) realize the shared vision for positive change that supports Indigenous culture, health and wellness, justice, and human security;
 - (b) enhance the collaboration among the Indigenous Peoples of Newfoundland and Labrador and the Government of Newfoundland and Labrador;
 - (c) enhance opportunities for the engagement and participation of Indigenous Peoples in the implementation of the recommendations from the December 2021 Gathering;
 - (d) increase knowledge and understanding of the Government of Newfoundland and Labrador on Indigenous culture and the needs of Indigenous Peoples in Newfoundland and Labrador; and
 - (e) establish a process to collaborate on and monitor the ongoing implementation and change described in the report on the Gathering.



Principles

2. The Indigenous women's organizations and the Government of Newfoundland and Labrador are full and equal partners and will conduct themselves so as to promote and demonstrate:
 - (a) ongoing cooperation and collaboration;
 - (b) open communication; and
 - (c) good faith and mutual respect.

They also agree to recognize and respect the various roles and responsibilities of the Indigenous women's organizations and the Government of Newfoundland and Labrador.

Purpose of the Reconciliation Council

3. The Reconciliation Council is the primary body through which the parties will support and promote the objectives and successful implementation of the recommendations from the Gathering. As such, the Reconciliation Council is a forum for monitoring progress, collaborative development, and cooperative action.

Responsibilities

4. The Reconciliation Council will:

General

- (a) establish processes, procedures, and rules to carry out the operations and activities of the Council;
- (b) identify any implementation issues and provide direction to the Government of Newfoundland and Labrador's Executive Policy Coordinator on how best to resolve such issues;
- (c) provide recommendations on any amendments to the recommendations from the December Gathering;
- (d) share information to support the work of the Reconciliation Council;
- (e) identify and promote successful practices and achievement that results from the implementation of the recommendations;
- (f) monitor the implementation of the recommendations from the December 2021 Gathering.



Legislative and Policy Development

- (g) discuss and identify the role and process by which the Indigenous organizations will be engaged and participate in the Government of Newfoundland and Labrador legislative processes and policy development as recommended in the December Gathering report;
- (h) regularly review and discuss systemic changes to ensure that necessary legislative and policy changes required to implement the changes are proceeding;

Implementation Matrix

- (i) generally, oversee and monitor the implementation of the December 2021 Gathering recommendations, including committees or working groups carrying out activities identified by the Council;
- (j) monitor, assess, and provide recommendations on any adjustments to the Implementation Matrix;

Government Investments

- (k) provide advice and direction to the Government of Newfoundland and Labrador on the funding requirements arising from recommendations and changes to Government funding, programs, and services;

Information Sharing Agreement

- (l) provide advice and direction on the information sharing required to support the implementation of the recommendations in the Implementation Matrix;

Disputes

- (m) work cooperatively and collaboratively and attempt to resolve issues informally to prevent or minimize disputes;
- (n) serve as an informal mechanism to prevent or minimize disputes between the Indigenous women's organizations and the Government of Newfoundland and Labrador on the interpretation, implementation, and application of the recommendations and the Implementation Matrix;

Joint Reports, Evaluation, and Research

- (o) direct and oversee the development and release of joint reports and evaluations related to the work of the Council and the implementation of the recommendations;



- (p) provide advice on the approval and publication of joint reports and evaluations;
- (q) monitor the work of any sub-committees or working groups established by the Council;

Other

- (r) provide advice on amending the Council's Terms of Reference, when required;
- (s) undertake such other activities as the Council agrees upon to support and promote the successful implementation of the Implementation Matrix.

Membership

5. This Council will be comprised of 8 members with 4 members being appointed by the Provincial Indigenous Women's Steering Committee and 4 members being appointed by the Government of Newfoundland and Labrador from the following departments:

- (a) Indigenous Affairs and Reconciliation
- (b) Women and Gender Equality;
- (c) Justice and Public Safety;
- (d) Health and Community Services

Representatives from Children, Seniors, and Social Development; Newfoundland and Labrador Housing Corporation; Immigration, Population Growth and Skills; or Education may be invited to join the Council meetings depending on the agenda for the meeting.

6. All members who participate in Council meetings are expected to be decision-makers within their respective areas:
- (a) For representatives of the Government of Newfoundland and Labrador, this will typically mean that they serve at the level of Assistant Deputy Minister or higher.
 - (b) For representatives appointed by the Provincial Indigenous Women's Steering Committee, this will typically mean that they serve on the senior leadership team within their own organizations.

7. Members will commit to ongoing, full, active, and consistent participation on the Council.

8. Where a vacancy arises in the membership the party that appointed the person who created the vacancy will appoint a new member in an expeditious manner to ensure the continuing effectiveness of the Council. Changes in membership will be shared via e-mail.



Co-Chairs

9. The Provincial Indigenous Women's Steering Committee will appoint a co-chair for the Council from its members. The Government of Newfoundland and Labrador will appoint their co-chair for the Council which may increase the number of Government representatives from 3 to 4 members, at the discretion of the Government.
10. The co-chairs are responsible for:
 - (a) jointly establishing the agenda for Council meetings;
 - (b) overseeing the operations and effective functioning of the Council and its compliance with the Terms of Reference;
 - (c) advancing advice and recommendations to the respective parties for final decision making and for communicating any direction from the respective parties to the Council;
 - (d) promoting a cooperative, collaborative and respectful working relationship among the members of the Council; and
 - (e) ensuring timely and effective communication related to Council activities.

Decision-Making

11. The Council will strive for decision-making by consensus. The consensus building process will allow for all views and perspectives to come forward and be supported by open discussion and good will among the Council members.
12. The role of the co-chairs is to work with the full Council to reach consensus. "Consensus" is declared by the co-chairs of the Council. Consensus will be recorded as a decision in the notes of meetings.
13. If the Council cannot reach consensus, the issue will be left to the co-chairs to decide. The co-chairs will define the issue and consider the different perspectives or views on the issue including the rationale and considerations related to the perspective or view on the issue. The co-chairs have the authority to make decisions that are within their authority under these Terms of Reference and the authority to decide what recommendations will be advanced to the parties for their decision or approval.
14. Final decisions by the co-chairs will be made after completion of their respective internal decision-making process.
15. A consensus decision:
 - (a) is a decision of the Council;
 - (b) reflects an outcome where those affected have had an opportunity to provide input and deliberate on an issue and shape the outcome of the decision;



- (c) represents as much as possible the best possible solution to an issue with Council members having heard the full range of concerns and interests; and
- (d) reflects the weight of opinion and is an acceptable resolution of an issue;
 - i. those who do not fully support a decision can “live with it”; and
 - ii. recognizes the accountability of Council members to structures beyond the Council.

16. Decisions will be based on good faith and transparency.

Costs for Participation

- 17.** The Government of Newfoundland and Labrador is responsible for its costs and the costs of the appointees from the Provincial Indigenous Women's Steering Committee for their participation on the Council.
- 18.** Costs associated with hosting the Council meeting are the responsibility of the Government of Newfoundland and Labrador.

Committees and Working Groups

Technical Table

- 19.** A Technical Table comprising one representative appointed by the Provincial Indigenous Women's Steering Committee and one representative appointed by the Government of Newfoundland and Labrador, together with administrative support staff as required, is established to support the work of the Council in monitoring and advancing the implementation of the recommendations from the December 2021 Gathering.

The Technical Table:

- (a) is not a decision-making body; it is a committee established to monitor the implementation of the recommendations between the Council meetings, complete the tasks assigned by the Council and make recommendations for Council approval on matters related to the implementation of the recommendations and the Implementation Matrix;
- (b) will meet at least once a month or more often, as determined by the two appointed representatives;
- (c) will conduct its meetings in-person or virtually or by conference calls;
- (d) will maintain written notes of all of its meetings;
- (e) will jointly confirm the agenda for the next Technical Table meeting at the end of the current meeting; and



- (f) will report to the Council at each Council meeting in the manner approved by the Council.

Executive Committee

- 20.** An Executive Committee of the Reconciliation Council shall consist of the Council co-chairs. They may make decisions and provide approvals on behalf of the Council where appropriate.

Other

- 21.** The Council may convene such other committees and technical working groups as may be required to advance the work of the Council.

Oversight and Reporting

- 22.** The work of both the Council and any departments and agencies of the Government of Newfoundland and Labrador that are engaged in the implementation of the Council's advice and directives will be monitored and reported on publicly by the provincial Reconciliation Commissioner.

Agenda for the Council

- 23.** Each Party may bring forward items for consideration for inclusion on a Council meeting agenda.
- 24.** The co-chairs will be responsible for jointly establishing the agenda for Council meetings.

Council Meetings:

- 25.** Council meetings will be held at least four times per year or more often as required.
- 26.** Council meetings may be conducted in-person or virtual meeting and conference calls.

Quorum

- 27.** Quorum requires a minimum of 4 members of the Council to be in attendance in total with 2 of those members representing the Provincial Indigenous Women's Steering Committee and 2 of those members representing the Ministry of Newfoundland and Labrador. Of these members, one must be one of the co-chairs.



Alternate Representatives

28. If one of the co-chairs is not present at a meeting, the representatives together will select a co-chair for this meeting from among their members present at the meeting.
29. The Parties may designate an alternative representative to the Council where a permanent representative is not able to attend a meeting. If a member is sending an alternate, they must communicate this to the co-chairs in advance of the meeting.
30. The use of alternates will be limited to on exceptional circumstances and kept to a minimum.

Observers and Invited Guests

31. Participation of observers and subject matter experts will be at the agreement of the co-chairs.

Confidentiality

32. Council members will be required to sign a Confidentiality and Non-Disclosure Agreement to ensure that all discussions at the Council are free, honest and open.
33. Guests attending Council meetings are required to sign the Confidentiality and Non-Disclosure Form for Guest Members.

Reporting and Accountability

34. The Reconciliation Council will maintain written minutes of all Council meetings.
35. The Reconciliation Council will provide:
 - (a) an information summary of the activities of the Council after each meeting to be distributed to the Provincial Indigenous Women's Steering Committee; and
 - (b) an annual written report that will be shared publicly to report on the work of the Council and the status of completion of the Implementation Matrix.

Amendments to these Terms of Reference

36. These Terms of Reference may only be amended in writing by the Provincial Indigenous Women's Steering Committee and the Government of Newfoundland and Labrador.



Appendix D: Synopsis of the 16th Gathering

Day One – December 6, 2021

Opening Ceremony

Elder Charlotte Wolfrey (Rigolet) lit the oil in the Kullik, and it burned while the four sacred medicines of the Mi'Kmaq (tobacco, sage, sweetgrass, and cedar) smoldered in a smudge bowl. Elder Odelle Pike used her eagle feather to smudge all participants in the Circle. Elder Emma Reelis (First Light Friendship Centre, St. John's) said an opening prayer, followed by drumming and singing. This Ceremony set the tone for the Gathering and the discussions that followed and established a comfortable atmosphere that promoted sharing and respect in the Circle.

Opening Messages

Elder Odelle Pike

President of the Newfoundland Aboriginal Women's Network and Chairperson for the Gathering

Elder Pike welcomed everyone to the territory. She shared the theme of this Gathering - "Hear Our Voices, The First Women of Newfoundland and Labrador." The purpose of this Gathering is to engage Indigenous women and the provincial Government to work together as a team to implement the Calls for Justice. Elder Pike stressed that Indigenous women are getting stronger, and their voices are louder. Government can no longer ignore the violence against Indigenous women, girls, and diverse peoples. She expressed a desire for the Provincial Government to find ways to collaborate with Indigenous women's groups to respond to the Calls for Justice recorded in the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. Elder Pike sent a clear message that Indigenous women want to be safe. She emphasized that "we want our history taught in our schools; we want an improved child welfare system; we want to be respected in our healthcare system; we want cultural sensitivity training for all public servants within Government; we want protection for our women and children; and we want changes made within the justice system." "Let's make it happen," she concluded.

Hon. Lisa Dempster

Minister Responsible for Indigenous Affairs and Reconciliation and Labrador Affairs, Deputy House Leader and Member for Cartwright

Minister Dempster expressed her thanks to the Newfoundland Aboriginal Women's Network for the work done to provide a forum for the important conversations at the Gathering. She stated that through the advocacy and actions of the Gathering participants, all Indigenous



women and girls can look ahead to a brighter future and make contributions that will benefit their communities, Newfoundland and Labrador, and Canada as a whole. She concluded with: "A woman with a voice is by definition a strong woman, but the search to find her voice can be remarkably difficult. A strong woman knows she has strength for the journey, but a woman of strength knows it is in the journey, where she will be strong."

*Heidi C. Marshall,
Solicitor, Department of Justice and Public Safety*

Ms. Marshall expressed thanks for being invited to the Gathering. She shared that Minister Hogan sent his regrets and she was attending on his behalf. Ms. Marshall expressed her desire to learn how the Department of Justice and Public Safety and the Government of Newfoundland and Labrador can engage with Indigenous women to work towards goals like the protection and revival of Indigenous culture and language, the accessibility of health and wellness services and the provision of supports and resources pertaining to such things as housing, safety, food security, employment, and transportation. She assured the Gathering that the Department of Justice and Public Safety and the Government of Newfoundland and Labrador are committed to collaborating with Indigenous Peoples to find solutions to very real concerns and to working with federal, provincial, and territorial counterparts on a national response to these concerns.

*Susan Onalik,
Ordinary Member, Nunatsiavut Government*

Susan Onalik was born in Makkovik. She shared her personal story of recovery from intergenerational trauma and the impact of the child welfare system. She explained that her family was considered Northlanders because they did not conform to Christianity; they were not included; they were outcasts. Ms. Onalik shared that when she was only six years old when a social worker came to her family home and all the children were taken out of their home. This led to Ms. Onalik being placed in six different foster homes from age six to sixteen. She explained that it took her a long time to recover from the trauma associated with this.

She noted the importance of good allies, and she confirmed that she had some good allies. She explained how she spent some time in Natuashish where her son, a rainbow child, was born. She shared that she experienced lateral violence during her years living there. Due to housing issues, Ms. Onalik moved to St. John's. She tried university but was unsuccessful at that time. Then she got involved with First Light Friendship Centre in St. John's. She shared a story about her uncle and the service providers in St. John's. He had knee surgery, and the hospital called her, stating they needed to put him in restraints because of withdrawal symptoms. At that point, he was sober for more than twenty years, and she pleaded with them to do further



testing. Ms. Onalik's uncle had a stroke and lost all mobility. Ms. Onalik explained that the service providers assumed because he was Indigenous, he was having withdrawals, and because further testing was not completed in a timely manner, he had a debilitating stroke.

Through all of these challenges, Ms. Onalik persevered and shared that she has three years of sobriety in 2022. She shared that she needs a clear mind to succeed. Ms. Onalik reminded the Gathering participants that all the Calls for Justice are important. She expressed her hope for change.

Ms. Onalik's personal story and experiences impacted the delegates in attendance. Her strength and resilience provided a good example of the challenges of Indigenous women face and how the power of spirit and perseverance can overcome the most difficult circumstances.

These opening statements provided the foundation for the discussions that followed in the areas of Culture, Health and Wellness, Justice, and Human Security.

Releasing Ceremony

At the end of Day One, Elder Odelle Pike conducted a releasing ceremony. There was a sacred fire outside near the Humber River and in view of the majestic ski hill. Mother Earth provided a beautiful, calming, and peaceful setting for drumming and the releasing ceremony. All delegates were very appreciative of the break outside.

Evening Address

Hon. Pam Parsons,

Minister Responsible for the Office and Women and Gender Equality

At the evening banquet, Minister Pam Parsons addressed the Gathering. She opened by explaining that this Gathering is about bringing together Indigenous Women from throughout Newfoundland and Labrador to continue their collective work on topics and issues like culture, health, wellness, justice, and safety and security in their communities.

