



A Journey Towards Reconciliation

Government of Prince Edward Island's 2022 annual status report on actions taken towards reconciliation and honouring the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice and Truth and Reconciliation Commission (TRC) Calls to Action

Government
of Prince Edward Island
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Introduction

In advancing the journey of reconciliation, the Government of Prince Edward Island has strived to institute a responsive process of actioning the Truth and Reconciliation Commission (TRC) Final Report and the Calls in the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) released in 2015 and 2019 respectively.

The MMIWG final report contained 231 Calls for Justice which were recommendations for governments, institutions, industry, and the general public to implement in order to address violence against Indigenous women, girls, and Two-Spirit (2S) people. The report was a broad call to action – not only for governments, but for all Canadians – to meaningfully address the systemic causes of violence against Indigenous women and girls, and 2SLGBTQQIA community members.

The TRC included 94 Calls to Action and all levels of government were encouraged to work collaboratively to reform policies and programs in an effort to repair the harm caused by residential schools. The report also called on all levels of government, organizations, and residents of Canada in general to mend the legacy of the residential schools and advance the process of reconciliation between Indigenous and non-Indigenous peoples in Canada.

The Government of Prince Edward Island continues to work to improve relationships with Indigenous communities. The Government of Prince Edward Island has been providing annual reports on the TRC since 2019 and MMIWG since 2020. This report combines those two reports and highlights progress that the government has made over the last year to advance reconciliation on Prince Edward Island.

Contents

Since the release of the MMIWG and TRC final reports, the Government of Prince Edward Island has taken active steps to reconcile and strengthen relationships with Indigenous peoples and communities. The Government of Prince Edward recognizes the importance of implementing the Calls and is committed to taking concrete steps to address them and working towards reconciliation.

The journey towards reconciliation requires ongoing commitment, action and reflection and the province is prepared to take up the challenge. Although fully addressing the content of some Calls may take several years, the government has made steady progress.

What's New?

To enhance readability and comprehension, the Government of PEI has enhanced the structure of the annual MMIWG and TRC status reports into one comprehensive document. The annual status report for 2022 now offers a combined summary as well as detailed schedules providing specific responses to the Calls for Justice or Calls to Action the Government of Prince Edward Island has implicated.

The combined summary highlights significant initiatives undertaken by departments that advanced reconciliation over the past year. These initiatives could either be in response to a specific call or advances reconciliation but not directly tied to a call. The summary also includes a new section highlighting initiatives members of the MMIWG Indigenous Working Group accomplished in 2022 with annual funding provided by the Government of PEI.

Moving Forward, Together

The Government of PEI is focused on supporting healthy, safe and sustainable Indigenous communities and working to achieve greater social justice and reconciliation. Through the Indigenous Working Group, government is actively listening to the concerns of Indigenous communities across the province and addressing those concerns with responsible initiatives and well-considered programs.

Active involvement and collaboration by all stakeholders with Indigenous peoples and communities on Prince Edward Island will build stronger relationships and respectful partnerships that benefit all Islanders.

Achievements by Theme

The province has been active on several fronts to address the Calls for Justice and Calls to Action as well as in other areas in its journey towards reconciliation. The following subsections, organized by themes contained in the MMIWG and TRC reports, explain what has been accomplished over the past year to advance reconciliation. These themes are Education and Culture, Health and Wellness, Human Security, and Justice. Ten departments are involved in responding to the Calls. Some highlights include:

Education and Culture

To build a better understanding of the importance of implementing the Calls, Reconciliation Training was provided by the Indigenous Relations Secretariat to senior management within all ten departments. This training was intended to raise awareness, improve planning, and establish a process for annual status reports. With all departments completing the training, over 200 decision-makers and senior management are now educated on the TRC and MMIWG Calls.

To fulfill a commitment made in the 2021 Status Report for the MMIWG Calls for Justice, an online reconciliation learning series has been developed to educate public servants on Indigenous awareness (terminology, facts and myths) and reconciliation (history and impacts of Canada's residential school system, the TRC, and how to contribute to Reconciliation). Work is underway to pilot the new e-learning program.

The Government of PEI partnered with L'nuey to celebrate Treaty Day. A Treaty Education Memorandum of Understanding was signed between the Mi'kmaq Chiefs of Prince Edward Island and the Premier as Minister Responsible for Indigenous Relations. Through this Memorandum of Understanding, the parties will jointly develop Treaty Education programs and services to achieve shared priorities and objectives for the education system, provincial civil service, and all Islanders.

The Indigenous Relations Secretariat held virtual weekly lunch and learn sessions during Mi'kmaq History Month to share knowledge about Mi'kmaq history and culture on PEI. The Secretariat also provided weekly "Did You Know" email blurbs to educate public service employees on the meaning of a Mawi'omi, smudging, and Indigenous reconciliation.

To recognize National Day of Truth and Reconciliation, the Government of Prince Edward Island invited Mi'kmaq leaders, members of the Indigenous community, and the public to the Provincial Administration Building for two minutes of reflection, followed by the lowering of the flags to honour the lives of Indigenous peoples impacted by residential school system. Later that evening, the government offices in Charlottetown were lit up in orange.

The Indigenous Relations Secretariat announced two \$1,000 John. J. Sark Memorial Scholarships for Indigenous students at Holland College. The program was available for the first time for the 2022-2023 academic year. One entrance scholarship for first-year students and one scholarship for students currently enrolled in their second, third, or fourth year.

Triple P is an evidence-based program which provides a flexible, practical way to develop skills, strategies and confidence to handle any parenting situation. In 2022, the Government of PEI funded and coordinated practitioner training for staff, both internal and external to government, who work with Indigenous families and parents. The program has increased access to training and resources for children aged 3 – 12 for Indigenous parents.

The Economic and Population Growth Division in the Department of Economic Growth, Tourism and Culture launched the Gender, Equity, Diversity, Inclusion and Community Enhancement Program:

- In December, the Department announced the approval of 24 projects, among which two projects (“Growing with Our People” by Abegweit First Nation and “Re-engage Youth in Ceremony” by UPEI Mawi’omi Centre) will directly and positively impact Indigenous peoples;
- The program provides \$20,000 in funding to Abegweit First Nation to create a documentary series called “Growing with Our People” that captures the stories of the Abegweit First Nation community; and,
- The program provides \$15,000 in funding to UPEI Mawi’omi Centre to re-engage Indigenous youth in Ceremony. Innovation PEI has also partnered to provide \$15,000 towards this project.

The Museum and Heritage Foundation in the Department of Economic Growth, Tourism and Culture published a special issue of an official publication, *The Island Magazine*, in collaboration with L’nuey. It was the first-ever issue of *The Island Magazine* dedicated entirely to Mi’kmaq history. The cover of the issue was written entirely in Mi’kmaq, and several of the articles in the issue were translated into both English and Mi’kmaq. The issue also featured stories about Mi’kmaq use of the Black Ash for basket making and the story of the Rocky Point Day School. Finally, the issue featured images of Indigenous artifacts from the provincial collection, Mi’kmaq food recipes, and excerpts from interviews with Mi’kmaq elders. Funding was provided to translators and honorariums were provided to Indigenous contributors, thanks in part, to the financial assistance of Innovation PEI. The issue also included a land acknowledgment done by L’nuey as well as a section on how to be a good ally. The issue is available in provincial libraries and schools.

The Computers for Success program, which is delivered through Information Technology Systems and Services (ITSS), refurbishes and distributes computers, equipment and software to not-for-profit organizations and groups. It provided 55 computers to Indigenous groups over the 2022 calendar year, including to the Native Council of PEI, the Mi’kmaq Confederacy of PEI, the Epekwitk Assembly of Councils, and the Aboriginal Women’s Association, as well as the Black, Indigenous, and People of Colour United for Strength, Home, Relationship (BIPOC USHR).

Health and Wellness

Collaboration is ongoing between the department and the Chief Public Health Office and Lennox Island and Abegweit First Nation Health Centres for communicable disease and vaccine preventable disease programs. The Department of Health and Wellness supported molecular COVID-19 testing at the Health Centres in Lennox Island and Abegweit First Nation through the provincial supply of reagents for access to COVID-19 testing at First Nation health centres. Health data on COVID-19 immunization rates were provided to the health centres in Lennox Island First Nation and Abegweit First Nation for supporting their vaccine programs.

In June 2022, The Department of Health and Wellness launched its first Health Strategy for Women and Islanders who are Gender Diverse. One of the priority areas is to create welcoming environments, especially in healthcare settings. Enhancing Indigenous cultural safety and humility is a key underpinning of this priority area and serves as a guiding principle for the overall strategy.

Human Security

The Department of Agriculture and Land's Community Food Security Program is designed to promote entrepreneurial development, planning and public education partnerships among community organizations, government and industry which explicitly support PEI residents in obtaining safe, culturally acceptable, nutritionally adequate diets through a sustainable, local food system that maximizes community self-reliance.