Minister Parsons stated she felt humbled to be part of these conversations as Minister responsible for Women and Gender Equality. She further stated that her participation was as an ally. She attended the Gathering to listen, to learn, and to better understand the needs of Indigenous women and to serve the people. She assured the Gathering participants that the Office of Women and Gender Equality works closely with other government departments, including the Office of Indigenous Affairs and Reconciliation, and the Department of Justice and Health and Safety. In addition, the Office of Women and Gender Equality also works with Indigenous groups and organizations and community partners to help create and to promote a



healthy and equitable Province. She stressed that collaboration is critically important work when it comes to working on violence prevention, noting that it was fitting that the Gathering occurred on the National Day of Remembrance and Action on Violence Against Women.

Minister Parsons acknowledged that Indigenous women, girls, and two-spirited individuals experience violence disproportionately in the Province and across the country. She confirmed that all the women, leaders, and Elders at the Gathering are aware of these statistics. She highlighted that it is important to acknowledge the pain, trauma, suffering, and lives taken due to gender-based violence in Indigenous communities. She restated that the Provincial government will work collaboratively with Indigenous Peoples to address the Call for Justice relevant to the issues and needs of Indigenous women in Newfoundland and Labrador. She suggested that the inequities that fuel gender-based violence are deep-rooted and require systemic change; change that is created with dedication and determination.

Minister Parsons complimented the group on creating a safe space to facilitate the difficult conversations that are necessary to create change. Really listening and understanding is the foundation for creating meaningful systemic change that the Gathering participants all collectively want to achieve. She shared her belief that through collective dedication, knowledge, and efforts to identify strategies, safety for Indigenous women and girls will be increased.

Minister Parsons acknowledged the presence of some of her team members - Ophelia Ravencroft, Department of Women and Gender Equality, Deputy Minister Judith Hearn, and her Executive Assistant, Kelly White.

The Minister concluded her address by assuring the Gathering participants that she looked forward to actively listening and deepening her understanding and continuing to work collaboratively to foster a safe Province for Indigenous women and girls and two-spirited people in Newfoundland and Labrador.

In closing, Minister Parsons restated that her work as an elected official is something she takes very seriously and is very grateful to be elected by the people, for the people. She encouraged the Gathering participants to reach out to the Department of Women and Gender Equality for any support required.

Day Two – December 7, 2021

The second day of the gathering opened with traditional opening and prayer. This was followed by a Sharing Circle.



*Guest Speaker: Sonya Clarke-Casey,
First Light Friendship Center, St. John's*

Sonya commenced her remarks by identifying barriers to Indigenous youth coming to St. John's to further their education. The perception is that barriers are with housing, funding, busing, etc. but in reality, after working with youth and women, it became clear that a fear of being killed was the main barrier.

Ms. Clarke-Casey shared a story about a young Indigenous woman who was in fear of going to prison and being away from her children. The young woman called Legal Aid for advice, and they advised her of the Gladue Report. Legal Aid advised the young woman to write her story of historical trauma, outlining the contributing factors about her life. In court, the lawyer asked if the young woman could use the feather instead of the Bible and she was granted permission to do so. The outcome of the court case is that the young woman got probation and was allowed to go home to her children. She is now gainfully employed.

Ms. Clarke-Casey explained that in the Canadian Criminal Justice System, judges must take into consideration the individual circumstances of the person before them in court to determine a fit and fair sentence. (Gladue Report 1999). If a defendant identifies as Indigenous, the judge must apply Gladue principles in the criminal proceedings. Gladue principles are a way for the judge to consider the unique circumstances and experiences of the Indigenous defendant. These circumstances and experiences may include the challenges of colonization, racism, loss of language, removal from land, Indian residential schools, foster care, and other trauma.

Judges must weigh these factors and consider options other than jail to help address the challenges that the defendant faces, for example, the defendant might participate in a restorative justice program to help the defendant work with those that his/her crime affected, and work towards repairing the harm done.

Closing Remarks

Hon. Lisa Dempster

Minister Dempster confirmed the need to stay connected. She stated that it is easy to define a problem but much harder to develop a solution. She admitted that there are some things that do not work in government but there is a lot that does. She stated she could not pretend to have all the right programs, but she is working toward that direction. She further stated that Premier Furey and his Cabinet have an ambitious reconciliation agenda. She reminded everyone that the results of the Health Accord (led by Sister Elizabeth May) should be completed and released in early 2022.



Elder Odelle Pike

Elder Pike highlighted advances in criminal justice. She confirmed that Conne River has trained five people in the Gladue report writing and the Newfoundland Aboriginal Women's Network has secured funding to train ten people in the Gladue report writing to service the Province.

Elder Charlotte Wolfrey

Elder Wolfrey reminded everyone to stay positive, set out an action plan for how all Indigenous groups can move forward, and establish partnerships with Government and other groups. A strong collaboration is possible, and the approach should be one challenge at a time. The Murdered and Missing Indigenous Women and Girls inquiry came about because Indigenous people from Newfoundland and Labrador to British Columbia lobbied from a foundation of faith and family to achieve it. We must be vigilant to work on more attainable items.

Closing

The Gathering concluded with a Sharing Circle and a Travelling Song.



Appendix E: Discussion Questions

Below is the list of questions that were used to spark the discussions among Gathering participants in each of the four policy themes. Those results of those discussions led to the policy recommendations that are included in the main body of this report. The below questions were directly informed by the related MMIWG Calls for Justice that are listed in **Appendix F**.

Questions for Culture

1. We know that Culture is healing, how can our Cultural Ceremonies be incorporated into existing Western practices so that our Indigenous ways are respected?
2. The history of our people is important. We want our history in schools. What advice can we as Indigenous women present to Government to make sure our history has a place in the curriculum?
3. We need safe spaces to conduct our ceremonies. What can Government do to make this happen?
4. What measures need to happen to make sure children in care receive culturally safe programs?
5. How can parents be supported as opposed to removing the children from the community?
6. We would like to see Cultural Sensitivity Training for all public employees. We feel this is one of the Calls for Justice that can be attainable. What does Government need to do to make this happen?
7. Our women are the backbone of our communities. We want Government to provide means by which our Indigenous women can provide advice on anything that has a direct effect on our lives. What can Government do to engage our women in the decision-making process?
8. Our Indigenous Women's organizations want sustainable core funding to continue police and systemic work to end violence against our Indigenous Women. What are some of the processes Government needs to work on to make this happen?

Questions for Health and Wellness

1. Indigenous women suffer the highest rates of poverty in Canada. They experience the greatest limitations when it comes to safe, adequate housing, healthy affordable foods, and



stable income. What steps can our provincial Government take to address these inadequacies?

2. Our Indigenous Women have a basic right to food. However, in Labrador, it is a challenge to access healthy affordable food. What suggestions can we make to Government to help overcome the high cost of food in Labrador?
3. Without housing, there is no way to ensure the safety and well-being of our women. What suggestions do we present to the Government to combat this long-lasting problem?
4. What resources are required to accomplish the following?
 - a. Cultural safety in our hospitals
 - b. Barriers to health supports
 - c. Healing programs
 - d. Placing Indigenous values into community programs for healing.
 - e. Community-based health and wellness programs specifically to Indigenous women.
5. Lack of health service is a problem in all our rural and northern communities. What suggestions can we present to Government to assist them in providing reasonable services in our rural and northern communities?

Questions for Justice

1. How can we enhance our Justice System to better serve our Indigenous Peoples?
2. How can the court process be more culturally relevant to reflect Indigenous people's needs?
3. It has been well documented that the Justice System has historically not responded well to Indigenous Peoples. How can we establish community-based programs to change the disproportionately high incarceration rates within the Justice System?
4. We know that systemic racism is embedded in our Justice system. What steps need to be taken to change this Culture within our Justice System?
5. For Indigenous Peoples, when Indigenous approaches are introduced in the legal system like sentencing circles and restorative Justice approaches, we can move forward in the



justice system for Indigenous people. What advice can we give the Government to help them start the process of Indigenous legal systems within our Indigenous communities?

6. As Indigenous people, our rights to an interpreter are not provided in Labrador. This is a human rights violation under the Criminal Justice Code. We know that language is a barrier in some cases. What can be done to provide that service when needed by our Indigenous Peoples in Labrador?
7. The issue of police accountability is a conversation that needs to be addressed. All police forces must acknowledge the level of systemic racism embedded in their professional practices. We need to restore basic humanity in all police services. What suggestions do you have to present to Government to make this happen?

Questions for Human Security

1. Safety is our human right as human beings. We need safe spaces for our women to have access if they are fleeing violence. What can Government do to engage with Indigenous Women to provide safe spaces?
2. How can our Indigenous women, girls, and diverse people thrive without being under constant threat of violence or harm from either people or systems that intentionally target them?
3. It is unacceptable that Indigenous women need to negotiate their safety to meet basic needs. We want to dismantle barriers and systems that cause harm. What does safety mean for our Indigenous women, girls, and diverse peoples? What first steps need to happen for our Indigenous women to have safe public spaces, safe homes, safe families, safe Indigenous identity, safe communities, and safe relationships?
4. Education, training and employment are critical pathways for our women to succeed. This will take a dedicated long-term investment. What would we want to see happen to make this a reality?
5. Due to inter-generational trauma, we need investments in mental health programming and parenting skills to restore parent-child bonds through Culture and ceremonies. We also need support for our mothers. How can we accomplish this, and what role does the Government need to play?



Appendix F: MMIWG Calls for Justice

Policy Theme I: Culture

ALL GOVERNMENTS	
MMIWG Reference	Details
2.1	Acknowledge, recognize, and protect the rights of Indigenous Peoples to their cultures and languages as inherent rights, and constitutionally protected as such under section 35 of the Constitution.
2.2	Recognize Indigenous languages as official languages, with the same status, recognition, and protection provided to French and English. This includes the following directives: <ul style="list-style-type: none"> • Legislate Indigenous languages in the respective territory as official languages. • Make funds available to Indigenous Peoples to support the work required to revitalize and restore Indigenous cultures and languages.
2.3	Ensure that all Indigenous women, girls, and 2SLGBTQQIA people are provided with safe, no-barrier, permanent, and meaningful access to their cultures and languages in order to restore, reclaim, and revitalize their cultures and identities.
	Ensure that the rights of Indigenous children to retain and be educated in their Indigenous language are upheld and protected.
	Ensure access to immersion programs for children from preschool into post-secondary education.
2.4	Provide the necessary resources and permanent funds required to preserve knowledge by digitizing interviews with Knowledge Keepers and language speakers.
	Support grassroots and community- led Indigenous language and cultural programs that restore identity, place, and belonging within First Nations, Inuit, and Métis communities through permanent, no-barrier funding and resources.
2.5	Create a permanent empowerment fund devoted to supporting Indigenous-led initiatives for Indigenous individuals, families, and communities to access cultural



	knowledge, as an important and strength-based way to support cultural rights and to uphold self-determined services.
2.6	Educate citizens about, and confront and eliminate, racism, sexism, homophobia, and transphobia through the development and implementation of an Anti-Racism and Anti Sexism National Action Plan to end racist and sexualized stereotypes of Indigenous women, girls, and 2SLGBTQQIA people.
2.7	Adequately fund and support Indigenous-led initiatives to improve the representation of Indigenous Peoples in media and pop culture.
12.7	Ensure the availability and accessibility of distinctions-based and culturally safe culture and language programs for Indigenous children in the care of child welfare.
12.12	Recruit, hire, and promote Indigenous staff in child and family service agencies, and promote intensive and ongoing training of social workers and child welfare staff in the following areas: <ul style="list-style-type: none"> • History of the child welfare system in the oppression and genocide of Indigenous Peoples • Anti-racism and anti-bias • Local culture and language • Sexual exploitation and trafficking
18.15	Support and conduct research and knowledge gathering on pre-colonial knowledge and teachings about the place, roles, and responsibilities of 2SLGBTQQIA people within their respective communities, to support belonging, safety, and well-being.
18.16	Fund and support specific Knowledge Keeper gatherings on the topic of reclaiming and re-establishing space and community for 2SLGBTQQIA people.
18.19	Educate the public on the history of non-binary people in Indigenous societies, and use media, including social media, as a way to build awareness and understanding of 2SLGBTQQIA issues.

PROVINCIAL GOVERNMENT

6.1 (Parts)	Take decolonizing approaches to their work and publications in order to educate all Canadians about Indigenous women, girls, and 2SLGBTQQIA people. More specifically, this includes the following: <ol style="list-style-type: none"> I. Ensure authentic and appropriate representation of Indigenous women, girls, and 2SLGBTQQIA people, inclusive of diverse Indigenous cultural
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	<p>backgrounds, in order to address negative and discriminatory stereotypes.</p> <ol style="list-style-type: none"> 2. Support Indigenous people sharing their stories, from their perspectives, free of bias, discrimination, and false assumptions, and in a trauma-informed and culturally sensitive way. 3. N/A 4. Take proactive steps to break down the stereotypes that hypersexualize and demean Indigenous women, girls, and 2SLGBTQQIA people, and to end practices that perpetuate myths that Indigenous women are more sexually available and “less worthy” than non-Indigenous women because of their race or background.
11.1	Educate and provide awareness to the public about missing and murdered Indigenous women, girls, and 2SLGBTQQIA people, and about the root causes of violence they experience. Conduct all curriculum development in partnership with Indigenous Peoples, especially Indigenous women, girls, and 2SLGBTQQIA people, and ensure it includes historical and current truths about the genocide against Indigenous Peoples through state laws, policies, and colonial practices.
11.2	Develop and implement awareness and education programs for Indigenous children and youth on the issue of grooming for exploitation and sexual exploitation.
INUIT-SPECIFIC	
16.2	Create laws and services to ensure the protection and revitalization of Inuit culture and language. All Inuit, including those living outside Inuit Nunangat, must have equitable access to culture and language programs.
16.3	Within Inuit Nunangat, recognize Inuktitut as the founding language, and give it official language status through law..
16.4	Fund and support the recording of Inuit knowledge about culture, laws, values, spirituality, and history prior to and since the start of colonization. This knowledge must be accessible and taught to all Inuit, by Inuit.
16.11	Invest in Inuit artistic expression in all its forms through the establishment of infrastructure and by ensuring sustainable funds are available and accessible for Inuit artists.
16.25	Ensure that the education system, at all levels, reflects Inuit culture, language, and history, as well as the impacts and history of colonialism. Amend laws,



	policies, and practices to ensure that the education system does so within the Inuit homeland specifically.
16.26	Establish more post-secondary options within Inuit Nunangat to build capacity and engagement in Inuit self-determination in research and academia. Invest in the establishment of an accredited university within Inuit Nunangat.

Policy Theme II: Health and Wellness

ALL GOVERNMENTS	
MMIWG Reference	Details
3.1	Ensure that the rights to health and wellness of Indigenous Peoples, and specifically of Indigenous women, girls, and 2SLGBTQQIA people, are recognized and protected on an equitable basis.
3.2	Provide adequate, stable, equitable, and ongoing funding for Indigenous-centred and community-based health and wellness services that are accessible and culturally appropriate, and meet the health and wellness needs of Indigenous women, girls, and 2SLGBTQQIA people - ensure that health and wellness services are available and accessible within Indigenous communities and wherever Indigenous women, girls, and 2SLGBTQQIA people reside.
3.3	Fully support First Nations, Inuit, and Métis communities to call on Elders, Grandmothers, and other Knowledge Keepers to establish community-based trauma-informed programs for survivors of trauma and violence.
3.4	Ensure that all Indigenous communities receive immediate and necessary resources, including funding and support, for the establishment of sustainable, permanent, no-barrier, preventative, accessible, holistic, wraparound services, including mobile trauma and addictions recovery teams. Pair trauma and addictions treatment programs with other essential services such as mental health services and sexual exploitation and trafficking services as they relate to each individual case of First Nations, Inuit, and Métis women, girls, and 2SLGBTQQIA people.
3.5	Establish culturally competent and responsive crisis response teams in all communities and regions, to meet the immediate needs of an Indigenous



	person, family, and/or community after a traumatic event (murder, accident, violent event, etc.), alongside ongoing support.
3.6	Ensure substantive equality in the funding of services for Indigenous women, girls, and 2SLGBTQQIA people, as well as substantive equality for Indigenous-run health services. Mandate permanent funding of health services for Indigenous women, girls, and 2SLGBTQQIA people on a continual basis, regardless of jurisdictional lines, geographical location, and Status affiliation or lack thereof.
3.7	Provide continual and accessible healing programs and support for all children of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people and their family members. Permanent establishment of a fund akin to the Aboriginal Healing Foundation and related funding.
7.1	Recognize that Indigenous Peoples – First Nations, Inuit, and Métis, including 2SLGBTQQIA people – are the experts in caring for and healing themselves, and that health and wellness services are most effective when they are designed and delivered by the Indigenous Peoples they are supposed to serve, in a manner consistent with and grounded in the practices, world views, cultures, languages, and values of the diverse Inuit, Métis, and First Nations communities they serve.
7.2	Ensure that health and wellness services for Indigenous Peoples include supports for healing from all forms of unresolved trauma, including intergenerational, multigenerational, and complex trauma.
7.3	Support Indigenous-led prevention initiatives in the areas of health and community awareness, including, but not limited to programming: <ul style="list-style-type: none"> • for Indigenous men and boys • related to suicide prevention strategies for youth and adults • related to sexual trafficking awareness and no-barrier exiting • specific to safe and healthy relationships • specific to mental health awareness • related to 2SLGBTQQIA issues and sex positivity
7.4	Provide necessary resources, including funding, to support the revitalization of Indigenous health, wellness, and child and Elder care practices.



7.7	Encourage, support, and equitably fund Indigenous people to train and work in the area of health and wellness.
7.8	Create effective and well-funded opportunities, and to provide socio-economic incentives, to encourage Indigenous people to work within the health and wellness field and within their communities.
14.6	Provide intensive and comprehensive mental health, addictions, and trauma services for incarcerated Indigenous women, girls, and 2SLGBTQQIA people, ensuring that the term of care is needs-based and not tied to the duration of incarceration.
PROVINCIAL GOVERNMENT	
7.5	Support and provide permanent and necessary resources for specialized intervention, healing and treatment programs, and services and initiatives offered in Indigenous languages.
7.6	Ensure that all persons involved in the provision of health services to Indigenous Peoples receive ongoing training, education, and awareness in areas including, but not limited to: <ul style="list-style-type: none"> • The history of colonialism in the oppression and genocide of Inuit, Métis, and First Nations Peoples; • Anti-bias and anti-racism; • Local language and culture; and • Local health and healing practices.
7.9	Develop and implement awareness and education programs for Indigenous children and youth on the issue of grooming for exploitation and sexual exploitation.
INUIT-SPECIFIC	
16.7	Ensure the availability of effective, culturally appropriate, and accessible health and wellness services within each Inuit community. Required measures include, but are not limited to: <ol style="list-style-type: none"> i. Establishing and funding birthing centres in each Inuit community, as well as training Inuit midwives in both Inuit and contemporary birthing techniques. ii. Establishing and funding accessible and holistic community wellness, health, and mental health services in each Inuit community. These services must be Inuit-led and operate in accordance with Inuit health and wellness values, approaches, and methods.



	iii. Establishing and funding trauma and addictions treatment and healing options in each Inuit community.
16.8	Invest in the recruitment and capacity building of Inuit within the medical, health, and wellness service fields.
16.9	In partnership with Inuit, establish and resource an Inuit Healing and Wellness Fund to support grassroots and community-led programs.
16.10	Develop policies and programs to include healing and health programs within educational systems. These must be Inuit-led and provide the resources to teach Inuit children Inuit-appropriate socioemotional coping skills, pride, and capacity.

Policy Theme III: Justice

ALL GOVERNMENTS	
MMIWG Reference	Details
5.1	immediately implement the recommendations in relation to the Canadian justice system in: Bridging the Cultural Divide: A Report on Aboriginal People and Criminal Justice in Canada, Royal Commission on Aboriginal Peoples (1996); and the Report of the Aboriginal Justice Inquiry of Manitoba: Public Inquiry into the Administration of Justice and Aboriginal People (1991).
5.4	Immediately and dramatically transform Indigenous policing from its current state as a mere delegation to an exercise in self-governance and self-determination over policing.
5.5	fund the provision of policing services within Indigenous communities in northern and remote areas in a manner that ensures that those services meet the safety and justice needs of the communities and that the quality of policing services is equitable to that provided to non-Indigenous Canadians. This must include but is not limited to the following measures: <ul style="list-style-type: none"> i. Remote communities must be ensured access to reliable high-speed Internet as a right. ii. Major crime units and major case management must be more accessible to remote and northern communities on a faster basis than the service is being delivered now. iii. Capacity must be developed in investigative tools and techniques for the investigation of sexualized violence, including but not limited to



	<p>tools for the collection of physical evidence, such as sexual assault kits, and specialized and trauma-informed questioning techniques.</p> <p>iv. Crime-prevention funding and programming must reflect community needs.</p>
5.9	Ensure that protection orders are available, accessible, promptly issued, and effectively serviced and resourced to protect the safety of Indigenous women, girls, and 2SLGBTQQIA people.
5.10	Recruit and retain more Indigenous justices of the peace, and to expand their jurisdictions to match that of the Nunavut Justice of the Peace.
5.11	Increase accessibility to meaningful and culturally appropriate justice practices by expanding restorative justice programs and Indigenous Peoples’ courts.
5.25	Resource research on men who commit violence against Indigenous women, girls, and 2SLGBTQQIA people.
9.1	Acknowledge that the historical and current relationship between Indigenous women, girls, and 2SLGBTQQIA people and the justice system has been largely defined by colonialism, racism, bias, discrimination, and fundamental cultural and societal differences.
	Acknowledge that, going forward, this relationship must be based on respect and understanding, and must be led by, and in partnerships with, Indigenous women, girls, and 2SLGBTQQIA people.
9.3	<p>Fund an increase in recruitment of Indigenous Peoples to all police services, and for all police services to include representation of Indigenous women, girls, and 2SLGBTQQIA people, inclusive of diverse Indigenous cultural backgrounds, within their ranks. This includes measures such as the following:</p> <ol style="list-style-type: none"> 1. Achieve representative First Nations, Inuit, and Métis diversity and gender diversity within all police services through intensive and specialized recruitment across Canada. 2. Ensure mandatory Indigenous language capacity within police services 3. Ensure that screening of recruits includes testing for racial, gender, gender identity, and sexual orientation bias. 4. Include the Indigenous community in the recruitment and hiring committees/process. 5. In training recruits, include: history of police in the oppression and genocide of Indigenous Peoples; anti-racism and anti-bias training; and culture and language training. All training must be distinctions-based and relevant to the land and people being served; training must not be pan-Indigenous.



	<ol style="list-style-type: none"> 6. Retain Indigenous officers through relevant employment supports, and offer incentives to Indigenous officers to meet their unique needs as Indigenous officers serving Indigenous communities, to ensure retention and overall health and wellness of the service. 7. End the practice of limited-duration posts in all police services, and instead implement a policy regarding remote and rural communities focused on building and sustaining a relationship with the local community and cultures. This relationship must be led by, and in partnership with, the Indigenous Peoples living in those remote and rural communities.
9.5	<p>Standardization of protocols for policies and practices that ensure that all cases of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people are thoroughly investigated. This includes the following measures:</p> <ol style="list-style-type: none"> 1. Establish a communication protocol with Indigenous communities to inform them of policies, practices, and programs that make the communities safe. 2. Improve communication between police and families of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people from the first report, with regular and ongoing communication throughout the investigation. 3. Improve coordination across government departments and between jurisdictions and Indigenous communities and police services. 4. Recognize that the high turnover among officers assigned to a missing and murdered Indigenous woman’s, girl’s, or 2SLGBTQQIA person’s file may negatively impact both progress on the investigation and relationships with family members; police services must have robust protocols to mitigate these impacts. 5. Create a national strategy, through the Canadian Association of Chiefs of Police, to ensure consistency in reporting mechanisms for reporting missing Indigenous women, girls, and 2SLGBTQQIA people. This could be developed in conjunction with implementation of a national database. 6. Establish standardized response times to reports of missing Indigenous persons and women, girls, and 2SLGBTQQIA people experiencing violence, and conduct a regular audit of response times to monitor and provide feedback for improvement. 7. Lead the provincial and territorial governments to establish a nationwide emergency number.
9.6	<p>Establish an independent, special investigation unit for the investigation of incidents of failures to investigate, police misconduct, and all forms of discriminatory practices and mistreatment of Indigenous Peoples within their police service.</p>



9.7	Partnerships between police services and front-line organizations that work in service delivery, safety, and harm reduction for Indigenous women, girls, and 2SLGBTQQIA people to expand and strengthen police service delivery.
9.8	Establish, and engage with, civilian Indigenous advisory committees for each police service or division, and do the same on a local level to advise the detachment operating in each Indigenous community.
9.9	Establish a national task force, comprised of an independent, highly qualified, and specialized team of investigators, to review and (if required) reinvestigate each case of all unresolved files of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people from across Canada. This task force must disclose all non-privileged information and findings to families and survivors.
9.10	Voluntarily produce all unresolved cases of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people to the national task force described in 9.9.
10.1	Mandatory intensive and periodic training on Indigenous cultures and histories, including distinction-based training, for Crown attorneys, defence lawyers, court staff, and all who participate in the criminal justice system. This includes, but is not limited to, the following measures: <ol style="list-style-type: none"> 1. All courtroom officers, staff, judiciary, and employees in the judicial system must take cultural competency training that is designed and led in partnership with Indigenous communities. 2. Law societies working with Indigenous women, girls, and 2SLGBTQQIA people must establish and enforce cultural competency standards. 3. All courts must have a staff position for an Indigenous courtroom liaison worker that is adequately funded and resourced to ensure Indigenous people in the court system know their rights and are connected to appropriate services.
12.9	All governments must establish a Child and Youth Advocate in each jurisdiction with a specialized unit with the mandate of Indigenous children and youth. The federal government specifically must establish a National Child and Youth Commissioner who would also serve as a special measure to strengthen the framework of accountability for the rights of Indigenous children in Canada.
12.13	Fully implement the Spirit Bear Plan.
14.1	Take urgent action to establish facilities described under Sections 81 and 84 of the <i>Corrections and Conditional Release Act</i> to ensure that Indigenous women, girls, and 2SLGBTQQIA people have options for decarceration. Such facilities must be strategically located to allow for localized placements and mother-and-child programming.



14.2	Ensure that facilities established under sections 81 and 84 of the <i>Corrections and Conditional Release Act</i> receive funding parity with Correctional Service Canada-operated facilities.
14.3	Immediately rescind the maximum security classification that disproportionately limits federally sentenced Indigenous women classified at that level from accessing services, supports, and programs required to facilitate their safe and timely reintegration.
14.4	Evaluate, update, and develop security classification scales and tools that are sensitive to the nuances of Indigenous backgrounds and realities.
14.5	Apply Gladue factors in all decision making concerning Indigenous women and 2SLGBTQQIA people and in a manner that meets their needs and rehabilitation.
14.7	Prohibit the transfer of federally incarcerated women in need of mental health care to all-male treatment centres.
14.8	Ensure correctional facilities and programs recognize the distinct needs of Indigenous offenders when designing and implementing programming for First Nations, Inuit, and Metis women.
14.9	In order to support reintegration, increase opportunities for meaningful vocational training, secondary school graduation, and postsecondary education.
14.10	Increase and enhance the role and participation of Elders in decision making for all aspects of planning for Indigenous women and 2SLGBTQQIA people.
14.11	Expand mother-and-child programming and establish placement options described in sections 81 and 84 of the <i>Corrections and Conditional Release Act</i> to ensure that mothers and their children are not separated.
14.13	Eliminate the practice of strip searches.
PROVINCIAL GOVERNMENT	
5.6	Develop an enhanced, holistic, comprehensive approach for the provision of support to Indigenous victims of crime and families and friends of Indigenous murdered or missing persons. This includes but is not limited to the following measures: <ul style="list-style-type: none"> I. Guaranteed access to financial support and meaningful and appropriate trauma care must be provided for victims of crime and traumatic



	<p>incidents, regardless of whether they report directly to the police, if the perpetrator is charged, or if there is a conviction.</p> <ol style="list-style-type: none"> 2. Adequate and reliable culturally relevant and accessible victim services must be provided to family members and survivors of crime, and funding must be provided to Indigenous and community-led organizations that deliver victim services and healing supports. 3. Legislated paid leave and disability benefits must be provided for victims of crime or traumatic events. 4. Guaranteed access to independent legal services must be provided throughout court processes. As soon as an Indigenous woman, girl, or 2SLGBTQQIA person decides to report an offence, before speaking to the police, they must have guaranteed access to legal counsel at no cost. 5. Victim services must be independent from prosecution services and police services.
5.7	<p>Establish robust and well-funded Indigenous civilian police oversight bodies (or branches within established reputable civilian oversight bodies within a jurisdiction) in all jurisdictions, which must include representation of Indigenous women, girls, and 2SLGBTQQIA people, inclusive of diverse Indigenous cultural backgrounds, with the power to:</p> <ol style="list-style-type: none"> 1. Observe and oversee investigations in relation to police negligence or misconduct, including but not limited to rape and other sexual offences. 2. Observe and oversee investigations of cases involving Indigenous Peoples. 3. Publicly report on police progress in addressing findings and recommendations at least annually.
5.8	<p>Enact missing persons legislation.</p>
5.12	<p>Increase Indigenous representation in all Canadian courts, including within the Supreme Court of Canada.</p>
5.13	<p>Expand and adequately resource legal aid programs in order to ensure that Indigenous women, girls, and 2SLGBTQQIA people have access to justice and meaningful participation in the justice system.</p>
5.14	<p>Thoroughly evaluate the impact of mandatory minimum sentences as it relates to the sentencing and over-incarceration of Indigenous women, girls, and 2SLGBTQQIA people and to take appropriate action to address their over-incarceration.</p>



5.15	Consider Gladue reports as a right and to resource them appropriately, and to create national standards for Gladue reports, including strength-based reporting.
5.16	Provide community-based and Indigenous-specific options for sentencing.
5.17	Thoroughly evaluate the impacts of Gladue principles and section 718.2(e) of the Criminal Code on sentencing equity as it relates to violence against Indigenous women, girls, and 2SLGBTQQIA people.
9.2	<p>Build respectful working relationships with Indigenous Peoples by knowing, understanding, and respecting the people they are serving. Initiatives and actions should include, but are not limited to, the following measures:</p> <ol style="list-style-type: none"> 1. Review and revise all policies, practices, and procedures to ensure service delivery that is culturally appropriate and reflects no bias or racism toward Indigenous Peoples, including victims and survivors of violence. 2. Establish engagement and partnerships with Indigenous Peoples, communities, and leadership, including women, Elders, youth, and 2SLGBTQQIA people from the respective territories and who are resident within a police service’s jurisdiction. 3. Ensure appropriate Indigenous representation, including Indigenous women, girls, and 2SLGBTQQIA people, on police services boards and oversight authorities. 4. Undertake training and education of all staff and officers so that they understand and implement culturally appropriate and trauma-informed practices, especially when dealing with families of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people.
9.4	<p>Ensure the capacity and resources to serve and protect Indigenous women, girls, and 2SLGBTQQIA people.</p> <p>Establish specialized Indigenous policing units within services located in cities and regions with Indigenous populations.</p> <ol style="list-style-type: none"> 1. Specialized Indigenous policing units are to be staffed with experienced and well-trained Indigenous investigators, who will be the primary investigative teams and officers overseeing the investigation of cases involving Indigenous women, girls, and 2SLGBTQQIA people. 2. Specialized Indigenous policing units are to lead the services’ efforts in community liaison work, community relationship building, and community crime-prevention programs within and for Indigenous communities.