- The Diversity and Inclusion Strategy 2022-2025, implemented by the Public Service Commission, supports government departments and agencies to develop their own Diversity and Inclusion Plans, programs, and services that foster inclusive and bias-free workplace environments. This Strategy recognizes and embraces the broad and unique dimensions, qualities and characteristics that exist within our wider Prince Edward Island population. The diversity of our population is an asset that the Public Service Commission continues to leverage in order to build an inclusive, diverse, and safe public service workforce, workplace environment, and culture of innovative practices; guided by our core values of respect, integrity, accountability and excellence.

Within the Tourism Industry Strategy launched in March 2022, one initiative was to work with Indigenous tourism operators across the Island to help develop and launch new Indigenous tourism related experiences. This work is ongoing.

The Executive Council Office and the Anti-Racism Policy Advisor have been working quickly and diligently to produce anti-racism tools and resources for departments to apply an anti-racism lens. An example of this is the Anti-Racism Impact Assessment (ARIA). The Anti-Racism Impact Assessment is a process for analyzing the impact of the design and implementation of policies and legislation on racialized communities and for identifying and potentially reducing or eliminating any barriers.

The Anti-Racism Policy Advisor used an anti-racism lens to review the *Residential Tenancy Act*, the *Mental Health Act*, and other programs to ensure that the impacts on racialized and Indigenous communities are highlighted and addressed.

The Anti-Racism Policy Advisor, in collaboration with the Interministerial Women's Secretariat, Indigenous Relations Secretariat, Climate Change Secretariat, and Information Technology Shared Services, developed a Policy Lens training which was presented across departments in order to illustrate the benefits of using an equity lens, including anti-racism and Indigenous policy lenses, when developing policies. These trainings will be included in the Public Service Commission training calendar for individuals and departments to access in the future.

In May of 2022, staff of the Drinking Water and Wastewater Management Section and the Water and Air Monitoring Section within the Department of Environment, Energy and Climate Action met with L'nuey to discuss elements of the *Water Act*, confirming the intent to respect departmental obligations with respect to the duty to consult, and to outline overall departmental philosophy toward managing water as a common good. More specific focus was placed on the department's science-based approach to managing water withdrawals and discussion on various topics relating to wastewater and wastewater infrastructure including the on-going commitment to ensure the duty to consult is respected and considered in departmental approval processes, and measures to protect aquatic ecosystems and events that might adversely impact Indigenous fisheries activities.

All residents of Prince Edward Island were deeply affected following post-tropical storm Fiona, which demonstrated the wide-ranging impacts of climate change on the Island. More than ever, collaborative action is required to manage and prepare for the unavoidable impacts of a changing climate, including coastal hazards, post-tropical storms, heat waves, heavy precipitation and flooding.

In October 2022, the Department of Environment, Energy, and Climate Action released a whole-of-government Climate Adaptation Plan to identify government action on adaptation over the next 5 years. The plan provides a concrete roadmap for the province to better prepare for the future while lessening climate change's impacts on people living on PEI.

The province will continue to seek ways to address the disproportionate climate risk posed to Indigenous peoples on PEI. A shared path toward climate resilience will be cultivated by inviting and holding space for the valued knowledge and perspectives of the Mi'kmaq on PEI. The inclusion of Indigenous perspectives, knowledge, and participation in all of the actions presented in the Climate Adaptation Plan is welcome.

The Social Programs Division within the Department of Social Development and Housing plans to enhance its coordination with the First Nations in relation to communicating rate reviews and any ongoing enhancements. The Social Programs Division staff were encouraged to observe and recognize the National Day of Truth and Reconciliation Day, and the Social Programs Division Director sent a special message to ensure all staff took time to acknowledge the significance and purpose of the important date.

The Director of Child Protection, Director of Child & Family Services, Provincial Manager of Child Protection or Provincial Manager of Children's Services, and the Indigenous Services Team collaborates with Abegweit First Nation and Lennox Island First Nation to discuss and review service delivery impacts in a timely manner. This collaborative relationship strengthens the delivery of Child and Family Services at all levels of service delivery.

The Land and Environment Division of the Department of Transportation and Infrastructure leads departmental engagement efforts to fulfil the duty to consult with the Mi'kmaq on Prince Edward Island prior to taking any actions or decisions that may negatively and substantially impact Aboriginal or treaty rights. Each year, approximately 90 projects are initiated after consulting with the Abegweit First Nation and the Lennox Island First Nation, through L'nuey.

The Capital Projects Division of the Department of Transportation and Infrastructure is currently working on a road construction and active transportation trail within the community of Scotchfort. Abegweit First Nation has \$4.3m budgeted toward the project, while the Department of Agriculture and Land has a \$4.5m budget and will provide project management services. The joint tender is currently in the tendering process and will close on March 3rd, 2023. Work will be completed summer/fall of 2023.

Justice

The Department of Justice and Public Safety, as a member of the Coordinated Response to Adult Sexual Violence Task Force (CRASVTF), continued to work on the development of a provincial strategy to improve responses and coordination and to prevent harms associated with adult sexual violence in PEI.

Community and Correctional Services, in collaboration with the Atlantic Police Academy (APA) and Skills PEI, provided the third offering of an Accelerated Correctional Officer Program which includes six dedicated seats (out of 24), fully funded by government, for applicants from the Black, Indigenous, and People of Colour (BIPOC) community to contribute to addressing under-representation of staff.

To improve community safety, Public Safety Division with the Department of Justice continues to work with the First Nations in PEI to enhance community safety across the province including: support to enhance local emergency management capacity with and on First Nations reserves, and ensure continuity of Royal Canadian Mounted Police policing for Lennox Island and Abegweit First Nations.

To improve community safety, the Fire Marshal's Office (FMO) provided input into the operations of the Lennox Island Fire Department. The Fire Marshal's Office works with First Nations in PEI to provide inspection, prevention, and investigation services upon their request. Nationally, the Fire Marshal's Office also works as a part of the Canadian Council of Fire Marshals and Fire Commissioners (CCFMFC) to support the establishment of an Aboriginal Fire Marshal's Office.

The Justice and Public Safety Conservation and Enforcement Section continues to work collaboratively with the Indigenous communities of Abegweit First Nation, Lennox Island First Nation, and the Native Council of PEI with use and protection of provincial natural resources. Aboriginal Communal Fishing Licenses, Fishery Guardian Programs, and other collaborative efforts are examples of working together towards shared goals related to the natural resources of the province.

Support for MMIWG Work in Communities

When Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls was published, the provincial government was identified as responsible to create the Indigenous Working Group to inform the province's response to the MMIWG Calls for Justice.

A dedicated annual fund of \$250,000 was provided to support the Indigenous Working Group to engage and collaborate with the province on work related to MMIWG and the Calls for Justice status report. Funding in the amount of \$50,000 each was distributed to Lennox Island and Abegweit First Nations, the Mi'kmaq Confederacy of PEI, the Native Council of Prince Edward Island, and the PEI Aboriginal Women's Association.

Flowing from the province's financial support, important initiatives members of the Indigenous Working Group accomplished in 2022 include the following:

ABEGWEIT FIRST NATION

Abegweit First Nation facilitated a variety of healing activities and participated in raising knowledge of the Calls to Justice through the Elder and Coordinator positions. Women's Wellness Day was held at the Abegweit Wellness Centre and the women were taught self-care techniques and provided with journals and pens for self-healing.

A variety of self-care packages were created and distributed to individuals who were identified through the Wellness Centre. The MMIWG program was also able to provide and host art classes and provide the necessary supplies to over 30 participants. MMIWG pins were also beaded and will be provided through a variety of methods in the next calendar year.

Abegweit First Nation will continue to support and advocate for the Calls to Justice through the Indigenous Working Group with the assistance and support from the province of Prince Edward Island.

ABORIGINAL WOMEN'S ASSOCIATION OF PEI (AWA)

The Aboriginal Women's Association of PEI hosted a BBQ & cake outside the head office situated in the community of Lennox Island. A booth was set up with materials on the Calls for Justice booklets. AWA staff was available to answer any questions about the MMIWG project and the importance of the Calls for Justice. The Lennox Island Health Centre contributed gift cards to all participants.

The annual Sisters in Spirit walk was held on October 4th with several participants in this event. On October 5, a Faceless Dolls Workshop was held. The Elder and Communications Officer was invited to an eastern elementary school to put on a Faceless Dolls Workshop. Participants in the MMIWG Mural were invited to the MMIWG video launch, a series which highlighted each of the mural participants.

LENNOX ISLAND FIRST NATION

The Lennox Island First Nation MMIWG workplan is focused on connecting to culture and traditional ceremonies as a traditional form of healing for Lennox Island community members.

Education is an important component of the workplan. In June 2022, Lennox Island First Nation held a teaching Mawi'omi for students and staff at the John J. Memorial School. With the help of a local drum group and dancers, students from K4 through Grade 6 learnt the importance of ceremonies connected to this traditional gathering. They also learnt the types and history behind various dance styles.