	3. Specialized Indigenous policing units, within non-Indigenous police services, are to be funded adequately by governments.
INUIT-SPECIFIC	
16.28	Invest in Inuit-specific treatment and rehabilitation services to address the root causes of violent behavior. This must include, but is not limited to, culturally appropriate and accessible mental health services, trauma and addictions services, and access to culture and language for Inuit. Justice system responses to violence must ensure and promote the safety and security of all Inuit, especially Inuit women, girls, and 2SLGBTQQIA people.
16.30	Recognise and adopt an Inuit Nunangat model of policy, program, and service development and delivery. Effective, needs-based, and culturally and linguistically appropriate correctional services must be made available for Inuit women, girls, and 2SLGBTQQIA people in custody. Inuit men and boys in custody must also receive specialized programs and services to address their treatment and rehabilitation needs, as well as the root causes of violent behavior. Support and equitably fund the establishment of facilities and spaces as described in sections 81 and 84 of the <i>Corrections and Conditional Release Act</i> within all Inuit regions.
16.31	Amend correctional service intake and data-collection policies and practices to ensure that distinctions-based information about Inuit women, girls, and 2SLGBTQQIA people is accurately captured and monitored. All correctional services must report annually to Inuit representative organizations on the number of Inuit women within correctional services’ care and custody.
16.32	Ensure there is Inuit representation among sworn officers and civilian staff within Inuit communities. The RCMP must take immediate and directed measures to ensure the number of Inuit within the RCMP in Nunavut, and throughout the Inuit homelands, is proportionally representative.
16.34	Within the Nunavut Territory, fully implement the principles and objectives of Article 23 of the Nunavut Land Claims Agreement.
16.35	Ensure the intent and objectives of the policing provisions of the James Bay Northern Quebec Agreement are fully implemented, including Inuit representation, participation, and control over policing services within Nunavik. The Kativik Regional Police Force must be resourced and provided with the legal capacity to provide Nunavik Inuit with effective and substantively equitable policing services. Urgent investments are required to ensure that the KPRF has the infrastructure and human resource capacity to meet these obligations.



16.36	Ensure that there are police services in all Inuit communities.
16.47	Acknowledge the findings of the Qikiqtani Truth Commission and work to implement the recommendations therein in partnership with Qikiqtani Inuit Association and the Inuit of the Qikiqtaaluk Region.
16.48	Support the work of the Nanilavut project on a long-term basis, with sustained funding, so that it can continue to serve Inuit families as they look for answers to the questions of what happened to their loved ones. This must provide for the option of repatriation of the remains of lost loved ones once they are located.

Policy Theme IV: Human Security

ALL GOVERNMENTS	
MMIWG Reference	Details
4.1	Uphold the social and economic rights of Indigenous women, girls, and 2SLGBTQQIA people by ensuring that Indigenous Peoples have services and infrastructure that meet their social and economic needs – IMMEDIATELY ensure safe housing, clean drinking water, and adequate food.
4.2	Recognize Indigenous Peoples’ right to self-determination in the pursuit of economic social development.
	Support and resource economic and social progress and development on an equitable basis, as these measures are required to uphold the human dignity, life, liberty, and security of Indigenous women, girls, and 2SLGBTQQIA people.
	Support and resource community-based supports and solutions designed to improve social and economic security, led by Indigenous women, girls, and 2SLGBTQQIA people.
4.3	Stable and long-term funding for support programs and services for Indigenous women, girls, and 2SLGBTQQIA people in the sex industry to promote their safety and security.
4.4	Provide supports and resources for educational, training, and employment opportunities for all Indigenous women, girls, and 2SLGBTQQIA people.



4.5	Establish a guaranteed annual livable income for all Canadians, including Indigenous Peoples, to meet all their social and economic needs.
4.6	Immediately commence the construction of new housing and the provision of repairs for existing housing to meet the housing needs of Indigenous women, girls, and 2SLGBTQQIA people.
4.7	Support the establishment and long-term sustainable funding of Indigenous-led low-barrier shelters, safe spaces, transition homes, second-stage housing, and services for Indigenous women, girls, and 2SLGBTQQIA people who are homeless, near homeless, dealing with food insecurity, or in poverty, and who are fleeing violence or have been subjected to sexualized violence and exploitation.
	Ensure that shelters, transitional housing, second-stage housing, and services are appropriate to cultural needs, and available wherever Indigenous women, girls, and 2SLGBTQQIA people reside.
4.8	Ensure that adequate plans and funding are put into place for safe and affordable transit and transportation services and infrastructure for Indigenous women, girls, and 2SLGBTQQIA people living in remote or rural communities.
9.11	Develop and implement guidelines for the policing of the sex industry in consultation with women engaged therein, and create a specific complaints mechanism about police for those in the sex industry.
12.1	Recognise Indigenous self-determination and inherent jurisdiction over child welfare.
12.2	Transform current child welfare systems so that Indigenous communities have control over the design and delivery of services for their families and children. Adequately fund and resource these systems to ensure better support for families and communities to keep children in their family homes.
12.3	Develop and apply a definition of “best interests of the child” based on distinct Indigenous perspectives, world views, needs, and priorities, including the perspectives of Indigenous children and youth.
12.4	Prohibit the apprehension of children on the basis of poverty and cultural bias.
12.5	Financial supports and resources to be provided so that family or community members of children of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people are capable of caring for the children left behind. Ensure the availability of specialized care, such as grief, loss, trauma, and other required



	services, for children left behind who are in care due to the murder or disappearance of their caregiver.
12.6	Where apprehension is not avoidable, child welfare services must prioritise and ensure that a family member(s) or close community member(s) assume care of Indigenous children.
12.10	Immediately adopt the Canadian Human Rights Tribunal 2017 CHRT 14 standards regarding the implementation of Jordan’s Principle in relation to all First Nations, Metis, and Inuit children. Modify funding formulas for the provision of services on a needs basis, and prioritise family support, reunification, and prevention of harms.
12.11	Reform laws and obligations relating to youth “aging out” of the system, including by ensuring a complete
12.14	Establish more rigorous requirements for safety, harm-prevention, and needs-based services within group or care homes, as well as within foster situations, to prevent the recruitment of children in care into the sex industry. Provide appropriate care and services, over the long term, for children who have been exploited or trafficked while in care.
12.15	Fully investigate deaths of Indigenous youth in care.
13.2	All governments and bodies mandated to evaluate, approve, and/or monitor development projects of extractive and development industries must complete gender-based socioeconomic impact assessments on all proposed projects as part of their decision making and ongoing monitoring of projects. Project proposals must also include provisions and plans to mitigate risks and impacts identified in these assessments prior to being approved.
13.3	All parties involved in the negotiations of impact-benefit agreements related to resource extraction and development projects must include provisions that address projects’ impacts on the safety and security of Indigenous women, girls, and 2SLGBTQQIA people, as well as ensuring their equitable benefit from the projects.
13.4	Fund further inquiries and studies in order to better understand the relationship between resource extraction and other development projects, and violence against Indigenous women, girls, and 2SLGBTQQIA people.
13.5	Anticipate and recognize increased demand on social infrastructure because of development projects and resource extraction. Identify mitigation measures as part of the planning and approval process thereof.



14.12	Provide programming for men and boys that confronts and ends violence against Indigenous women, girls, and 2SLGBTQQIA people.
18.29	Create roles for Indigenous care workers, who would hold the same authority as community mental health nurses and social workers, in terms of advocating for 2SLGBTQQIA clients and testifying in court as recognized professionals.
PROVINCIAL GOVERNMENT	
8.1	Undertake training to identify and respond to sexual exploitation and human trafficking, as well as the development and implementation of reporting policies and practices.
12.8	Immediately end the practice of issuing birth alerts everywhere.
18.23	Coroners and others involved in the investigation of missing and murdered Indigenous trans and non-binary individuals must use gender-neutral or non-binary options, such as an X-marker, for coroners' reports and reporting information related to crimes, as appropriate.
INUIT-SPECIFIC	
16.1	Honour all socio-economic commitments as defined in land claims agreements and self-government agreements between Inuit and the Crown. Fully comply with, and implement, Articles 23 and 24 of the Nunavut Land Claims Agreement, and commitments by governments to provide for the housing and economic needs of Inuit.
16.5	Invest in infrastructure required to ensure all Inuit have access to high speed Internet.
16.6	Ensure that population numbers for Inuit outside of the Inuit homeland are captured in a disaggregated manner, and that their rights as Inuit are upheld.
16.12	Ensure that Inuit men and boys are provided services that are gender- and Inuit-specific to address historic and ongoing trauma they are experiencing. These programs must be Inuit-led and run, and must be well resourced and accessible.
16.13	Take all measures required to implement the National Inuit Suicide Prevention Strategy with Inuit nationally and regionally, through Inuit Tapiriit Kanatami.
16.14	Review and amend laws in relation to child and family services to ensure they uphold the rights of Inuit children and families and conform to Inuit laws and



	values. Inuit parents and guardians must be provided access to Inuit-specific parenting and caregiving teachings and services.
16.15	Establish and fund an Inuit Child and Youth Advocate with jurisdiction over all Inuit children in care. In the absence of this action, establish Inuit-specific child and youth advocates within each province and territory.
16.16	Enumerate and report on the number of Inuit children in care of each government agency providing child and family services to Inuit.
16.17	Prioritise supporting Inuit families and communities to meet the needs of Inuit children, recognizing that apprehension must occur only when absolutely required to protect a child. Placement of Inuit children with extended family and in Inuit homes must be prioritized and resourced, and placement outside these structures must be restricted.
16.18	Respect the rights of Inuit children and people in care, including those placed in care outside of their Inuit homelands. Ensure that children and people in care have access to their families and kinship systems and have meaningful access to their culture and language and to culturally relevant services. Invest in safe, affordable, and culturally appropriate housing within Inuit communities and for Inuit outside of their homelands.
16.19	Fund and develop safe houses, shelters, transition houses, and second-stage housing for Inuit women, girls, and 2SLGBTQQIA people fleeing violence. These are required in all Inuit communities and in urban centres with large Inuit populations. This action includes the establishment and funding of shelters and safe spaces for families, children, and youth, including 2SLGBTQQIA Inuit, who are facing socioeconomic crises in all Inuit communities and in urban centres with large Inuit populations.
16.20	Support the establishments of programs and services designed to financially support and promote Inuit hunting and harvesting in all Inuit communities. Increase minimum wage and social assistance rates to meet the needs of Inuit and to match the higher cost of living in Inuit communities. A guaranteed annual livable income model, recognizing the right to income security, must be developed and implemented.
16.21	Ensure equitable access to high-quality educational opportunities and outcomes from early childhood education to post-secondary education within Inuit communities. Invest in providing Inuit women, girls, and 2SLGBTQQIA people with accessible and equitable economic opportunities.
16.22	Fund and support culturally and age appropriate programs for Inuit children and youth to learn about developing interpersonal relationships. Inuit children and



	youth must also be taught how to identify violence through the provision of age-appropriate educational programs.
16.23	Collaborate with Inuit to provide public awareness and education to combat the normalization of domestic and sexual violence against Inuit women, girls, and 2SLGBTQQIA people. Educate men and boys about the unacceptability of violence against Inuit women, girls, and 2SLGBTQQIA people. Raise awareness about the human and Indigenous rights of Inuit.
16.24	Fund and support programs for Inuit children and youth to teach them how to respond to threats and identify exploitation. In particular, this is the case with respect to the threats of drugs and drug trafficking as well as sexual exploitation and human trafficking.
16.27	In all areas of service delivery – including, but not limited to, policing, criminal justice, education, health, and social services – there should be ongoing and comprehensive Inuit-specific cultural competency training for public servants. There must also be ongoing and comprehensive training in areas such as trauma care, cultural safety, anti-racism, and education with respect to historical and ongoing colonialism to which Inuit have been and are subjected.
16.29	Design and provide wraparound, accessible, and culturally appropriate victim services. These must be accessible and available to all Inuit and in all Inuit communities.
16.33	Invest in capacity building, recruitment, and training to achieve proportional representation of Inuit throughout the public service in Inuit homelands.
16.37	Amend laws, policies, and practices to recognize Inuit definitions of “family”, “kinship”, and “customs” to respect Inuit family structures.
16.38	All service providers working with Inuit must amend policies and practices to facilitate multi-agency interventions, particularly in cases of domestic violence, sexualized violence, and poverty. Responses to domestic violence must prioritise early intervention and prevention programs and services.
16.39	Support and fund the establishment of culturally appropriate and effective child advocacy centres throughout the Inuit homeland.
16.40	Develop responses to adverse childhood experiences that are culturally appropriate and evidence-based. This must include, but is not limited to, services such as intervention and counselling for children who have been sexually and physically abused.



16.41	Work with Inuit women, girls, and 2SLGBTQQIA people to identify barriers, promote their equal representation within governance, and work to support and advance their social, economic, cultural, and political rights.
16.42	Ensure the long-term, sustainable, and equitable funding of Inuit womens’, youths’, and 2SLGBTQQIA peoples’ groups.
16.43	Ensure that there are robust oversight mechanisms established to ensure services are delivered in a manner that is compliant with the human rights and Indigenous rights of Inuit. These mechanisms must be accessible and provide for meaningful recourse.
16.44	Collect disaggregated data in relation to Inuit to monitor and report on progress and the effectiveness of laws, policies, and services designed to uphold the social, economic, political, and cultural rights and well-being of Inuit women, girls, and 2SLGBTQQIA people.



Appendix G: Implementation Matrix

The Implementation Matrix:

- identifies the commitments of the Provincial Indigenous Women’s Organizations and the Government of Newfoundland and Labrador in relation to implementing the recommendations from the December 2021 Gathering;
- identifies the timeframe for the completion of the implementation and action on the recommendations; and
- address any other matters agreed to by the parties.

This page provides an explanation on the content of charts for each priority area.

Priority Area #: *title of the priority area from the December 2021 Gathering Report*

Lead Party(ies): *party(ies) responsible for the implementation and actions on the recommendations*

Participating Party(ies): *others who may have direct and significant interest in the Priority Area*

Planning Assumptions

The planning assumptions reflect the circumstances considered or expected to arise in the implementation of the recommendations. Some planning assumptions also reflect steps or measures that the parties assume will be taken to support the performance of the described work plan activity (ies).

Outcomes and Indicators

The activities listed contribute to:

The outcomes or indicators related to the Priority Area are listed here.

Resources



The resources required for implementation are listed here.

Each Priority Area chart includes a table using the following format:

Activities/Recommendations	Deliverables / Outputs	Workplan
<i>The recommendations from the report are set out here.</i>	<i>This is the desired outcome.</i>	<i>The activities and actions required to implement the recommendations are set out here.</i>

Top Priority: Establishment of the Reconciliation Council

Lead Party(ies): Reconciliation Council

Participating Party(ies): Representatives of Indigenous Women's Steering Committee, Representatives from the Government of Newfoundland and Labrador

Planning Assumptions

1. The Reconciliation Council Terms of Reference are approved by the Indigenous Women's Steering Committee and the Government of Newfoundland and Labrador.
2. The Government of Newfoundland and Labrador pays for the cost of the Council and for the Indigenous representatives to participate in the Council.