In June, National Indigenous Peoples Day was celebrated in the community. Activities for the day included celebrating heritage and legacy as First Nations people in PEI and acknowledging the resiliency shown in spite of years of colonization.

Many community activities were held and supported through the MMIWG project. The project has provided for community members to gather and learn about First Nation art forms in a safe space where discussions about issues and concerns that can lead to actionable items can take place. These activities have included porcupine quill art, painting, hand drum making, and beading.

In November, a session was held with staff of the Lennox Island administration office to increase awareness of the MMIWG Calls for Justice. A focus group to review how these calls be kept at the forefront of program design and delivery was held. Awareness and education are and remain key priorities for Lennox Island as a community.

Lennox Island has participated in the MMIWG Provincial Working Group, the RCMP L Division Advisory Committee, and now has a representative on the National RCMP Indigenous Advisory Committee representing PEI. These involvements allow for cross-committee communication at both a provincial and national level.

MI'KMAQ CONFEDERACY OF PEI

In 2022, the Mi'kmaq Confederacy of PEI Health Program has worked closely with the PEI First Nations community members living both on- and off-reserve. The program is intended to address the impacts of the Indian Residential School, Indian Day School, and Missing and Murdered Indigenous Women and Girls.

The Mi'kmaq Confederacy of PEI participated in several public vigils and provincial statutory holidays acknowledging Indigenous history and efforts towards reconciliation. During community events and one-on-one visits, staff of the Mi'kmaq Confederacy of PEI provided intergenerational emotional support to family members of survivors of domestic violence and other abuses.

Training and building capacity remain key components of addressing the impacts of trauma while working frontline. Staff at the Mi'kmaq Confederacy of PEI have worked to expand knowledge and capacity through learning opportunities such as Trauma Informed Approaches and case management

certification. Debriefing continues to be an important part of managing workload and staff are encouraged to pursue certifications through the University of Prince Edward Island.

The program has also invested in materials and cultural supplies as well as ceremonial medicines for community members. Medicines have also been provided to Elders/Spiritual Knowledge Keepers for ceremony. The program has invested in care packages for Indigenous women and men and distributed them through partner organizations. This mode of collaboration has become emulated by other Indigenous organizations who wish to contribute and partner in the delivery of the Health Program. While meeting the needs of women, the Mi'kmaq Confederacy of PEI recognizes that men, some of whom are descendants of survivors of violence and intergenerational trauma, also need support.

The Mi'kmaq Confederacy of PEI and the Mi'kmaq Family Resource Center collaborated to host an art therapy session for mothers and children. This provided a safe environment for artistic creation, communication and healing through painting.

NATIVE COUNCIL OF PEI

The Native Council of PEI MMIWG Coordinator provides educational sessions to schools, government, and community groups as well as to the off-reserve Indigenous community on PEI. The coordinator works to promote healing among off-reserve Indigenous women on PEI through quarterly meetings and regular activities. In the past year, activities organized and hosted included: healing circles, Women's Sweat Groups, the making of ribbon skirts, dreamcatchers, medicine pouches and drums, as well as KAIROS Blanket Exercise presentations.

The KAIROS Blanket Exercise is an experiential workshop that provided an opportunity to explore the nation-to-nation relationship between Indigenous and non-Indigenous peoples in Canada. Blankets arranged on the floor represented land, with participants being invited to step into the roles of First Nations, Inuit, and, later, Métis peoples.

A Women's Retreat was organized by the coordinator, which provided a healing space for women to come together, and to have the opportunity to share and learn from one another.

Further activities also included the creation of a men's group, where 5-8 participants meet weekly at the Smith Lodge shelter. The Red Dress March, the Justice Strategies Summit, Sixties Scoop meetings, a cultural retreat at Panmure Island, Indigenous Veterans Day, Women's Wellness Wednesday, Powwow, and National Indigenous People's Day were other activities led and completed by the committee.

The MMIWG coordinator has also represented the group at several media events including International Women's Day activities and, on a podcast, titled *Break the Bias*, which explored the lives of Indigenous women and perspectives on reconciliation.

In the third episode of the podcast, the coordinator explained their personal connection to MMIWG and its relation to reconciliation. This personal connection stemmed from survival of the Sixties Scoop

and the loss of a sister. The episode was instrumental in describing the trauma experienced by a family and community whose member is murdered or missing as opposed to simply passing.

The MMIWG coordinator has established an Advisory Committee with active and regular participation from zones one, two and three.

The coordinator also provides client services to its members and routinely assists women with access to services and referrals to programs and resources that address their needs.

Conclusion

A journey to reconciliation requires ongoing commitment, action and reflection. The Government of Prince Edward Island understands this and has a genuine desire to build and strengthen its relationship with Indigenous peoples. The government has made significant progress on implementing the Calls and is committed to reconciliation. Previous commitments made regarding Indigenous reconciliation and equity continue to be fulfilled with attention paid to issues that cut across a spectrum of social, economic, historical, cultural, political factors. This made-in-PEI approach to reconciliation centers the perspectives and priorities of Indigenous peoples and communities within the province.

Much progress has been recorded in responding to the MMIWG Calls for Justice and the TRC Calls to Action. The Government of Prince Edward Island is being held accountable in ensuring the work of reconciliation continues. Reconciliation will take time and the collaboration of several stakeholders, most importantly Indigenous communities, to navigate. It is a layered and complex process which requires profound and lasting commitment from all levels of government.

The Government of PEI recognizes the importance of these Calls in the pursuit of equity and continues to document its efforts to meaningfully respond to the Calls for Justice and Calls to Action.

Schedules

Schedule A MMIWG Calls for Justice

The Government of Prince Edward Island affirms its commitment to advancing the implementation of the MMIWG Calls for Justice to address the legacy of trauma, violence, and oppression that has been inflicted upon Indigenous people.

Below is the Government of PEI's response to MMIWG which has been implicated. To see a complete list of the calls or to learn more MMIWG visit their website at mmiwg-ffada.ca.

- 1.1 We call upon federal, provincial, territorial, municipal, and Indigenous governments (hereinafter "all governments"), in partnership with Indigenous Peoples, to develop and implement a National Action Plan to address violence against Indigenous women, girls, and 2SLGBTQQIA people, as recommended in our Interim Report and in support of existing recommendations by other bodies of inquiry and other reports. As part of the National Action Plan, we call upon all governments to ensure that equitable access to basic rights such as employment, housing, education, safety, and health care is recognized as a fundamental means of protecting Indigenous and human rights, resourced and supported as rights-based programs founded on substantive equality. All programs must be no-barrier and must apply regardless of Status or location. Governments should:
- Table and implement a National Action Plan that is flexible and distinctions-based, and that includes regionally specific plans with devoted funding and timetables for implementation that are rooted in the local cultures and communities of diverse Indigenous identities, with measurable goals and necessary resources dedicated to capacity building, sustainability, and long-term solutions.
 - Make publicly available on an annual basis reports of ongoing actions and developments in measurable goals related to the National Action Plan.

- I. The Government of Prince Edward Island endorsed the Public Service Commission Diversity and Inclusion Policy in December 2019. This policy aims to create a highly competent public service that is representative of the Prince Edward Island population, and to create a workplace culture that is responsive, welcoming, and inclusive. The Public Service Commission Diversity and Inclusion Strategy (2022-2025) will guide all government departments and agencies to develop diversity and inclusion goals and action plans specific to their department mandate, programs and services. The Public Service Commission Equity, Diversity and Inclusion theme calendar continues to highlight

and recognize important days, celebrations, national, international and multicultural events including Indigenous women, girls, and 2SLGBTQQIA people and cultural diversity and human rights themes etc. The newsletters, mass emails and special messages distributed promote themes and contents that value equity, diversity and inclusion in the workplace and within the community.

- II. The Public Service Commission continues to maintain meaningful and positive working relationships with community organizations and service-providing agencies representing Indigenous Peoples, ethno-cultural groups, culturally diverse communities, persons with disabilities, 2SLGBTQQIA and gender diverse groups and women's organizations etc.
- III. The Public Service Commission recently reviewed its Leadership Competencies Framework as part of incorporating an Equity, Diversity, and Inclusion lens into the framework. This process will better ensure that aspiring leaders and current leadership understand the benefits that diversified teams bring to the workplace, as well as provide them with skills and tools to build cohesive and inclusive teams. The Public Service Commission sponsored Leaders in Action and Mid-Level Management leadership development programs continue to consider diversity aspects in selection criteria and to incorporate Equity, Diversity, and Inclusion sessions into the course outline.