Outcomes and Indicators

The activities listed contribute to:

1. a new relationship between the Indigenous Peoples and the Government of Newfoundland and Labrador that supports collaboration on systemic change;
2. increased confidence of Indigenous Women's Organizations to openly discuss challenges with the Government of Newfoundland and Labrador in meaningful ways;
3. increased collaboration between the Indigenous Women's Organizations and the Government of Newfoundland and Labrador to ensure Increased awareness of priority areas;
4. increase opportunities to work together and discuss key areas;
5. a well-functioning collaborative Council with
 - a. monthly meetings supporting the development of a trusting and respectful relationship between the Indigenous women's organizations and the Government of Newfoundland and Labrador; and
 - b. approved activities for each year of the implementation plan.

Resources

1. The Council may jointly identify resource people to support the work of the Reconciliation Council.

2. The Government of Newfoundland and Labrador will provide administrative support to the Council.

Activities	Deliverables / Outputs	Workplan
<p>A. Monitor the implementation of the recommendations from the Hear Our Voices report from the December 2021 Gathering.</p>	<ul style="list-style-type: none"> ● Regular meetings of the Reconciliation Council ● Timely implementation of recommendations from the Hear Our Voices report. ● Regular reports on implementation progress of the implementation of the recommendations. 	<ul style="list-style-type: none"> i. The Reconciliation Council will review this implementation plan at each meeting to track the implementation of the recommendations from the December 2021 Gathering report. ii. The Reconciliation Council will provide written reports on the implementation of the recommendations to the Parties each quarter and annually to the public.
<p>B. Provide advice and recommendations to the Parties on this work plan.</p>	<ul style="list-style-type: none"> ● Annual assessment of progress on the implementation of the recommendations. ● Regularly identify and recommend: <ul style="list-style-type: none"> ○ adjustments in existing activities; and ○ any new activities to be included in this implementation plan. ● Assess implications of adjusted or new activities for changes to Government funding for the implementation of the recommendations. ● Timely response and resolution of issues that arise during implementation. 	<ul style="list-style-type: none"> i. Recommendations on changes to the existing implementation plan will be outlined in a Summary of Amendments document which will be presented to the Reconciliation Council for approval at each meeting, or as necessary. ii. The Reconciliation Council will review the: <ul style="list-style-type: none"> a. progress on implementation of this plan provided in quarterly reports; b. input from the members of Reconciliation Council; and c. input from the Indigenous Women’s Organizations and through the annual gathering; to identify and recommend required adjustments to existing activities and any new activities that need to be included in the implementation work plan. iii. The Reconciliation Council will respond to any issues that may arise during implementation of this implementation work plan in a timely manner.

Priority Area A: Systemic Change

Lead Party(ies): Reconciliation Council

Participating Party(ies): Representatives of Indigenous Women's Steering Committee, Representatives from the Government of Newfoundland and Labrador

Planning Assumptions:

1. Systemic changes are required to government operations, the judicial system, the health system and the education system and these changes take time.
2. Government elections will not interfere with the on-going implementation of the systemic changes required for Indigenous Peoples to fully realize the benefits of and access to government services.
3. The Council will develop a shared vision of the systemic change and what it should accomplish. Through the stages of development, the number of people from different groups who agree on the shape and purpose of the new system increases.
4. The support of the public and of the political leadership at all levels of the system must deepen their understanding of the what and why of the systemic changes needed. The inclusion of diverse populations is critical in building support, therefore annual reporting on change is required.
5. Building networks that study, pilot or test, and support the new vision supports lasting systemic change. These networks require newsletters, conferences, and personal communications to link people of similar roles across existing organizational lines to support systemic change.
6. Understanding, communication, problem solving, decision making, and teamwork are required.
7. To achieve systemic change, administrative roles and responsibilities need to shift from a hierarchical structure of control to one of support and shared decision making.
8. Provincial, municipal, and local policy need to be aligned around the beliefs and practices of the new system, particularly in areas related to Indigenous access to and benefit from programs and services.
9. Making system change requires conscious planning. The process is like remodeling a building while people are still using it; redesign and reconfiguration need to be carefully staged to keep the building functional.

Outcomes and Indicators

The activities listed contribute to:

1. Increased and equitable access to the full range of government funded programs and services.

Resources

1. Each Party will identify their own resource people to support the work of the Reconciliation Council. The Parties may also jointly identify resource people to support the work of the Reconciliation Council.
2. The Government of Newfoundland and Labrador will provide administrative support to the Council.

Recommendation References

- Culture: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
- Health and Wellness: 56, 57, 58, 59, 60, 61, 62, 63, 64, 65
- Justice: 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141
- Human Security: 179, 180

Recommendations	Deliverables / Outputs	Workplan
A. Ensure Indigenous children in care receive timely and appropriate assessments to identify and diagnose their medical needs, psychological status, and educational abilities and ensure that the required supports are	<ul style="list-style-type: none"> • Timely and appropriate assessment of Indigenous children in care • Diagnosis and required supports provided to address medical needs, psychological status, and educational abilities 	<ol style="list-style-type: none"> i. Review and assess current system of assessment for Indigenous children to identify current gaps and challenges to decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes iv. Provide training and support to key stakeholders to implement the change management plan

Recommendations	Deliverables / Outputs	Workplan
<p>immediately provided. (short term)</p>		<ul style="list-style-type: none"> v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders. vi. Track progress of the implementation of the change management plan. vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.
<p>B. Develop and implement a comprehensive plan to recruit, hire and promote Indigenous staff in child and family service agencies and promote intensive and ongoing training and social workers and child welfare staff about local Indigenous culture, language, and also sexual exploitation and trafficking (short term)</p>	<ul style="list-style-type: none"> ● Increased Indigenous staff in child and family services agencies ● Intensive and on-going training on Indigenous culture, language, sexual exploitation and trafficking is available to all social workers and child and family services agencies’ staff 	<ul style="list-style-type: none"> i. Review and assess current system of recruitment for Indigenous staff in child and family services agencies to decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes iv. Provide funding, training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders. vi. Track progress of the implementation of the change management plan. vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.

Recommendations	Deliverables / Outputs	Workplan
<p>C. Investigate and report on the claims that childcare workers, especially those in very small communities, are working for twelve to sixteen weeks straight at a time. This creates a high turnover of staff, so there is no continuity or stability for the children in care. (medium term)</p>	<ul style="list-style-type: none"> ● Change to the work requirements for child care workers 	<ol style="list-style-type: none"> i. Review and assess current engagement process to decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes and to develop an engagement protocol iv. Provide funding, training, and support to key stakeholders to implement the change management plan and the engagement protocol v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan and engagement protocol with key stakeholders. vi. Track progress of the implementation of the change management plan and the engagement protocol vii. Evaluate progress of the change management and engagement protocol implementation and whether it meets the vision of the Parties and revise the plan as required.
<p>A. Engage with existing Indigenous women’s organizations in a meaningful and respectful way to:</p> <ol style="list-style-type: none"> a. communicate opportunities for engagement and 	<ul style="list-style-type: none"> ● Enhanced engagement and a new working relationship between the Indigenous women’s organizations and the Government of Newfoundland and Labrador 	<ol style="list-style-type: none"> i. Review and assess current engagement process to decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes and to develop an engagement protocol iv. Provide funding, training, and support to key stakeholders to implement the change

Recommendations	Deliverables / Outputs	Workplan
<p>consultation on Government initiatives (medium term)</p> <p>b. ensure staffing sustainability within departments so Indigenous Women’s organizations have continuity in the people and programs they work with (medium term)</p>		<p>management plan and the engagement protocol</p> <p>v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan and engagement protocol with key stakeholders.</p> <p>vi. Track progress of the implementation of the change management plan and the engagement protocol</p> <p>vii. Evaluate progress of the change management and engagement protocol implementation and whether it meets the vision of the Parties and revise the plan as required.</p>
<p>B. Engage Indigenous women Elders to pass on knowledge – ceremonial and cultural knowledge (short term)</p>	<ul style="list-style-type: none"> Knowledge of Indigenous ceremonial and culture is shared in a meaningful way to ensure the knowledge continues to pass on through future generations 	<p>i. Review and assess current engagement process with Elders to decide what change is necessary</p> <p>ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes</p> <p>iii. Jointly develop a change management plan to effect the necessary changes and to develop an engagement protocol and the process for passing knowledge along to future generations</p> <p>iv. Provide funding, training, and support to key stakeholders to implement the change</p>

Recommendations	Deliverables / Outputs	Workplan
		<p>management plan and the process for passing along knowledge</p> <ul style="list-style-type: none"> v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan and engagement protocol with key stakeholders. vi. Track progress of the implementation of the change management plan and the engagement protocol vii. Evaluate progress of the change management and engagement protocol implementation and whether it meets the vision of the Parties and revise the plan as required.
<p>C. Open meetings with Indigenous Peoples with ceremony and have Elders, knowledge keepers and knowledge sharers in attendance at meetings. This will acknowledge Indigenous women, ensure that they are respected and create a safe place where Indigenous people can relate their experiences and pass on their information (short term)</p>	<ul style="list-style-type: none"> • New process for opening meetings • Indigenous cultural ceremonies are incorporated into educational, judicial, medical, and government systems 	<ul style="list-style-type: none"> i. Review and assess current process for opening meetings and incorporating Indigenous cultural ceremonies into existing systems and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders. vi. Track progress of the implementation of the change management plan vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.

Recommendations	Deliverables / Outputs	Workplan
<p>D. Provide increased opportunities for cultural ceremonies to be incorporated into educational, judicial, medica (including in palliative care, and government institutions (medium term)</p>		
<p>A. Review existing:</p> <ul style="list-style-type: none"> a. provincial grant applications ; b. government website c. Indigenous funding opportunities d. applications for support e. new applications for Newfoundland and Labrador 	<ul style="list-style-type: none"> ● Grant applications are simplified and user-friendly ● Government website is user- friendly ● New portal for Indigenous funding is available through the government website 	<ul style="list-style-type: none"> i. Review and assess current applications, application process and government website and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan vi. Track progress of the implementation of the change management plan vii. Evaluate progress of the change management implementation and whether it meets the

Recommendations	Deliverables / Outputs	Workplan
<p>Housing Corporation</p> <p>f. the Nutrition North Program to make is more accessible to residents and reformat the application</p> <p>to create more flexible user-friendly versions (short term)</p>		<p>vision of the Parties and revise the plan as required.</p>
<p>B. Ensure that all government departments, agencies and institutions have Indigenous liaison staff to create and maintain safe access to programs and services for Indigenous Peoples (medium-term)</p>	<ul style="list-style-type: none"> Indigenous Liaison staff to create and maintain safe access for Indigenous Peoples to government programs and services 	<ol style="list-style-type: none"> i. Review and assess current number of Indigenous liaison staff and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes and to change process for opening meetings iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change

Recommendations	Deliverables / Outputs	Workplan
		<p>throughout the implementation of the change management plan with key stakeholders</p> <p>vi. Track progress of the implementation of the change management plan</p> <p>vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.</p>
<p>C. Ensure all Indigenous communities are aware of the support and resources available to them and ensure that these supports, and resources are delivered in a culturally appropriate manner (medium term)</p>	<ul style="list-style-type: none"> ● Indigenous communities are aware of supports and resources available to them ● Programs and services are delivered in a culturally appropriate manner ● A communications strategy is developed on supports and resources available to Indigenous Peoples 	<p>i. Review and assess awareness and access to government programs and services by Indigenous Peoples and decide what change is necessary</p> <p>ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes</p> <p>iii. Jointly develop a change management plan to effect the necessary changes</p> <p>iv. Provide training, and support to key stakeholders to implement the change management plan</p> <p>v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan and develop a long-term communications plan</p> <p>vi. Track progress of the implementation of the change management plan</p> <p>vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.</p>
<p>D. provide interpreters and translators for Indigenous Peoples in</p>	<ul style="list-style-type: none"> ● Increased access to interpreters and translators for Indigenous Peoples 	<p>i. Review and assess current number of interpreters and translators and decide what change is necessary</p> <p>ii. Share information and engage with key stakeholders to secure input on necessary</p>

Recommendations	Deliverables / Outputs	Workplan
<p>health centres, hospitals, courts, and other government services so they receive services and support in their own languages (medium term)</p>		<p>changes and ways and means to effect the necessary changes</p> <ul style="list-style-type: none"> iii. Jointly develop a change management plan to effect the necessary changes and to change process for opening meetings iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders vi. Track progress of the implementation of the change management plan vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.
<p>E. develop and implement enforcement processes in all health care institutions, courts, policing agencies, and other government institutions to ensure Indigenous Peoples are respected and treated fairly (medium term)</p> <p>F. promote better public awareness of stigmas</p>	<ul style="list-style-type: none"> ● Enforcement process to ensure Indigenous Peoples are respected and treated fairly 	<ul style="list-style-type: none"> i. Review and assess current number of Indigenous liaison staff and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes and to change process for opening meetings iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders

Recommendations	Deliverables / Outputs	Workplan
<p>associated with Indigenous Peoples and exercise zero tolerance for racism since basic human rights should be enforced for all Canadians. (medium term)</p> <p>G. establish and maintain anti-Indigenous racism sub-committees within government departments</p> <p>H. immediately set up a provincial anti-racism committee to study why Indigenous racism is higher than average and:</p> <ul style="list-style-type: none"> a. outline a plan of action to address the causes for the higher incidence of racism identified by the study 		<ul style="list-style-type: none"> vi. Track progress of the implementation of the change management plan vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.

Recommendations	Deliverables / Outputs	Workplan
<ul style="list-style-type: none"> b. ensure the plan of action is comprehensive, and addresses all of the issues identified in the study c. incorporate a review and evaluation process into the plan to ensure the plan of action remains relevant and can be effectively implemented d. act based on the findings of the study e. appoint an Indigenous Advocate to police the effectiveness of the actions taken and report back to the committee so corrective action 		

Recommendations	Deliverables / Outputs	Workplan
<p>can be taken, if required (medium term)</p>		
<p>I. provide better internet services so residents in remote areas can access the telehealth line, and there is a need for training in the use of these services (medium term)</p>	<ul style="list-style-type: none"> Enhanced internet access in remote areas in Newfoundland and Labrador 	<ol style="list-style-type: none"> i. Review and assess current number of Indigenous liaison staff and decide what change is necessary TARGET DATE: March 2023 ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes TARGET DATE: March 2024 iii. Jointly develop a change management plan to effect the necessary changes and to change process for opening meetings iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders vi. Track progress of the implementation of the change management plan vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.
<p>A. Collect, catalogue, digitize, and make publicly available information from</p>	<ul style="list-style-type: none"> Accurate and comprehensive publicly information on the Indigenous students’ residential schools and boarding schools experience 	<ol style="list-style-type: none"> i. Review and assess current residential school and boarding school records and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary

Recommendations	Deliverables / Outputs	Workplan
<p>government, Church records, knowledge keepers and local historians to ensure that the history of “the dorms” (residential schools and boarding schools) and the current experiences of boarding students who leave home (Mud Lake, Labrador) to attend high school in Goose Bay, for example, may be recorded and reflected in the curriculum (long term)</p>		<p>changes and ways and means to effect the necessary changes</p> <ul style="list-style-type: none"> iii. Jointly develop a change management plan to effect the necessary changes iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan vi. Track progress of the implementation of the change management plan vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.
<p>A. increase the number of doctors and nurses, mental health workers, etc. delivering services in Indigenous communities</p>	<ul style="list-style-type: none"> ● Systemic changes to the health system are made to enhance access to responsive and respectful programs and services by Indigenous people 	<ul style="list-style-type: none"> i. Review and assess current process for opening meetings and incorporating Indigenous cultural ceremonies into existing systems and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes

Recommendations	Deliverables / Outputs	Workplan
<p>to support consistency and continuity in care</p> <p>B. reduce wait times to see a doctor in Indigenous communities which are currently between five weeks to five months.</p> <p>C. reduce the number of appointments that get bumped</p> <p>D. ensure referrals are prioritized based on need</p> <p>E. change the process for residents to sign up to be on a waitlist for a doctor by email to ensure they have access to family doctors and other health care professionals</p>		<p>iv. Provide training, and support to key stakeholders to implement the change management plan</p> <p>v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders.</p> <p>vi. Track progress of the implementation of the change management plan</p> <p>vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.</p>