1.2 We call upon all governments, with the full participation of Indigenous women, girls, and 2SLGBTQQIA people, to immediately implement and fully comply with all relevant rights instruments, including but not limited to:

- ICCPR, ICESCR, UNCRC, CEDAW, and ICERD, as well as all optional protocols to these instruments, including the 3rd Protocol to the United Nations Convention on the Rights of the Child (UNCRC). CALLS FOR JUSTICE Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls 177
- American Convention on Human Rights: specifically, that Canada ratify the American Convention on Human Rights and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women.
- All the recommendations of the 2015 UN CEDAW Inquiry Report and cooperation with the UN Committee on the Elimination of Discrimination against Women on all follow-up procedures.
- All recommendations made by international human rights bodies, including treaty monitoring bodies, on causes and recommendations to address violence against all, but specifically Indigenous women, girls, and 2SLGBTQQIA individuals.
- UNDRIP, including recognition, protection, and support of Indigenous self-governance and self-determination, as defined by UNDRIP and by Indigenous Peoples, including that these rights are guaranteed equally to women and men, as rights protected under section 35 of the Constitution. This requires respecting and making space for Indigenous self-determination and self-governance, and the free, prior, and informed consent of Indigenous Peoples to all decision-making processes that affect them, eliminating gender discrimination in the Indian Act, and amending the Constitution to bring it into conformity with UNDRIP.

- I. Insights and recommendations are regularly being collected from the Public Service Commission Equity, Diversity and Inclusion Advisory Committee with representatives from all government departments including the Indigenous Relations Secretariat, Acadian and Francophone Affairs, Anti-Racism Advisory Board, and the Interministerial Women's Secretariat etc.
- II. Jurisdictional best practices, research studies and technical and practical tips were also learned from the Public Service Commission's Inter Jurisdictional Working Group on Equity, Diversity and Inclusion and the Recruitment and Development Working Group.

1.3 We call upon all governments, in meeting human and Indigenous rights obligations, to pursue prioritization and resourcing of the measures required to eliminate the social, economic, cultural, and political marginalization of Indigenous women, girls, and 2SLGBTQQIA people when developing budgets and determining government activities and priorities.

- I. Departments submit their funding priorities for areas such as health, education and housing to the Department of Finance for consideration, therefore, much of the work would be done at the departmental level. However, the Interministerial Women's Secretariat applied gender and diversity lenses to proposed new budgetary initiatives for use by Finance officials in budget deliberations. Executive Council memos call for departments to consider any Indigenous considerations when submitting policy options for approval.
- II. The PSC Diversity and Inclusion Policy 2019 demonstrates the Government commitment to foster the development of a public sector that is welcoming, diverse, inclusive and free from any forms of discrimination. The Policy objectives are:
 - i. Building an Inclusive and Diverse Public Service
 - ii. Establishing a Safe and Inclusive Culture and
 - iii. Ensuring Inclusive and Diverse Innovative Practices
- III. Since the launch of the Diversity and Inclusion Policy 2019, the Public Service Commission continues to advance into this important work and our Public Service Commission's core principles and values will continue to guide us in building a culture of improvement, developing our people and our leaders, and promoting innovative human resource planning and talent management for the collective benefit of all Islanders and engage stakeholders advocating for diverse community groups in Prince Edward Island.

1.4 We call upon all governments, and in particular Indigenous governments and Indigenous representative organizations, to take urgent and special measures to ensure that Indigenous women, girls, and 2SLGBTQQIA people are represented in governance and that their political rights are respected and upheld. We call upon all governments to equitably support and promote the role of Indigenous women, girls, and 2SLGBTQQIA people in governance and leadership. These efforts must include the development of policies and procedures to protect Indigenous women, girls, and 2SLGBTQQIA people against sexism, homophobia, transphobia, and racism within political life.

- I. The Public Service Commission's Diversity Talent Pool and Diversity Employment Program continue to encourage departments and agencies to identify potential employment opportunities for diversity members, including Indigenous groups and people. Through these programs, departments and agencies can source for qualified candidates registered with the Diversity Talent Pool to fill casual, temporary and/or student positions.

- II. The Public Service Commission’s staff value input and recommendations brought forward by external stakeholder organizations, including Indigenous groups and people. The Commission continues to engage with these organizations and consults with the Indigenous Relations Secretariat, Inter-ministerial Women’s Secretariat, Anti-Racism Policy Office, Gender Diversity Policy Office, Immigration Office, Climate Action Office, and Acadian and Francophone Secretariat and other internal partners in order to ensure that the perspectives of culturally diverse and underrepresented groups and people are heard and considered at all levels of decision making, policy/program/service initiation, design, implementation and evaluation.

1.6 We call upon all governments to eliminate jurisdictional gaps and neglect that result in the denial of services, or improperly regulated and delivered services, that address the social, economic, political, and cultural marginalization of, and violence against, Indigenous women, girls, and 2SLGBTQQIA people.

- I. The Public Service Commission’s Diversity Talent Pool and Diversity Employment Program continue to encourage departments and agencies to identify potential employment opportunities for diversity members, including Indigenous groups and people. Through these programs, departments and agencies can source for qualified candidates registered with the Diversity Talent Pool to fill casual, temporary and/or student positions.

1.9 We call upon all governments to develop laws, policies, and public education campaigns to challenge the acceptance and normalization of violence.

- I. The Public Service Commission has on its website Guidelines for Addressing Family Violence and the Workplace, which was created as a resource for PEI Provincial Government Workplaces to recognize and respond to employees affected by family violence.

2.1 We call upon all governments to 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.

- I. The Department of Economic Growth, Tourism and Culture has continuously provided various programs and services to support Indigenous communities in areas of advocacy including Indigenous Culture and Traditions, business growth, employment opportunities, and up-skilled training. Majority of programs and services provided by the Department of Economic Growth, Tourism and Culture have been developed and implemented for all eligible Islanders and businesses. However, some funding programs are specific to

Indigenous groups, such as the Abegweit First Nations Project – Workforce development, Indigenous Art Bank Collection Program, etc.

- II. The Museum and Heritage Foundation within the Department of Economic Growth, Tourism and Culture published a special issue of an official publication, *The Island Magazine*, in collaboration with L'nuey. It was the first-ever issue of *The Island Magazine* dedicated entirely to Mi'kmaq history. The cover of the issue was written entirely in Mi'kmaq, and several of the articles in the issue were translated into both English and Mi'kmaq. The issue also featured stories about Mi'kmaq use of Black Ash for basket making, and the story of the Rocky Point Day School. The issue also featured images of Indigenous artifacts from the provincial collection, Mi'kmaq food recipes, and excerpts from interviews with Mi'kmaq Elders. Funding was provided to translators and honourariums were provided to Indigenous contributors partly through financial assistance from Innovation PEI. The magazine issue also included a land acknowledgment by L'nuey as well as a section on how to be a good ally. The issue is available in provincial libraries and schools.
- III. The Department of Economic Growth, Tourism and Culture has continued to make efforts to support Indigenous communities for better social and economic performance, as well as to fill in the identified gaps and challenges that the Indigenous groups have experienced.
- IV. In the tourism industry strategy launched in March 2022, one initiative was to work with Indigenous tourism operators across the Island to help develop and launch new Indigenous tourism related experiences. This work is ongoing.
- V. Communications and conversations will continue to take place across the Department of Economic Growth, Tourism and Culture related to Indigenous and other cultural groups to ensure positive outcomes are being achieved.

2.2.ii All governments must make funds available to Indigenous Peoples to support the work required to revitalize and restore Indigenous cultures and languages.

- I. The Economic and Population Growth Division within the Department of Economic Growth, Tourism and Culture launched the Gender, Equity, Diversity, Inclusion and Community Enhancement Program:
 - i. In December 2022, the Department announced the approval of 24 projects, including Growing with Our People by Abegweit First Nation and Re-engage Youth in Ceremony by the UPEI Mawi'omi Centre, both of which will directly and positively impact Indigenous peoples;

- ii. The program is providing \$20,000 in funding for Abegweit First Nation to create a documentary series called “Growing with Our People” that captures the stories of the Abegweit First Nation community; and,
 - iii. The program funds UPEI Mawi’omi Centre \$15,000 to re-engage Indigenous youth in Ceremony. Innovation PEI has also partnered to provide \$15,000 towards this project.

- II. The specific programs and services the Department of Economic Growth, Tourism and Culture developed are for advocating Indigenous culture and for improving the well-being of Indigenous peoples:
 - i. Indigenous Arts Grants, Indigenous Art Bank, project funding to L’nuey for culture promotion, education (Mi’kmaq Heritage Actors), and funding for Petapan (Indigenous Arts organization/symposium).
 - ii. Project Funding to Indigenous Tourism Association of Prince Edward Island for Indigenous Market preparedness and implementation.
 - iii. Staff from Tourism PEI, the Atlantic Canada Opportunities Agency, and representatives from the Department of Economic Growth, Tourism, and Culture has met with staff and board members from the Indigenous Tourism Association of Prince Edward Island to discuss their product development plans and upcoming priorities.
 - iv. The Department of Economic Growth, Tourism and Culture provided funding support to the DiverseCity Festival 2022 in five different communities across the Island. Indigenous communities were invited and presented their culture and traditions at every event.
 - v. Both the PEI Museum and Heritage Foundation and Innovation PEI funded *The Island Magazine*. Translators and Indigenous contributors were provided with honorariums. The issue also included a land acknowledgment done by L’nuey as well as a section on how to be a good ally.