Recommendations	Deliverables / Outputs	Workplan
<p>F. if you need a doctor’s note for sick leave, you need to go to emergency for hours, this is not acceptable and must be changed to address the need to secure doctor’s notes (short term)</p> <p>G. the need for a regional response for specialty care;</p> <p>H. return to traditional birthing process for labor and delivery through midwifery;</p> <p>I. introduce a universal basic income program for Indigenous women to address food insecurity, health services, healing and wellness (medium term)</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>J. investigate the establishment of mobile health units that travel to communities, which perform (among other procedures), foot care, blood collections, removal of stitches for post-op patients, and blood pressure checks (medium term)</p> <p>K. expand the mental health services in Indigenous communities to lessen the wait time to see a professional (medium term)</p> <p>L. provide Labrador with walk-in medical services (medium term)</p>		
<p>promote advocacy/celebration of life promotion (short term)</p>	<ul style="list-style-type: none"> ● Increased implementation of the life promotion program 	<ol style="list-style-type: none"> i. Review and assess current process for opening meetings and incorporating Indigenous cultural ceremonies into existing systems and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary

Recommendations	Deliverables / Outputs	Workplan
		<p>changes and ways and means to effect the necessary changes</p> <ul style="list-style-type: none"> iii. Jointly develop a change management plan to effect the necessary changes iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders. vi. Track progress of the implementation of the change management plan vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.
<p>A. Enhance the justice system to better serve Indigenous people (long term) by:</p> <ul style="list-style-type: none"> a. ensure Indigenous court support workers are available for Indigenous people (short term) b. working inclusively with Indigenous 	<ul style="list-style-type: none"> ● Increased access to the justice system that is respectful to Indigenous people 	<ul style="list-style-type: none"> i. Review and assess current process for opening meetings and incorporating Indigenous cultural ceremonies into existing systems and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders. vi. Track progress of the implementation of the change management plan

Recommendations	Deliverables / Outputs	Workplan
<p>groups, specifically, Elders to develop restorative action plans for offenders</p> <p>c. reviewing and revising legal standards to ensure they reflect the Indigenous ways of life and knowing</p> <p>d. prioritizing and strengthening ties with training schools, universities, etc., to have a more collaborative approach to Indigenous training for judges, court workers, Gladue writers, victim services workers, social workers, and others who work in the court;</p>		<p>vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.</p>

Recommendations	Deliverables / Outputs	Workplan
<p>e. listening and following the advice of the Indigenous Elders in court proceedings;</p> <p>f. creating resources to Indigenous Peoples to support their self-governance (short term)</p> <p>g. review the whole justice system to consider Indigenous Peoples’ needs and what they are familiar with, for example using an eagle feather instead of a bible and offering the services of an Elder</p> <p>h. provide youth and family</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>programming before going to court, including sharing information on the Youth Criminal Justice Act for example</p> <p>i. provide mental health programs and services and other resources to get young people involved, back to the land, involved in their Culture, etc., helping Indigenous youth to reconnect with the land and Elders</p> <p>j. embrace and show value to Elders in the court process and have them present for support for victims and perpetrators</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>k. allow Indigenous justice workers, judges, lawyers, clerks etc. to wear traditional dress. This is a sign of respect for the Indigenous people (short term)</p> <p>l. hire and maintain an in-house intake officer who can speak an Indigenous language in Labrador, so calls are not referred to the St. John’s office</p> <p>m. increase accessibility to lawyers for detainees in Labrador on weekends when only a guard is on duty and detainees</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>do not have access to legal services</p> <p>n. Systemic implement and use National Standards for example Gladue report writing within communities for Indigenous offenders</p> <p>o. recruit and retain more Indigenous judges, lawyers, and justice staff</p>		
<p>A. identify initiatives to reduce the length of police response time - lots of times police do not respond at all; this has to be investigated and corrected (medium term)</p> <p>B. ensure that existing anti-racism policies are</p>	<ul style="list-style-type: none"> ● Reduce police response time for Indigenous calls for police ● Enforced anti-racism policies ● Enhance cultural aspects with police in Indigenous communities are addressed ● Additional support staff are available for police ● Reduction in violence against 2SLGBTQQIA+ people 	<ul style="list-style-type: none"> i. Review and assess current process for opening meetings and incorporating Indigenous cultural ceremonies into existing systems and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change

Recommendations	Deliverables / Outputs	Workplan
<p>enforced in policing and judicial systems (medium term)</p> <p>C. ensure cultural aspects with police in Indigenous communities are addressed promptly and on-going checks are in place (long term)</p> <p>D. Systemic ensure support staff like CSSD are available for the police so the police know where they are going, even to people’s houses (long term)</p> <p>E. take mitigating action for every report of violence against Indigenous women, girls, and 2SLGBTQQIA+ people. These zero tolerances should send a clear message to the perpetrators that this</p>		<p>throughout the implementation of the change management plan with key stakeholders.</p> <p>vi. Track progress of the implementation of the change management plan</p> <p>vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.</p>

Recommendations	Deliverables / Outputs	Workplan
<p>will no longer be tolerated and a clear message of support to the victims (short term)</p>		
<p>A. create effective and well-funded opportunities and provide incentives to encourage Indigenous people to work within the health and wellness field in their communities (short term)</p> <p>B. provide more nurse practitioners in clinics, and they need more support while they are there for a better chance of retention. They need more leave time and days off. Government presently</p>	<ul style="list-style-type: none"> ● Increased health care providers for Indigenous Peoples 	<ol style="list-style-type: none"> i. Review and assess current process for opening meetings and incorporating Indigenous cultural ceremonies into existing systems and decide what change is necessary ii. Share information and engage with key stakeholders to secure input on necessary changes and ways and means to effect the necessary changes iii. Jointly develop a change management plan to effect the necessary changes iv. Provide training, and support to key stakeholders to implement the change management plan v. Communicate and share information in a timely and relatable manner on status of change throughout the implementation of the change management plan with key stakeholders. vi. Track progress of the implementation of the change management plan vii. Evaluate progress of the change management implementation and whether it meets the vision of the Parties and revise the plan as required.

Recommendations	Deliverables / Outputs	Workplan
<p>pays more for locums but should staff more positions in the communities, so they are not overworked</p> <p>C. immediately initiate an aggressive recruitment and retention program, including housing assistance, to assist health professionals and support staff</p>		

Priority Area B: Legislative Changes

Lead Party(ies): Reconciliation Council

Participating Party(ies): Representatives of Indigenous Women's Steering Committee, Representatives from the Government of Newfoundland and Labrador

Planning Assumptions

1. Changes to the laws and policies of the Government of Newfoundland and Labrador are required to address systemic racism and reach true reconciliation.

Outcomes and Indicators

The activities listed contribute to:

1. systemic changes based on foundational laws and policies that respect and reflect Indigenous Peoples in Newfoundland and Labrador.

Resources

1. Operating through the Reconciliation Council's Technical Committee, members of the Indigenous Women's Steering Committee and representatives of the Government of Newfoundland and Labrador may jointly identify resource people to support the work of the Council on law and policy change.

Recommendation References

- Culture: 18, 19, 20, 21, 22, 23, 24, 25, 26, 27
- Health and Wellness: 66, 67, 68, 69
- Justice: 142, 143, 144, 145, 146, 147, 148
- Human Security: N/A

Recommendations	Deliverables / Outputs	Workplan
<p>A. Review existing child welfare laws and policies to:</p> <ul style="list-style-type: none"> a. ensure they reflect the needs of the community and the child and immediately take corrective action as deemed necessary (short term) b. reduce administrative obstacles – the red tape - in child welfare c. require the development of community driven and community-focused processes that streamline access to programs and services and the resolution of child welfare matters. (medium 	<ul style="list-style-type: none"> ● Legislative and policy changes enacted to help address the overrepresentation of Indigenous children and youth in care by better reflecting the central and unique role that Indigenous families and communities play in the well-being of their children and youth 	<ul style="list-style-type: none"> i. Review the current laws, regulations, policies and procedures in child welfare to determine what changes are required to support Indigenous children, youth, and their families; ii. Engage with Indigenous communities and organizations to identify the gaps and opportunities in addressing child welfare in a respectful way in Indigenous communities iii. Establish a sub-committee to draft a report on child welfare legislative, regulatory, policy and procedural changes required based on the review and engagement processes iv. Review and recommend changes to the Government of Newfoundland and Labrador’s laws, regulations, child welfare policies and procedures based on the work of the sub-committee

Recommendations	Deliverables / Outputs	Workplan
<p>term)</p> <p>d. require the co-development of the best interests of a child test for Indigenous children and guidelines for the application of the best interest of a child test that reflects and respects the unique community standards and realities of their community. This requires that the provincial government acknowledge and respect that Indigenous ways of life have different criteria to deem a home “safe.” For example, a separate room for each child is not realistic in</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>consideration of the lack of housing in some communities and the limitations of the federal government’s First Nation housing programs. Another example is the traditional practice of teaching children to use traditional tools. (long term)</p> <p>e. acknowledge the progress of parents whose children are engaged with the child welfare system on their healing journey. (long term)</p> <p>f. ensure that all relevant parties are involved with the child are involved in the design and ongoing</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>implementation of the cultural connection plan (medium term)</p> <p>g. require that foster parents ensure Indigenous children in their care are participating in cultural activities and learning their Indigenous language in a manner that respects and protects the Indigenous child (medium term)</p> <p>h. respect and enforce the rights of Indigenous children in care, including those placed in care outside of their own community. Government must ensure that children still have</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>access to their families and kinship systems and meaningful access to their culture, language, and culturally relevant services (medium term)</p> <p>i. fully investigate the possibility of authorizing pharmacists to write prescriptions, especially in communities without a doctor (medium term)</p>		

<p>A. investigate all possible options to ensure the cost and availability of healthy food are both subsidized, recognizing that salary and economic factors determine food security (short term)</p> <p>B. encourage and support community sharing initiatives, for example, sharing wild game and issuing not-for-profit wild game licenses to municipalities (short term)</p> <p>C. encourage and fund the establishment of community gardens so residents can grow and harvest vegetables, spices, etc. (short term)</p> <p>D. continue to subsidize freight costs to deliver fair prices for products and supplies for</p>	<ul style="list-style-type: none"> ● Increased access to healthy food options for Indigenous Peoples 	<ol style="list-style-type: none"> i. Review and evaluate existing Government food security measures to determine how the recommendations will improve Indigenous food security options. ii. Determine the costs for updating the food security measures and determine how to phase in the investments to increase Indigenous people’s access to healthy food options. iii. Develop a food security plan for review and input by Indigenous community-based organizations iv. Engage Indigenous community-based organizations in assessing the value and feasibility of implementing the food security plan v. Finalize and implement the food security plan
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Recommendations	Deliverables / Outputs	Workplan
<p>Indigenous communities (short term)</p> <p>E. expand access to the internet, so residents of Labrador use online shopping to order staple necessities in bulk (short term)</p> <p>F. change the existing food subsidy programs to provide credits at local sources for people instead of cheques to address the issue of cheques being used for items other than necessities (medium term)</p>		

<p>A. establish legal requirements for police to treat homeless Indigenous people with respect and compassion and to respond to calls involving homeless people in a timely manner (short term)</p> <p>B. ensure missing Indigenous persons and deaths of Indigenous people are investigated immediately. RCMP is slow to respond to mobilize investigations. Social media gives a false representation of our Indigenous Peoples, proper protocols need to be followed. (short term)</p> <p>C. Ensure public reporting on crimes respects Indigenous Peoples and does not</p>	<ul style="list-style-type: none"> • Legislative, regulatory, policy and procedural changes for policing to enhance policing services and supports for Indigenous Peoples 	<ol style="list-style-type: none"> i. Establish a homeless review panel to determine the requirements necessary to ensure Indigenous homeless people are treated with respect and compassion and how the requirements will be enforced. ii. Develop and implement training for police on treating homeless people with respect and compassion. iii. Develop and implement a comprehensive plan to investigate missing Indigenous persons and deaths that supports Indigenous community-based efforts and investigations that are completed in a timely manner. iv. Update public reporting requirements to ensure Indigenous Peoples are represented in a respectful manner. v. Review and identify gaps in current enforcement process to ensure that laws, regulations, policies and procedures are applied in a manner that is respectful and responsive to Indigenous communities. Issue public statements to support the equitable application of the law to Indigenous Peoples and communities.
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Recommendations	Deliverables / Outputs	Workplan
<p>reflect stereotypes or racist views (long term)</p> <p>D. Enforce existing laws and policies because it appears that Indigenous issues, concerns, problems, and complaints are not taken seriously – the laws and policies are there but they are not enforced (long term)</p>		
<p>Strengthen police accountability by establishing a civilian-led board or commission to provide proactive oversight of both police forces that operate in the province, in line with such bodies that already exist in other Canadian jurisdictions.</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>Establish legal requirements that all police oversight mechanisms include Indigenous representation so that Indigenous people can have confidence that policing is carried out in a fair and just manner free of bias and discrimination.</p>		

Priority Area C: Funding and Investments

Lead Party(ies): Reconciliation Council

Participating Party(ies): Representatives of Indigenous Women's Steering Committee, Representatives from the Government of Newfoundland and Labrador

Planning Assumptions:

1. The Government of Newfoundland and Labrador is willing to invest new funding and reallocate existing funding to better meet the needs of the Indigenous Peoples of Newfoundland and Labrador based on Indigenous community input and engagement.
2. The needs of Indigenous Peoples, as communicated and confirmed through Indigenous engagement, provide the basis for the Government of Newfoundland and Labrador's decisions on financial investments.

Outcomes and Indicators

The activities listed contribute to:

1. the improvement of the quality of life for Indigenous Peoples living in Newfoundland and Labrador;
2. create new opportunities for people living in Indigenous communities;
3. the Government of Newfoundland and Labrador working with Indigenous partners to identify and make investments that will make significant strides in closing gaps between Indigenous and non-Indigenous Peoples, support healthy, safe, and prosperous Indigenous communities, and advance meaningful reconciliation with Indigenous Peoples;
4. supporting continued action on infrastructure; and
5. take meaningful action to end the tragedy of missing and murdered Indigenous women and girls by addressing the root causes and the scope of the violence.

Resources

The required resources have yet to be identified.

Recommendation References

- Culture: 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41
- Health and Wellness: 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98
- Justice: 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164
- Human Security: 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191

Recommendations	Deliverables / Outputs	Workplan
<p>A. Identify, encourage, and fund a variety of commercial operations within Indigenous communities that can bring direct (jobs, income, products, etc.) and indirect (feeling of self-worth/accomplishment) benefits to Indigenous communities (medium term)</p> <p>B. pilot and then implement a universal basic income program to</p>	<ul style="list-style-type: none"> • Government investments in programs and services that support economic security and self-sufficiency for all Indigenous Peoples 	<ol style="list-style-type: none"> i. Review existing funding programs and services to address and support economic security and self-sufficiency for Indigenous Peoples and determine how to enhance the programs and services to better meet the needs of Indigenous Peoples ii. Enhance existing programs and services and invest in new programs and services for economic security and self-sufficiency

Recommendations	Deliverables / Outputs	Workplan
<p>provide economic security (medium term)</p> <p>C. expand and guarantee benefit eligibility and availability so that a proper social safety net is in place for Indigenous women when needed (medium term)</p>		
<p>A. address the urgent need for a transition house on the South Coast of Labrador, by funding the establishment and on-going operation of a transition house, as soon as possible (short term)</p> <p>B. commit to the supply non-market items and support home repair programs for existing dwellings, always mindful of the extra cost of</p>	<ul style="list-style-type: none"> ● Investments in shelter and housing for Indigenous Peoples that meet their needs and priorities 	<ol style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing shelter and housing priorities. ii. Implement the plan to address the recommendations on shelter and housing.