2.3 We call upon all governments to 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. These are rights held by all segments of Indigenous communities, from young children to Elders. The programs and services that provide such access should not be tied exclusively to government-run cultural or educational institutions. All governments must further ensure that the rights of Indigenous children to retain and be educated in their Indigenous language are upheld and protected. All governments must ensure access to immersion programs for children from preschool into post-secondary education.

- I. The Economic & Population Division within the Department of Economic Growth, Tourism and Culture provided \$15,000 in funding to the UPEI Mawi'omi Centre to complete a project entitled Re-engage Youth in Ceremony. Innovation PEI has also partnered to provide \$15,000 towards this project.

2.4 We call upon all governments to provide the necessary resources and permanent funds required to preserve knowledge by digitizing interviews with Knowledge Keepers and language speakers. We further call upon all governments to support grassroots and community-led Indigenous language and cultural programs that restore identity, place, and belonging within First Nations, Inuit, and Metis communities through permanent, no-barrier funding and resources. Special measures must include supports to restore and revitalize identity, place, and belonging for Indigenous Peoples and communities who have been isolated from their Nations due to colonial violence, including 2SLGBTQQIA people and women who have been denied Status.

Bullets under 2.2.ii apply to this Call as well.

2.6 We call upon all governments to educate their citizens about, and to confront and eliminate, racism, sexism, homophobia, and transphobia. To accomplish this, the federal government, in partnership with Indigenous Peoples and provincial and territorial governments, must develop and implement an Anti-Racism and Anti-Sexism National Action Plan to end racist and sexualized stereotypes of Indigenous women, girls, and 2SLGBTQQIA people. The plan must target the general public as well as public services.

- I. The Public Service Commission's staff value input and recommendations brought forward by external stakeholder organizations, including Indigenous groups and people. The Commission continues to engage with these organizations and consults with the Indigenous Relations Secretariat, Inter-ministerial Women's Secretariat, Anti-Racism Policy Office, Gender Diversity Policy Office, Immigration Office, Climate Action Office, and Acadian and Francophone Affairs and other internal partners in order to ensure that the perspectives of culturally diverse and underrepresented groups and people are heard

and considered at all levels of decision making, policy/program/service initiation, design, implementation and evaluation.

- II. Insights and recommendations are regularly being collected from the Public Service Commission Equity, Diversity and Inclusion Advisory Committee with representatives from all government departments including the Indigenous Relations Secretariat, Acadian and Francophone Affairs, Anti-Racism Advisory Board, and the Interministerial Women's Secretariat etc.
- III. The Department of Finance, Taxation and Property Records, has been working to design a formal process for renaming communities such as Savage Harbour. The new process would include consultation with the Indigenous community.

2.7 We call upon all governments to adequately fund and support Indigenous-led initiatives to improve the representation of Indigenous Peoples in media and pop culture.

- I. The Department of Economic Growth, Tourism and Culture provided project funding to the Indigenous Tourism Association of Prince Edward Island for Indigenous market preparedness and implementation.
- II. The Department of Economic Growth, Tourism and Culture promoted Indigenous tourism products to regional, national and international media. The Department of Economic Growth, Tourism and Culture also works with tour operators from around the world to encourage the inclusion of Indigenous product on itineraries developed and sold to customers.
- III. Tourism PEI within the Department of Economic Growth, Tourism and Culture is part of an Atlantic Canada Best Practice Mission Committee, along with the Atlantic Canada Opportunities Agency and representatives from the three other Atlantic Canada provinces. Recently, the division worked with the Indigenous Tourism Association of PEI to identify four operators from PEI to attend a best practice mission in Winnipeg. The mission was focused on Indigenous tourism and participants who attended the International Indigenous Tourism Conference also had the opportunity to participate in networking activities outside the conference. Financial support was provided by the division to cover the expenses of PEI participants.
- IV. Tourism PEI also worked with the Food Island Partnership and Lennox Island First Nation to develop and execute a Fall Flavours event called Megepaji – To Eat in Abundance – in the fall of 2022.
- V. Tourism PEI's website has listings of Indigenous products, as well as a page that speaks to the culture: tourismpei.com/about-pei/history-culture/indigenous-culture.

3.1 We call upon all governments to 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.

- I. *Awareness to Action: A Health Strategy for Women and Islanders Who Are Gender Diverse 2022-2027* aims to address challenges and improve the health and well-being of women and gender-diverse Islanders at every stage of their lives. One of the priority areas of the health strategy is to create welcoming environments. Enhancing Indigenous cultural safety and humility is a key underpinning of this priority area.

3.2 We call upon all governments to 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. The lack of health and wellness services within Indigenous communities continues to force Indigenous women, girls, and 2SLGBTQQIA people to relocate in order to access care. Governments must ensure that health and wellness services are available and accessible within Indigenous communities and wherever Indigenous women, girls, and 2SLGBTQQIA people reside.

- I. The Chief Public Health Office has ongoing partnerships with Indigenous community groups and on-reserve wellness and health centres across PEI.

4.2 We call upon all governments to recognize Indigenous Peoples' right to self-determination in the pursuit of economic social development. All governments must 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. All governments must support, and resource community-based supports and solutions designed to improve social and economic security, led by Indigenous women, girls, and 2SLGBTQQIA people. This support must come with long-term, sustainable funding designed to meet the needs and objectives as defined by Indigenous Peoples and communities.

- I. The Department of Agriculture and Land has developed and administers a Community Food Security Program designed to promote entrepreneurial development, planning, and public education partnerships among community organizations, government and industry which explicitly support PEI residents in obtaining safe, culturally acceptable, nutritionally adequate diets through a sustainable, local food system that maximizes community self-reliance. This funding is aimed to be explicitly inclusive of groups that are disproportionately impacted by low community food security, including the Mi'kmaq in PEI and other Indigenous groups.

- II. Majority of programs and services provided by the Department of Economic Growth, Tourism and Culture have been developed and implemented for all eligible Islanders and businesses, i.e. Indigenous fishers received loans for fishing boats, project funding to the Mi'kmaq Confederacy of PEI for youth engagement in social enterprise etc.
- III. Specific programs and projects provided to support Indigenous people's economic progress and development include:
 - i. Expansion of the Aboriginal Entrepreneurship Program and initiatives/partnerships at the provincial/territorial level
 - ii. Indigenous Skills and Employment Training Program
 - iii. Youth employment initiatives

4.6 We call upon all governments to 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. This construction and provision of repairs must ensure that Indigenous women, girls, and 2SLGBTQQIA people have access to housing that is safe, appropriate to geographic and cultural needs, and available wherever they reside, whether in urban, rural, remote, or Indigenous communities.

- I. The Department of Economic Growth, Tourism and Culture, via Innovation PEI, holds a funding agreement with Bell Canada. This funding is a contribution to a larger project with joint funding from the Department of Transportation and Infrastructure as well as Infrastructure Canada. This project requires consultation with the Indigenous community throughout the project.

- II. Further, the Department of Economic Growth, Tourism and Culture works very closely with Innovation, Science and Economic Development (ISED) Canada, and has jointly developed a Memorandum of Understanding. Innovation, Science and Economic Development (ISED) Canada administers the Universal Broadband Fund. This fund accepted project applications from Indigenous communities but did not receive any applications from PEI.

5.5 We call upon all governments to 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: ICCPR, ICESCR, UNCRC, CEDAW, and ICERD, as well as all optional protocols to these instruments, including the 3rd Protocol to the United Nations Convention on the Rights of the Child (UNCRC). CALLS FOR JUSTICE Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls 177

- With the growing reliance on information management systems, particularly in the area of major and interjurisdictional criminal investigations, remote communities must be ensured access to reliable high-speed Internet as a right.
- 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.
- Capacity must be developed in investigative tools and techniques for the investigation of sexualized violence, including but not limited to tools for the collection of physical evidence, such as sexual assault kits, and specialized and trauma-informed questioning techniques.
- Crime-prevention funding and programming must reflect community needs.

- I. The Department of Justice and Public Safety, as a member of the Coordinated Response to Adult Sexual Violence Task Force (CRASVTF), continued to work on the development of a provincial strategy to improve responses and coordination and to prevent harms associated with adult sexual violence in PEI. The MMIWG Indigenous Working Group members were engaged to provide input into the strategy. The strategy, *Creating and Culture of Care*, was released on February 28, 2023.
- II. While open to other demographics, recognizing the disproportionate rate of victimization, the implementation of Emergency Enhanced Sexual Assault Services (EESAS) occurred in the previous reporting period. EESAS includes Third Option, which continues to provide victims of sexual assault access to improved trauma-informed care for those survivors who present to any one of the province's four Emergency Departments. Implementation included the Department of Justice and Public Safety, the Department of Health and Wellness, Health PEI, the Interministerial Women's Secretariat, and law enforcement across PEI.

- III. Conservation and Enforcement have included members of the Lennox Fire Department on an Ice Rescue training and are working to grow the partnership between Conservation and the First Nations Guardians.

5.6 We call upon provincial and territorial governments to 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:

- Guaranteed access to financial support and meaningful and appropriate trauma care must be provided for victims of crime and traumatic incidents, regardless of whether they report directly to the police, if the perpetrator is charged, or if there is a conviction.
- 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.
- Legislated paid leave and disability benefits must be provided for victims of crime or traumatic events.
- Guaranteed access to independent legal services must be provided throughout court processes. As soon as an Indigenous woman, girl, or 2SLGBTQQA person decides to report an offence, before speaking to the police, they must have guaranteed access to legal counsel at no cost.
- Victim services must be independent from prosecution services and police services.

- I. The PEI Family Information Liaison Unit continued to operate through JPS Victim Services. The Family Information Liaison Unit provides various supports to family members of MMIWG, including access information about missing family members. In 2020/2021 and 2021/2022, Family Information Liaison Unit funds have supported projects that provide culturally relevant healing practices for Indigenous women in the community.
- II. Victim Services operates within the Criminal Justice System, but independently from the Crown Attorney's office, police, and the courts.
- III. Victim Service staff have continued to provide services to Indigenous victims of crime by providing information on court procedures and justice services, information on case-related matters, supported victims throughout the court process, engaged in safety planning for victims of intimate partner violence, and facilitated applications for Criminal Injuries Compensation as appropriate. Victim Services workers have collaborated with the Mi'kmaq Confederacy of PEI and the Native Council of PEI, as well as various community members, to provide coordinated and collaborative supports to Indigenous victims of crime.
- IV. Victim Services is a member of the MMIWG Coordinating Committee and the MMIWG Interdepartmental Working group, both of which meet several times a year.

- V. Victim Services staff were invited by Aboriginal Women’s Association to provide information on Victim Services.

5.9 We call upon all governments to ensure that protection orders are available, accessible, promptly issued, and effectively serviced and resourced to protect the safety of Indigenous women, girls, and 2SLGBTQQA people.

- I. Emergency Protection Orders are available from Victim Services. Indigenous victims can self-refer and do not have to rely on police referral.

5.11 We call upon all governments to increase accessibility to meaningful and culturally appropriate justice practices by expanding restorative justice programs and Indigenous Peoples’ courts.

- I. PEI launched the Provincial Restorative Justice program for all residents in late 2021 and has seen cases increasing throughout 2022. PEI, together with Justice Canada, continues to fund the Mi’kmaq Confederacy of PEI Indigenous Justice Program which makes restorative processes available to Indigenous people in PEI. The two programs continue to collaborate.

5.14 We call upon federal, provincial and territorial governments to thoroughly evaluate the impact of mandatory minimum sentences as it relates to the sentencing and over-incarceration of Indigenous women, girls, and 2SLGBTQQA people and to take appropriate action to address their over-incarceration.

- I. In collaboration with the Mi’kmaq Confederacy of PEI Indigenous Justice Program and through Probation Services, Community and Correctional Services (CCS) oversees the recommendations and case plans provided as part of the Gladue Reports presented to the court. This is ongoing work with clients that are involved with justice programs in and outside of government.
- II. PEI is working with other federal, provincial and territorial governments to contribute to strategy development to reduce overrepresentation and improve justice system responses. These activities include the Indigenous Justice Strategy led by Justice Canada and a pan-Canadian strategy to address overrepresentation of Indigenous people in the criminal justice system. PEI is also working with other governments on changes to the First Nations Inuit Policing Program and supporting legislation. These activities include engagement of Indigenous people to inform design.

7.1 We call upon all governments and health service providers to 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.

- I. Through various initiatives, the Chief Public Health Office (e.g. Live Well PEI) is amplifying the voices of Indigenous people by providing tables to engage and give voice to Indigenous groups.

7.3 We call upon all governments and health service providers to support Indigenous-led prevention initiatives in the areas of health and community awareness, including, but not limited to programming:

- 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

- I. One of the actions in the *Health Strategy for Women and Islanders who are Gender Diverse* is to embed trauma-informed and culturally safe practices into healthcare settings. This will involve training opportunities in the future.

7.6 We call upon institutions and health service providers to 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:

- 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.

- I. Indigenous cultural safety and humility are core principles of the service and staff will be required to participate in training and education.

7.7 We call upon all governments, educational institutions, and health and wellness professional bodies to encourage, support, and equitably fund Indigenous people to train and work in the area of health and wellness.

- I. For healthcare recruitment, a land acknowledgement is included in physical and virtual presentations. In speaking of the pride of living on PEI, due recognition as the traditional land of the Mi'kmaq is given. The Department of Health and Wellness recruit students from some of the health-related programs with Indigenous representation such as Memorial University of Newfoundland, Northern Ontario School of Medicine, and Dalhousie University. The recruitment team has completed the Unconscious Bias in the Workplace training course and has been encouraged to take additional training on Indigenous awareness and inclusion.

7.8 We call upon all governments and health service providers to 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. This includes taking positive action to recruit, hire, train, and retain long-term staff and local Indigenous community members for health and wellness services offered in all Indigenous communities.

- I. The Public Service Commission's Diversity Talent Pool and Diversity Employment Program continue to encourage departments and agencies to identify potential employment opportunities for diversity members, including Indigenous groups and peoples. Through these programs, departments and agencies can source for qualified candidates registered with the Diversity Talent Pool to fill casual, temporary, and/or student positions.
- II. The Government of Prince Edward Island Diversity and Inclusion Policy (2019) and the Diversity and Inclusion Strategy (2022 – 2025) support fostering a workforce that is representative of the province's diverse population, and an inclusive work environment that recognizes, respects, and accommodates the diversity of individuals, while making use of the full range of talents and perspectives available to government. The policy also identifies many diversity dimensions including generation, gender, age, ethnicity, race, religious beliefs, sexual orientation, gender identity, immigration status, political beliefs, income level, geographic locations, physical / mental ability, Indigenous identity, national origin, first language, etc. By honouring these social and cultural identities, a better public service which ensures the interest of all Islanders is created and a workplace that is welcoming, respectful, inclusive and free from any forms of discrimination is designed.

8.1 We call upon all transportation service providers and the hospitality industry to undertake training to identify and respond to sexual exploitation and human trafficking, as well as the development and implementation of reporting policies and practices.

- I. The Highway Safety Division within the Department of Transportation and Infrastructure met with representatives of T3 Transit in Charlottetown to discuss the issue of human trafficking and distributed several posters to be placed in Island transit stations.

9.3 We call upon all governments to 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:

- Achieve representative First Nations, Inuit, and Métis diversity and gender diversity within all police services through intensive and specialized recruitment across Canada.
- Ensure mandatory Indigenous language capacity within police services.
- Ensure that screening of recruits includes testing for racial, gender, gender identity, and sexual orientation bias.
- Include the Indigenous community in the recruitment and hiring committees/process.
- 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.
- 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.
- 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.

- I. Community and Correctional Services, in collaboration with the Atlantic Police Academy (APA) and Skills PEI provided the third offering of an Accelerated Correctional Officer Program, which includes six dedicated seats (out of 24), fully funded by Government, for applicants from the BIPOC community to contribute to addressing under-representation of staff.
- II. The Public Safety Division within the Department of Justice, in collaboration with the Atlantic Police Academy (APA), provided scholarships with a focus on reducing financial barriers for Island residents who are under-represented in the policing work force, including self-identifying BIPOC, female, gender diverse.

12.1 We call upon all federal, provincial, and territorial governments to recognize Indigenous self-determination and inherent jurisdiction over child welfare. Indigenous governments and leaders have a positive obligation to assert jurisdiction in this area. We further assert that it is the responsibility of Indigenous governments to take a role in intervening, advocating, and supporting their members impacted by the child welfare system, even when not exercising jurisdiction to provide services through Indigenous agencies.

- I. The Indigenous Governing Body is aware of its responsibilities within Child and Family Services and is called upon when an Indigenous child or youth interact with the Department of Social Development and Housing. The Department recognizes that Indigenous communities have inherent jurisdiction and inherent rights with Indigenous children in care.

12.2 We call upon on all governments, including Indigenous governments, to transform current child welfare systems fundamentally so that Indigenous communities have control over the design and delivery of services for their families and children. These services must be adequately funded and resourced to ensure better support for families and communities to keep children in their family homes.

- I. The Department of Social Development and Housing works with Indigenous Governing Bodies to deliver services in a manner consistent with the best interest of the Indigenous child.
- II. The Indigenous Government Body is a part of the transformation of the child welfare system on PEI and collaborates to update the working protocol between the Department of Social Development and Housing and the Mi'kmaq Confederacy of PEI.