Recommendations	Deliverables / Outputs	Workplan
<p>materials and supplies in Labrador (medium term)</p> <p>C. provide some financial help for seniors to stay in their own homes because this is more cost-effective and beneficial to both the Government of Newfoundland and Labrador and seniors (medium term)</p> <p>D. focus housing funding investments in areas in where there is the greatest need and decisions on new housing should have a priority list based on need (short term)</p> <p>E. provide more funding for housing solutions, investigate the use of mini homes/tiny homes and support social</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>enterprises to construct tiny homes, repair houses, etc., creating employment and building capacity (long term)</p> <p>F. engage Indigenous women, girls, and 2SLGBTQQA+ people by immediately commencing the construction of new housing and the provision of repairs for existing housing to meet the needs of these people. This show of good faith could lead to a more collaborative approach moving forward. Government needs to stop promising and start listening and delivering on past promises (short term)</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>G. There is a need for long term sustainable funding of safe spaces, transition homes, second-stage housing, and services for those who are homeless, near homeless, dealing with food insecurity or in poverty and who are fleeing violence or have been subjected to sexual violence and housing, and services are exploitation.</p> <p>H. Ensure that existing shelters, transitional housing, second stage housing are appropriate to the cultural needs of our Indigenous women, girls, and 2SLGBTQQIA+ people in their communities. (long term)</p> <p>I. Provide more funding for affordable housing to</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>reduce the number of Indigenous homeless people and fund support services that are compassionate – being homeless it not a choice or a crime (long term)</p>		
<p>A. immediately increase financial resources for community-based healing programs and services that are designed and delivered by Indigenous people (short term)</p> <p>B. increase mental health resources and funding for programs and services for Indigenous women (medium term)</p> <p>C. increase the subsidies for health transportations costs for remote areas (short term)</p>	<ul style="list-style-type: none"> Investments in the development and delivery of evidence-based programs, services, and interventions designed to create the foundations for life-long health and wellness health of Indigenous Peoples 	<ol style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing investments in health and wellness. ii. Implement the plan to address the recommendations on investments in health and wellness.

Recommendations	Deliverables / Outputs	Workplan
<p>D. provide financial resources to ensure continuity of health care providers to reduce the requirement for Indigenous women to see multiple health care providers and having to tell their stories over and over because it is not conducive to promoting good health (medium term)</p> <p>E. invest funding resources to provide preventative care (for example PAP test screening) in Indigenous communities in Labrador similar to the Gathering Place model currently in place in St. John’s, Newfoundland (medium term)</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>F. review existing health funding to increase funds and reallocate existing funds to ensure appropriate support is provided to Indigenous Peoples as recorded in the recommendations in this report (long term)</p> <p>G. allocate more financial resources and investigate the reallocation of existing funds to community-based health and wellness programs for Indigenous women, including land-based programs (long term)</p> <p>H. fund and oversee cost analysis of the expenses for patients to travel out of their community versus bringing in-circuit specialists in to the</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>communities on regular basis (long term)</p> <p>J. Fund full-time community support workers for Indigenous communities to develop and implement community-based prevention programs and services to build a strong foundation for the Indigenous community to prevent and address crises in the community. These programs and services will be funded by the Government.(short term)</p>		
<p>A. Provide support and funding resources to Indigenous groups to work with a post-secondary institution to develop an Indigenous social worker program</p>	<ul style="list-style-type: none"> ● Funding investments in education to support Indigenous Peoples 	<ol style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing investments in education. ii. Implement the plan to address the recommendations on investments in education.

Recommendations	Deliverables / Outputs	Workplan
<p>that reflects and respects the culture, history, and reality of Indigenous Peoples in Newfoundland and Labrador (medium term)</p> <p>B. Invest funding to create more access to educational opportunities for Indigenous people, regardless of their residence. With an understanding that Indigenous learners can face specific barriers or challenges when pursuing higher education, the Province should develop admission streams for applicants with Indigenous ancestry. This process would provide equitable access to Indigenous applicants and aligns with the intent of the Truth and</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>Reconciliation Commission of Canada: Calls to Action.(long-term)</p> <p>C. Organize and fund a thorough review of existing provincial curriculum and teaching resources, including books etc., to ensure the true and accurate history of Indigenous people is taught, including correcting inaccurate information like referring to Inuit people with proper terminology and ensuring the history is rewritten from the Indigenous perspective (long-term)</p> <p>D. Provide grant funding to Indigenous groups to develop or enhance the Indigenous cultural</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>sensitivity training and cultural diversity training programs and resources and reduce red tape in the application process (short term)</p> <p>E. create on-going opportunities for Indigenous people to share their lived experiences with government and judicial employees (medium term)</p> <p>F. put an Indigenous court worker program in place to ensure there are interpreters available when required</p>		
<p>A. Provide funding for the formation of new Indigenous women’s groups or chapters of existing Indigenous</p>	<ul style="list-style-type: none"> ● Investments in community-based Indigenous Women’s Organization to support reconciliation with Indigenous Peoples in the areas of culture, health and wellness, justice and human security 	<ol style="list-style-type: none"> i. Engage with the Indigenous Women’s Organization and communities to conduct a needs assessment to determine the funding required for the organizations. ii. Develop a multi-year investment plan to increase the funding for existing and new Indigenous community-based organizations by a minimum of 25%.

Recommendations	Deliverables / Outputs	Workplan
<p>women’s groups in places where none exists.</p> <p>B. Provide more flexibility within funding grants to better suit the needs of all Indigenous communities, including urban Indigenous communities such as Friendship Centres. It is not a one size fits all for the funding applications as each community has unique circumstances and limitations with availability. Some funding grants specify purchase only or construction only for premises and this is not always feasible in some locations. Sometimes the more practical solution for volunteer groups is to lease or rent premises, there are no</p>		<ul style="list-style-type: none"> iii. Announce the annual investment increase for Indigenous Women’s Organization by December of each year. iv. The Government of Newfoundland and Labrador invests in Indigenous Women’s Organizations.

Recommendations	Deliverables / Outputs	Workplan
<p>maintenance costs, property tax, insurance, etc. (medium term)</p> <p>C. provide specific, sufficient, and long-term funding to grassroots organizations to create and deliver violence prevention programs, including education programs for men and boys. Teach about consent, healthy relationships, self-respect, and respect for women and teach women specifically how to recognize different types of abuse. Programs on self-esteem, self-care, and self-worth have to be developed and delivered to our young girls, women, and 2SLGBTQQIA+ people. These programs must be</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>Indigenous-led and Indigenous designed to be truly effective (short term)</p> <p>D. provide funds for Indigenous Women’s Organizations and groups to design and provide wrap-around accessible and culturally appropriate victims services. These must be available and accessible to all Indigenous women, girls, and 2SLGBTQQIA+ people. This will provide a much-needed sense of security and support for the injured parties (long term)</p>		
<p>A. Conduct a formal review of the current foster care program and its funding to determine if foster care funding for</p>	<ul style="list-style-type: none"> ● Investments in child welfare initiatives to improve the outcomes for Indigenous children, youth, and their families 	<ol style="list-style-type: none"> i. Conduct a formal review of the investments in the child welfare system targeted for Indigenous children, youth, and families. ii. The Reconciliation Council shares the review with Indigenous women’s organizations and engages them to provide input on the report and the recommendations from the

Recommendations	Deliverables / Outputs	Workplan
<p>Indigenous children should be re-allocated to support struggling Indigenous families and keep their children in their homes and communities. (long term)</p> <p>B. Develop and implement programs to support parents in understanding intergenerational trauma and its impacts on them and their children. Some parents may not know what “Love” is due to their experiences. (medium term)</p> <p>C. Work with Indigenous groups to develop and fund more programs for parents, such as cultural and preventative programs (medium term)</p>		<p>report.</p> <p>iii. Develop a plan for new and enhanced investments based on the formal review and input from the Indigenous women’s organizations.</p> <p>iv. Implement the plan for investments into Indigenous child welfare.</p>

Recommendations	Deliverables / Outputs	Workplan
<p>D. Provide funding to develop and implement more culturally appropriate parenting programs that include Indigenous teachings, crafting, drumming, etc. to increase participation and to eliminate the stigma attached parenting programs (medium term)</p> <p>E. commit to long-term funding for mental health programs, parental skills programs, and life skills programs for Indigenous women to address the impact of intergenerational trauma (long term)</p> <p>F. fund respite care to provide sitters for children when mothers need a mental health break. This is a real</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>problem for a lot of mothers (especially young mothers). Everyone needs a break, and most mothers cannot afford child care or there is not any available. (long term)</p> <p>G. Government Investments fund parenting classes and basic life skills in school at the earliest possible time and throughout the whole school program. Government should make such training ongoing in the school curriculum. (long term)</p>		
<p>A. sufficiently fund a permanent position for an Indigenous Ombudsperson immediately. This person will be independent of</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>Government and selected by Indigenous people, would be available to listen to Indigenous people’s complaints if they believe their rights have been violated. In addition, this person would investigate and evaluate Government services to ensure compliance with Indigenous and Human Rights (short term)</p> <p>B. fund enhancements to Court resources for Indigenous Peoples by:</p> <ul style="list-style-type: none"> a. establishing and maintaining a list of Indigenous language interpreters and making the list and the interpreters available at the courthouse 		

Recommendations	Deliverables / Outputs	Workplan
<p>b. hiring court workers that are Inuttitut and Innu-aimun speakers and provide opportunities for language training</p> <p>c. offering fair wages and benefits for translators and interpreters. Need supports in place for these people to retain their services. People working in isolated communities deserve isolation pay and northern allowances where applicable. Everyone deserves fair wages for their work regardless of where they live (short term)</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>C. fund police stations in isolated communities (medium term)</p> <p>D. establish Indigenous restorative justice programs and Indigenous justice systems to meet the needs of the Indigenous Peoples (medium term)</p> <p>E. establish preventative programs to support Indigenous Peoples so that they do not come into contact with the criminal justice system (medium term)</p> <p>126. Indigenous language revitalization in Indigenous communities</p> <p>F. fund a victim’s advocate to provide a</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>voice to victims in plea deals, sentencing or other court proceedings (long term)</p> <p>G. appropriate suitability screening of law enforcement officers to protect against anti-Indigenous racism (long term)</p> <p>H. reduce the length of time for court proceedings – reduce the red tape to move cases through the system (long term)</p>		
<p>A. Investments Invest in the development and implementation of a communications plan so Indigenous groups are aware of the set standards, guidelines, expectations, and</p>	<ul style="list-style-type: none"> Invest in initiatives that support reconciliation between the Government of Newfoundland and Labrador and Indigenous Peoples 	<ol style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing other investments. ii. Implement the plan to address the recommendations on other investments.

Recommendations	Deliverables / Outputs	Workplan
<p>deadlines to improve accountability on both sides (short term)</p> <p>B. Develop and implement a government policy whereby the provincial governments cannot and will not charge Indigenous groups for the use of existing facilities for cultural events (medium term)</p> <p>C. Develop and implement appropriately funded programs and procedures to address the issues of transportation, technology, and remoteness factors for the isolated Indigenous rural communities. (long term)</p> <p>D. fund the development and delivery of culturally</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>age-appropriate programs to Indigenous children and youth to learn about developing interpersonal relationships, raise awareness at a young age about human and Indigenous rights. These programs should be created and developed by Indigenous groups and Elders and presented on an ongoing basis. (medium term)</p> <p>E. Commit to funding programs for Indigenous children and youth to teach them how to respond to threats and identify exploitation, for example concerning drugs, drug trafficking as well as sexual exploitation to be</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>delivered/presented annually (medium term)</p> <p>F. make a long-term commitment in time, energy, and financial resources to ensure:</p> <ul style="list-style-type: none"> a. youth stay in school b. that adequate and relevant training opportunities are readily available c. that employment opportunities exist for the training provided d. on-the-job training programs that proved successful in the past should be enhanced e. funding and support for affordable, early learning and child 		

Recommendations	Deliverables / Outputs	Workplan
<p>care is available to Indigenous women enrolled in post-secondary education programs. Funding must be adequate and reflect regional costs of living</p> <p>f. broadband/high-speed internet and or updates to existing networks to facilitate access to online post-secondary training and education programs is available. Often the cost of housing, travel, transportation, and fear of leaving their community support/family are barriers to women pursuing post-secondary</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>education. With technology, post-secondary education can be achieved ‘in-house’</p>		

Priority Area D: Partnership-Building

Lead Party(ies): Reconciliation Council

Participating Party(ies): Representatives of Indigenous Women's Steering Committee, Representatives from the Government of Newfoundland and Labrador

Planning Assumptions:

1. Public acknowledgements from the Government of Newfoundland and Labrador are necessary to advance reconciliation between the Province and Indigenous Peoples.
2. Reconciliation is premised on publicly sharing truths and establishing new relationships based on mutual respect and collaboration.
3. Consultation and engagement activities reflect the Government of Newfoundland and Labrador's commitment to a whole-of-government approach to Indigenous Peoples. These activities help to develop better informed and more effective policies, programs and services for Indigenous Peoples.

Outcomes and Indicators

The activities listed contribute to:

1. a new relationship between the Indigenous Peoples and the Government of Newfoundland and Labrador that supports reconciliation;
2. increased confidence of Indigenous Women's Organizations to openly discuss challenges with the Government of Newfoundland and Labrador in meaningful ways;
3. increased collaboration between the Indigenous Women's Organizations and the Government of Newfoundland and Labrador to ensure Increased awareness of priority areas;
4. increase opportunities to work together and discuss key areas;

Resources

The required resources have yet to be identified.