12.3 We call upon all governments and Indigenous organizations to develop and apply a definition of “best interests of the child” based on distinct Indigenous perspectives, world views, needs, and priorities, including the perspective of Indigenous children and youth. The primary focus and objective of all child and family services agencies must be upholding and protecting the rights of the child through ensuring the health and well-being of children, their families, and communities, and family unification and reunification.

- I. The Department of Social Development and Housing recognizes distinctive cultures and the importance of Indigenous perspectives for the operations of Child and Family Services. Staff have received training on Indigenous cultural awareness.

12.4 We call upon all governments to prohibit the apprehension of children on the basis of poverty and cultural bias. All governments must resolve issues of poverty, inadequate and substandard housing, and lack of financial support for families, and increase food security to ensure that Indigenous families can succeed.

- I. PEI has provided Lennox Island First Nation with a \$100k for a food security program.

12.6 We call upon all governments and child welfare services to ensure that, in cases where apprehension is not avoidable, child welfare services prioritize and ensure that a family member or members, or a close community member, assumes care of Indigenous children. The caregivers should be eligible for financial supports equal to an amount that might otherwise be paid to a foster family, and will not have other government financial support or benefits removed or reduced by virtue of receiving additional financial supports for the purpose of caring for the child. This is particularly the case for children who lose their mothers to violence or to institutionalization and are left behind, needing family and belonging to heal.

- I. The Department of Social Development and Housing follows both federal and provincial legislation with respect to preventive care where it is in the best interest of the child. If removal is unavoidable, the department follows the placement priorities set by the federal Act as outlined below:

16 (1) The placement of an Indigenous child in the context of providing child and family services in relation to the child, to the extent that it is consistent with the best interests of the child, is to occur in the following order of priority:

- (a) with one of the child's parents;
- (b) with another adult member of the child's family;
- (c) with an adult who belongs to the same Indigenous group, community or people as the child;
- (d) with an adult who belongs to an Indigenous group, community or people other than the one to which the child belongs; or
- (e) with any other adult.

- II. In February 2021, PEI discontinued the use of birth alerts.

13.2 We call upon all governments and bodies mandated to evaluate, approve, and/or monitor development projects to complete gender-based socio-economic impact assessments on all proposed projects as part of their decision making and ongoing monitoring of projects. Project proposals must include provisions and plans to mitigate risks and impacts identified in the impact assessments prior to being approved.

- I. The Department of Economic Growth, Tourism and Culture has continued to make efforts to support Indigenous groups and people for better social and economic performance, as well as to fill in the identified gaps and challenges that the Indigenous groups have experienced.
- II. The Department of Economic Growth, Tourism and Culture developed a Gender, Equity, Diversity, Inclusion strategy in 2022, which will deliver positive outcomes for Indigenous groups and people.
- III. A group of subject-matter experts in government provided the Policy Lens training for the Department of Economic Growth, Tourism and Culture. This half-day training helped the staff increase an awareness and skills in applying policy lens when reviewing and developing policies, programs, and procedures including Anti-Racism, Gender and Diversity, and Climate Action lenses as well as how to approach Indigenous considerations and responsibilities, and IT implications.

13.5 We call upon resource-extraction and development industries and all governments and service providers to anticipate and recognize increased demand on social infrastructure because of development projects and resource extraction, and for mitigation measures to be identified as part of the planning and approval process. Social infrastructure must be expanded, and service capacity built to meet the anticipated needs of the host communities in advance of the start of projects. This includes but is not limited to ensuring that policing, social services, and health services are adequately staffed and resourced.

- I. The Department of Environment, Energy and Climate Action, with PEI Energy Corporation as lead, discussed opportunities to engage with Indigenous groups and people in the development of the provincial energy programs. The PEI Energy Corporation has shared a desire with Indigenous communities and groups to promote training and development opportunities to support long-term socio-economic development. As the PEI Energy Corporation develops renewable energy projects, they will collaborate with Indigenous groups to provide support.

14.8 We call upon Correctional Service Canada to ensure its correctional facilities and programs recognize the distinct needs of Indigenous offenders when designing and implementing programming for First Nations, Inuit, and Métis women. Correctional Service Canada must use culturally safe, distinctions-based, and trauma-informed models of care, adapted to the needs of Indigenous women, girls, and 2SLGBTQQIA people.

- I. The Indigenous Casework position under Community and Correctional Services continues to provide services to Indigenous people post-sentence. An information brochure was developed in May 2022 to describe the role of the position. The brochure will promote improved awareness and access to these available supports.
- II. Community and Correctional Services continues to adjust service delivery to ensure the unique needs of Indigenous clients are met. Services include advocating for- and accessing psychological assessments, housing, medical treatment or providing intensive case management supports and coordination or delivering culturally specific programming.

14.12 We call upon Correctional Service Canada and provincial and territorial correctional services to provide programming for men and boys that confronts and ends violence against Indigenous women, girls, and 2SLGBTQQIA people.

- I. Over the last two years, four Turning Point Intimate Partner Violence groups for men were offered with an Indigenous lens. The Indigenous Caseworker and an additional trained Turning Point Facilitator offered the programming by incorporating concepts from the Indigenous community with a focus on trauma-informed care. The Turning Point groups offered through an Indigenous lens are developed for smaller cohorts of less than five people per group. The Indigenous Case Worker participates in assessments referred through the Turning Point Program to help with the assessment, which leads to better outcomes for Indigenous women and treatment for Indigenous men.

15.2 Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.

- I. The Department of Education and Lifelong Learning team as well as Grade 12 Language Arts teachers, Social Studies Intermediate curriculum teams, and K-12 Music curriculum teams participated in an Indigenous Cultural Context Learning experience in Lennox Island at John J. Sark Memorial school.
- II. The Public Service Commission offers opportunities to learn about local Indigenous history through online and lunch & learn courses such as Leaders in Action, and Mid-

Level Managers Training initiatives such as the Valuing EDI and Human Rights in the Workplace course and other departmental-specific learning opportunities.

- III. Indigenous culture is incorporated into Public Service Week events and major local, national, and international celebrations and recognitions are listed on the Public Service Commission Equity, Diversity and Inclusion celebration theme calendar. The Public Service Commission supports efforts of other departments to promote learning. This can include requests put forward in budget plans, e.g., request for funding to support education on Treaty Day.
- IV. The Museum and Heritage Foundation within the Department of Economic, Growth Tourism and Culture hosted the exhibition “Unearthing the Past: Archeological Discoveries on Prince Edward Island” at the Acadian Museum of Prince Edward Island. The exhibition featured artifacts and stories from two Mi’kmaq and two Acadian Archeological sites and was developed by staff with the Indigenous Relations Secretariat. A grand opening was organized for the exhibit in June of 2022, featuring a smudging ceremony by an Elder. A video about the exhibition can be accessed at youtu.be/Lm2xXqlrS54.
- V. The Museum and Heritage Foundation also launched a photo exhibit to mark the 100th anniversary of some women on the Island winning the right to vote provincially. This exhibit, called “Perseverance, Persistence, Progress: Women’s Impact on Politics in PEI” featured the stories of politically active women. The exhibit featured four different Mi’kmaq women: Chief Mary Bernard, Chief Margaret Bernard, Alice Mitchell and Peggy (Sark) Rydzewski. Information is available at peimuseum.ca/visit/exhibits.
- VI. The Museum and Heritage Foundation has added numerous Indigenous artifacts to its online collection page, including many handmade baskets from the recently donated Ray Sark Collection. Foundation staff are in the process of changing terminology used in the online collection to include Indigenous terminology for Indigenous artifacts. The online collection can be viewed at collections.peimuseum.ca.
- VII. An episode of the Foundations podcast called *The Hidden Island*, features excerpts from an interview with PEI’s first Mi’kmaq Poet Laureate relating Mi’kmaq folklore from Lennox Island. The episode entitled *The Folklore Campfire Sessions* can be accessed at peimuseum.ca/thehiddenisland.
- VIII. An Elder was invited as a guest speaker at the Department of Economic Growth, Tourism and Culture’s 2022 Staff Day Event. The presentation, *Songs, Stories, and Teachings from the Past* received very positive feedback and rated high scores of satisfactions based on the post-event survey.

15.3 Develop knowledge and read the Final Report. Listen to the truths shared and acknowledge the burden of these human and Indigenous rights violations, and how they impact Indigenous women, girls, and 2SLGBTQQIA people today.

- I. The Public Service Commission offers a series of training education programs and seminars on cultural understanding and cultural competency such as the Unconscious Bias in the Workplace Webinar, Cross-Cultural Understanding, Dismantling Racism, and Valuing Diversity and Human Rights in the Workplace. The aim of this training is to increase employee's awareness, knowledge and understanding of multi-dimensions of diversity and cross-cultural understanding as well as showcase the positive benefits inclusion brings to the workplace. These learning opportunities have been highly recognized and positive feedback has been received from many employees and managers.
- II. The Public Service Commission continues to encourage staff to attend Indigenous learning events delivered by the Indigenous Relations Secretariat and Indigenous organizations on PEI.

15.4 Using what you have learned and some of the resources suggested, become a strong ally. Being a strong ally involves more than just tolerance; it means actively working to break down barriers and to support others in every relationship and encounter in which you participate.

- I. The Executive Council Office (ECO) and Anti-Racism Policy Advisor invited agencies, boards, commissions and departments to participate in a diversity survey of Prince Edward Island's Agencies, Boards, and Commissions (ABCs) to ensure equitable representation on boards, agencies, and commissions. This survey will assist in providing data that will aid in the development of evidence-based and data-driven policies and initiatives that are inclusive and reflective of PEI's diverse population.
- II. The Executive Council Office had Mutinda Consulting, a seasoned equity and justice-centered program management company, provide community engagement services to help develop the Anti-Racism Action Plan through its vast community-building, facilitation, and management expertise.
- III. The Government of Prince Edward understands the importance of having Indigenous voices and persons who have meaningful relationships with Indigenous communities in PEI inform the Anti-Racism Action Plan. Renowned Mi'kmaq community members were engaged to provide this insight and held sessions with Grade 11 Class in Bluefield High School, Rocky Point Reserve, and individuals off reserve.
- IV. The Executive Council Office and the Anti-Racism Policy Advisor are working to produce anti-racism tools and resources for departments to apply an anti-racism lens. An example of this is the Anti-Racism Impact Assessment (ARIA), which is a process for analyzing the

impact of the design and implementation of policies and legislation on racialized communities and to identify and potentially reduce or eliminate any barriers. This tool is currently available for all departments to use.

- V. The Anti-Racism Policy Advisor used an anti-racism lens to review the Residential Tenancy Act, the Mental Health Act, and other programs to ensure that the impacts on racialized and Indigenous communities are highlighted and addressed.
- VI. The Anti-Racism Table met with the Department of Health and Wellness to discuss anti-racism initiatives, retention, hiring and onboarding practices.

15.5 Confront and speak out against racism, sexism, ignorance, homophobia, and transphobia, and teach or encourage others to do the same, wherever it occurs: in your home, in your workplace, or in social settings.

- I. During an Executive Council Staff Day and an Information Technology Shared Services Staff Day, the Anti-Racism Policy Advisor gave a presentation across departments explaining the division's mandate, ongoing work, and recommendations on how to address interpersonal racism.
- II. The Anti-Racism Policy Advisor, in collaboration with the Interministerial Women's Secretariat, the Indigenous Relations Secretariat, the Climate Change Secretariat, and Information Management and Information Technology, developed a Policy Lens Presentation presented to policy and leadership staff in all government departments in order to illustrate the benefits of using an equity lens when developing policies. These included anti-racism and Indigenous policy lenses. These trainings will be included in the Public Service Commission training calendar for individuals and departments to access in the future.

15.7 Create time and space for relationships based on respect as human beings, supporting and embracing differences with kindness, love, and respect. Learn about Indigenous principles of relationship specific to those Nations or communities in your local area and work and put them into practice in all of your relationships with Indigenous Peoples.

- I. The Anti-Racism Policy Advisor, in collaboration with the Interministerial Women's Secretariat, established two working groups: the Policy Community of Practice and the Collaboration on Equity-Deserving Policies and Initiatives (EPICWG). These working groups mission is to identify and collaborate on shared Government of PEI priorities while achieving common goals to address systemic issues that impact equity-deserving groups. Both groups have Indigenous representation, which brings expertise and knowledge to bear.

Schedule B

TRC Calls to Action

The Government of Prince Edward Island affirms its commitment to advancing the implementation of the Calls to Action and moving forward on the journey to reconciliation. Below is the Government of PEI's response to TRCs' Calls to Action which has been implicated. To see a complete list of the calls or to learn more about TRC visit their website at nctr.ca.

- 1 We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:
 - Monitoring and assessing neglect investigations.
 - Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.
 - Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.
 - Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.
 - Requiring that all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers.

- I. The Department of Social Development and Housing's Child Protection Services program has a working protocol with Mi'kmaq Confederacy of PEI (MCPEI) who offer the PRIDE Program supports for on-reserve families at their request or agreement. The Native Council of PEI (NCPEI) also offers additional resources for PEI's Indigenous families as requested as well as the Mi'kmaq Family Resource Centre.
 - i. Additional permanent, full-time, and temporary staff added to Indigenous Services team and Child in Care/Grandparent Alternative Care Provider team.
- II. Training was provided to the Department of Social Development and Housing (SDH) Directors, Minister to review the requirements and changes with the MMIWG and TRC reports. The training also noted the importance of incorporating the recommendations from these reports into annual workplans.
- III. Training session provided to the Department of Social Development and Housing and attended by the Deputy Minister, directors and staff to better understand the First Nations' culture and the overall historical and current context of the Mi'kmaq people of

PEI. This training also included federal Act context around the inherent right of self-governing Indigenous laws in Child and Family services.

- IV. Indigenous Services team led core training that included child-welfare practices, Indigenous community harms, Jordan's Principle, federal Act, Cultural Connection plan that is completed when an Indigenous child/youth is in care of the Director of Child Protection or as requested by an Indigenous governing body.
- V. The impact of the residential school experience on Indigenous children and their caregivers is a key consideration in the delivery of Child and Family Services. Staff receive core training and additional external training through the Mi'kmaq Confederacy of PEI. Several staff have also participated in programs through *Touchstones of Hope* and the *KAIROS BLANKET EXERCISE*.
- VI. The Director of Child Protection, Director of Child & Family Services, Provincial Manager of Child Protection or Provincial Manager of Children's Services, and the Indigenous Service Team collaborates with Abegweit First Nation and Lennox Island First Nation to discuss and review service delivery impacts in a timely manner. This collaborative relationship strengthens the delivery of Child and Family Services at all levels of service delivery.

2 We call upon the federal government, in collaboration with the provinces and territories, to prepare and publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions.

- I. The Government of PEI does not report on ethnic origin of children in care. The provincial population is small, and the subpopulation of Indigenous persons who are in care is below thresholds at which such reporting could compromise confidentiality. Due to the collaborative work with the Indigenous Governing Bodies who are aware of the number and identity of those in care.
- II. Summer 2021: The Department of Social Development and Housing revised the Cultural Connection Plan to assist children/youth in care with developing or maintaining a cultural connection.
- III. The Department of Social Development and Housing funded and coordinated training to staff and Non-Governmental Organizations that provide services to Indigenous citizens. A total of five additional staff are now accredited in Standard Triple P (Positive Parenting Program). Also, four Family Services workers trained that would work with Indigenous families.

10 We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:

- Providing sufficient funding to close identified educational achievement gaps within one generation.
- Improving education attainment levels and success rates.
- Developing culturally appropriate curricula.
- Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.
- Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems.
- Enabling parents to fully participate in the education of their children.
- Respecting and honouring Treaty relationships.

- I. As per section 3.7 of the Canada Student Financial Assistance Program Policy Manual, students who self-identify as Indigenous (First Nations - including status & non-status Indians, Métis, or Inuit) are exempted from the Fixed Student Contribution, which is usually required of students. This contribution is assessed at up to \$3,000 per student per academic year.

12 We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

- I. The PEI Early Learning Framework provides direction for directors and educators in Early Years Centres. It includes a component of culture and heritage as a learning goal. The Early Years Centres on-reserve use the federal Indigenous Early Learning and Child Care Framework.

18 We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

- I. Within the *Health Strategy for Women and Islanders who are Gender Diverse 2022-2027* and the supporting document, there is reference to historic trauma, racism, discrimination and recognition of the impact of colonization on the health and wellness of the Indigenous population on PEI.

19 We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long-term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.

- I. The Chief Public Health Office has ongoing collaboration and membership in the Health Policy and Planning Forum (HPPF) eHealth Working Group, which has the mission to strengthen partnerships and facilitate integration of provincial initiatives related to data sharing. This will contribute to access and improved health outcomes for the PEI First Nations communities and advance the Truth and Reconciliation Commission's Call to Action #19. Initial work will focus on chronic diseases indicators.

23 We call upon all levels of government to:

- Increase the number of Aboriginal professionals working in the health-care field.
- Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
- Provide cultural competency training for all healthcare professionals.

- I. For health care recruitment, a land acknowledgement is included in person and virtual presentations. In speaking of the pride of living on PEI, due recognition as the traditional land of the Mi'kmaq is given. The Department of Health and Wellness recruits' students from some of the health-related programs with Indigenous representation such as Memorial University of Newfoundland, Northern Ontario School of Medicine, and Dalhousie University. The recruitment team has completed the