Recommendation References

- Culture: 42, 43, 44, 45, 46, 47, 48
- Health and Wellness: 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113
- Justice: 165, 166, 167
- Human Security: 192, 193, 194, 195

Recommendations	Deliverables / Outputs	Workplan
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<p>A. Publicly apologize for :</p> <ul style="list-style-type: none"> a. residential schools in Newfoundland and Labrador (short term) b. use of inaccurate information on Indigenous Peoples in the provincial curriculum and resources (short term) <p>B. Acknowledge:</p> <ul style="list-style-type: none"> c. the outcomes of the Health Accord and commit to acting on all recommendations (short term) d. that it is more costly to build in the north and review the Newfoundland and Labrador Housing Corporation programs and reassess them to 	<ul style="list-style-type: none"> • Public statements from the Government of Newfoundland and Labrador that support building a foundation for reconciliation with Indigenous Peoples 	<ul style="list-style-type: none"> i. Jointly draft the public statements recommended in the December 2021 Gathering report. ii. The Government of Newfoundland and Labrador issues the public statements within the next year.
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<p>ensure the programs are sufficiently funded (short term)</p> <p>e. the need for a civilian oversight board for the police services (short term)</p> <p>f. the role and responsibility of society and “the system” as contributing to the overrepresentation of Indigenous Peoples in the justice system (short term)</p> <p>C. Publicly recognize the need for long-term investment and long-term solutions to address the chronic lack of health services in all rural and northern communities (short term)</p>		
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<p>A. Collaborate with Indigenous groups to co-develop an Indigenous engagement process to replace the consultation process for Indigenous communities so that decisions are not made “for” Indigenous people but are made “with” Indigenous people (medium-term) and that supports meaningful and respectful engagement with Indigenous women, Elders, and community members to share their lived experiences and provide input into Government decisions and actions. (long term)</p> <p>B. Initiate and maintain regular meetings with Indigenous people on their territory and in their communities so provincial government</p>	<ul style="list-style-type: none"> ● Implementation of activities focused on renewing the relationship between the Government of Newfoundland and Labrador and Indigenous Peoples, based on recognition of rights, respect, cooperation and partnership. 	<ol style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing enhanced engagement. ii. Implement the plan to address the recommendations on enhanced engagement.
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<p>employees may participate in cultural ceremonies to increase engagement with and respect for Indigenous Peoples and to allow provincial government employees to learn the differences and beauty of the diverse cultural traditions and ceremonies (long term)</p> <p>C. work in collaboration with Indigenous communities to collect the “now, truthful” history of all Indigenous areas in Newfoundland and Labrador using first-hand knowledge of Indigenous Peoples (long term)</p> <p>D. include Indigenous women at the decision-making tables for all discussions regarding their health care, healing</p>		
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<p>and wellness (short term)</p> <p>E. recognize that Indigenous people are the experts in caring for and healing themselves and that health and wellness services are more effective when they are designed and delivered by Indigenous people (short term)</p> <p>F. engage in meaningful consultation with Indigenous people, Elders, and knowledge keepers/sharers to get their input on exactly what programs and services are needed and to work collaboratively with them to develop such programs and services (short term)</p> <p>G. work collaboratively with co-ops to ensure a large variety of needed</p>		
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<p>products are available (short term)</p> <p>H. engage with all Indigenous groups in Labrador, including the Innu, Southern Inuit, and Inuit, to secure input to develop other initiatives to address access to healthy affordable food (short term)</p> <p>I. engage with Indigenous experts with lived experiences to develop strategies for the provision of better health and wellness programs (long term)</p> <p>J. engage with women from Indigenous groups and other supporting women’s organizations to discuss the issues and develop specific achievable solutions that are culturally appropriate to address</p>		
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<p>intergenerational trauma. Indigenous women have the experience and knowledge from working with people when at their most vulnerable to provide suggestions on how the Government can help them and others like them (medium term)</p> <p>K. meet with Indigenous women and representatives from various women’s groups (focus groups) to ask them what they need (i.e. supplies, necessities, housing, etc.) and how the Government may provide this. Taking a collaborative approach and including the people who have the lived experience will ensure that the essentials will be covered. This means working ‘with’ our Indigenous women, girls,</p>		
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Recommendations	Deliverables / Outputs	Workplan
and 2SLGBTQQIA+ people not ‘on their behalf’ (short term)		

<p>A. Build collaborative and mutually respectful relationships with Indigenous communities by taking time to appreciate Indigenous culture and the worth of people’s time by extending time in engagement not just fly in, fly out. (long term)</p> <p>B collaborate with Indigenous people to create better strategies, more inclusive planning, and more effective use of health resources in the community (medium term)</p> <p>C. collaborate with Elders and Indigenous women’s groups to develop innovative solutions to develop programs for complex housing situations for example those involving</p>	<ul style="list-style-type: none"> • Implementation of activities focused on renewing the relationship between the Government of Newfoundland and Labrador and Indigenous Peoples, based on recognition of rights, respect, co-operation and partnership. 	<ol style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing collaboration. ii. Implement the plan to address the recommendations on collaboration.
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<p>harm reduction (long term)</p> <p>D. enlist the experience and knowledge of Elders within our Indigenous communities to develop programs to help mothers with Culture and ceremonies. Provide childcare while their mothers get the healing, they need to be effective parents. Government has to provide funding to support all associated costs (long term)</p> <p>E. Recognize that the definition of Indigenous homelessness needs to be understood and take steps to amend the definition as it applies to government housing programs and services. An abused woman living with her abusive partner has no recourse but to stay where she lives with</p>		
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Recommendations	Deliverables / Outputs	Workplan
<p>him, in essence, she is homeless and does not have a safe space for her and her children. (short term)</p> <p>F. collaborate with mothers, social workers, child care workers, etc. to develop a long-term solution to “break the circle” of neglect and abuse. It needs to be a focused joint effort to be effective and achieve results (long term)</p>		

<p>A. rename Labrador-Grenfell Health to Labrador Health, the same as Western Health, Eastern Health, and Central Health (short term)</p> <p>B. commit to putting more emphasis on land-based healing programs and engage Indigenous Peoples and organizations in the development and design of these healing programs (short term)</p> <p>C. ensure that people making decisions about programs experience Indigenous-focused land-based programming (short term)</p> <p>D. take responsibility to address the Indigenous Peoples concerns by immediately staffing an Indigenous</p>	<ul style="list-style-type: none"> ● Implementation of activities focused on renewing the relationship between the Government of Newfoundland and Labrador and Indigenous Peoples, based on recognition of rights, respect, cooperation and partnership. 	<ol style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing other relationship building activities. ii. Implement the plan to address the recommendations on relationship building activities.
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Recommendations	Deliverables / Outputs	Workplan
Ombudsperson to be the liaison between the Government and Indigenous groups and people (short term)		

Priority Area E: Facilities

Lead Party(ies): Reconciliation Council

Participating Party(ies): Representatives of Indigenous Women's Steering Committee, Representatives from the Government of Newfoundland and Labrador

Planning Assumptions

1. Investments are required to make public buildings more welcoming for Indigenous Peoples.
2. The Government of Newfoundland and Labrador wishes to make public buildings more welcoming for Indigenous Peoples.

Outcomes and Indicators

The activities listed contributes to:

1. Creating public spaces that are more welcoming and accommodating for Indigenous Peoples.

Resources

1. The Government of Newfoundland and Labrador will invest in making public buildings more welcoming and accommodating for Indigenous Peoples.

Recommendation References

- Culture: 49, 50, 51, 52
- Health and Wellness: 114, 115, 116, 117, 118, 119, 120
- Justice: 168, 169, 170
- Human Security: N/A

Recommendations	Deliverables / Outputs	Workplan
<p>A. Identify and designate existing provincial buildings, public hospitals, public schools, municipal town halls that may be for cultural events at no charge to Indigenous groups, including smudging and use of the Kullik. and traditional ceremonies (short term)</p> <p>B. The Government will financially support culturally safe spaces with core funding so Indigenous groups are not fully reliant on grants and fundraising to maintain cultural spaces. (medium term)</p> <p>C. Include Indigenous art in existing public spaces (health centres, courts, schools, etc.) to create safe spaces where</p>	<ul style="list-style-type: none"> ● Public buildings are welcoming and accommodating to Indigenous Peoples and include space where cultural activities and ceremonies may be conducted 	<ol style="list-style-type: none"> i. Oversee a building use and inventory to determine what public buildings required to accommodate Indigenous Peoples’ cultural and ceremonial needs. ii. Identify costs and develop a budget and timeline to make the necessary changes to the public buildings. iii. Develop a plan to implement the required changes. iv. Implement the plan to address the recommendations on facilities.

Recommendations	Deliverables / Outputs	Workplan
<p>Indigenous can “see” their identity and to create a learning opportunity for non-Indigenous Peoples. Meet with Elders. This must represent all Indigenous Peoples in the province, including urban and non-status Indigenous Peoples. The process of including Indigenous arts should be led by Indigenous Peoples, especially those who live in the location that the art will be displayed. Indigenous artists should be treated fairly as professional artists and any art requests should follow professional standards such as Canadian Artists' Representation/Le Front</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>des artistes (CARFAC) criteria. (medium term)</p> <p>D. promote communal living where elderly people in their own homes alone can partner with people requiring housing in a safe sustainable manner (short term)</p> <p>E. improve the existing mental health care facilities with a new layout to provide privacy, those in place now do not provide space for confidential services (medium term)</p> <p>F. provide not only emergency shelter but second-stage housing for abused women, when they leave a shelter, they still need housing until they can get a more</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>permanent housing solution (long term)</p> <p>G. authorize and encourage the use of Indigenous sacred objects in courts: smudge kits, eagle feathers, Kullik. These objects have to be available, they represent the Indigenous Culture and show signs of respect (short term)</p>		

Priority Area F: Training

Lead Party(ies): Reconciliation Council

Participating Party(ies): Representatives of Indigenous Women's Steering Committee, Representatives from the Government of Newfoundland and Labrador including the Department of Education,

Planning Assumptions

1. The Government of Newfoundland and Labrador acknowledges that Indigenous cultural training and cultural sensitivity training is required for all employees in the public service, public health care, judicial system, policing agencies, child welfare system and education system.

Outcomes and Indicators

The activities listed contribute to:

1. Enhanced professional and leadership capacity of employees within the Government of Newfoundland and Labrador in in the public service, public health care, judicial system, policing agencies, child welfare system and education system;
2. Increased understanding of Indigenous people;
3. Increased understanding of Indigenous culture, values, history,
 - a. sharing of knowledge, expertise and tools across the systems
 - b. First Nations communities have increased confidence in the Government of Newfoundland and Labrador
4. Increase capacity of provincial government employees, employees of the judiciary, health system employees, employees of police services, in the area of Indigenous culture; and
5. Increased awareness of the need for Indigenous cultural competency training.

Resources

1. The Government of Newfoundland and Labrador will provide funding for the training described in this implementation work plan.

2. Training is available from the Newfoundland Aboriginal Women’s Network Inc. (1 Day Cultural Sensitivity Training) and First Light St. John’s Friendship Centre (Indigenous Cultural Diversity Training)

Recommendation References

- Culture: 53, 54, 55
- Health and Wellness: 121, 122, 123, 124
- Justice: 171, 172, 173, 174, 174, 175, 176, 177, 178
- Human Security: 196

Recommendations	Deliverables / Outputs	Workplan
<p>A. Annual professional development training focused on Indigenous cultural sensitivity, cultural diversity, historical and intergenerational trauma, addictions, mental health issues, Indigenous resiliency, values and strength, and how culture influences the ways Indigenous people communicate must be delivered to all employees in the public service, public health care, judicial system, policing agencies, child</p>	<ul style="list-style-type: none"> • Regular annual training for all employees working in in the public service, public health care, judicial system, policing agencies, child welfare system and education system 	<ol style="list-style-type: none"> i. The Reconciliation Council will identify the training programs appropriate for the training for employees in the public service, public health care, judicial system, policing agencies, child welfare system and education system. ii. The training program will be implemented as part of the annual training for employees in the public service, public health care, judicial system, policing agencies, child welfare system and education system and will be required as part of the employees’ annual performance evaluation.

Recommendations	Deliverables / Outputs	Workplan
welfare system and education system		
B. Ensure training requirement is built in to the performance evaluations for employees	<ul style="list-style-type: none"> Annual employee performance reviews require Indigenous cultural training and cultural sensitivity training 	<ul style="list-style-type: none"> i. The personnel policies and procedures will be amended to include training as part of the employees’ annual performance evaluation.
C. Create measurable accountability and assessment tools to report on the enforcement of the mandatory training and to assess the impact of the Indigenous cultural sensitivity and cultural diversity training for all government employees, teachers and educators, child welfare workers (long term)	<ul style="list-style-type: none"> Assessment tool developed to measure impact of training 	<ul style="list-style-type: none"> i. Develop and implement an assessment tool to measure the impact of training.

Recommendations	Deliverables / Outputs	Workplan
<p>A. Research, record, and teach the history of how Indigenous Peoples came from their traditional lands to live in their current communities (medium term)</p> <p>B. Introduce and maintain Indigenous cultural sensitivity training and cultural diversity training in schools from kindergarten to Grade 12 and make this part of the provincial curriculum and embed Indigenous knowledge, history, and culture into the curriculum for all grade levels and ensure that these are taught throughout the school year, not only on Indigenous Peoples Day (long term)</p>	<ul style="list-style-type: none"> ● Enhanced provincial school curriculum and resources that include Indigenous history, cultural sensitivity training and cultural diversity training in provincial schools from kindergarten to Grade 12 ● Assessment tools that measure the students’ awareness and understanding of Indigenous history, culture and diversity ● Teachers who are trained in Indigenous history, cultural sensitivity training and cultural diversity training in provincial schools from kindergarten to Grade 12 	<ol style="list-style-type: none"> i. The Department of Education will collaborate with the Reconciliation Council to develop, coordinate, and monitor a plan to research, record, and teach history of Indigenous Peoples in Newfoundland and Labrador ii. The Department of Education will collaborate with the Reconciliation Council to develop, coordinate, and monitor a plan for the enhancement of the provincial curriculum and resources iii. The Indigenous Women’s Steering Committee will review the enhanced provincial curriculum and resources iv. The Reconciliation Council will recommend the enhanced curriculum and resources for approval and implementation

Recommendations	Deliverables / Outputs	Workplan
<p>C. Collaborate with Indigenous groups to co-develop parenting programs for the provincial curriculum as a proactive approach to educate youth in the school system before they become parents (medium term)</p>		
<p>A. fund the development and implementation of programming for men and boys who confront and commit violence against Indigenous women. This programming would be adjusted and provided in schools on an ongoing basis. (short term)</p> <p>B. fund programs to educate renters to combat racism towards</p>	<ul style="list-style-type: none"> ● Focused training program developed for men and boys to end violence against indigenous women ● Focused training program developed to educate renters on their rights 	<ol style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing the focused training recommendations. ii. Implement the plan to address the recommendations on the focused training recommendations.

Recommendations	Deliverables / Outputs	Workplan
<p>Indigenous people and to educated Indigenous people on their rights, for example, eviction notice etc. (medium term)''''</p>		
<p>A. provide cultural competency training so that:</p> <ul style="list-style-type: none"> a. the courtroom set up with a judge higher up be changed to show that the judge and the Indigenous person are equal, and the judge is not superior to the Indigenous person b. the visible structures and décor are changed to reflect Indigenous Culture and art 	<ul style="list-style-type: none"> ● Focused training for those working on the justice system and policing agencies. 	<ul style="list-style-type: none"> i. Develop a plan to implement the recommendations from the December 2021 Gathering report addressing training requirements for the judicial and policing systems. ii. Implement the plan to address the recommendations on training for the judicial and policing systems.

Recommendations	Deliverables / Outputs	Workplan
<p>c. Indigenous staff are allowed to bring their own Culture to their uniform, by allowing Indigenous people to wear their own traditional clothing, for example, a ribbon skirt</p> <p>d. safe spaces with Elders are available in the court building and there are specific areas allotted for Elders and the accused to meet in private</p> <p>e. circles are used in place of the current courtroom structure because Indigenous people regard the Circle as sacred, all people are equal in the Circle</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>f. all court workers are aware of Gladue report writing, this knowledge could help alleviate the way Indigenous Peoples are handled by our court workers, and provide alternative sentencing when appropriate(medium term))</p> <p>B. provide all personnel at the courts including judges, crown, and duty counsel with Gladue-related training. This training will help with handling all Indigenous offenders</p> <p>C. implement mandatory training to address unconscious bias and systemic racism in the justice system for all</p>		

Recommendations	Deliverables / Outputs	Workplan
<p>judicial staff and the judiciary (long term)</p> <p>D. implement mandatory suicide ASIST training for all first responders and police (long term)</p> <p>E. ensure that law students and practicing lawyers need are educated and understand the social, cultural, historical, political realities of the Indigenous people to understand their impact (long term)</p> <p>F. Ensure that Indigenous Peoples lived experiences are shared throughout Government in training, program and service delivery, and in other ways to support learning that will change how Government operates</p>		

Recommendations	Deliverables / Outputs	Workplan
and its decisions in relation to funding, programs and services (long term)		

Appendix H: Annual Priority Areas Evaluation Report

1. Please describe work completed this past year on this Priority Area.

2. How many activities were completed or initiated?

3. What were the challenges that were encountered while implementing the Priority Area?

4. What were the successes in implementing the recommendations on the Priority Area?

5. What changes can be made to enhance the implementation of the Priority Area?

6. How did this Priority Area benefit Indigenous women, girls, and 2SLGBTQQIA+ people?

7. What was the impact on engagement with Indigenous women, girls, and 2SLGBTQQIA+ people?

8. What enhancements are required for engagement with Indigenous women, girls, and 2SLGBTQQIA+ people?



9. Any other information that the Reconciliation Council wishes to share in relation to this Priority Area?
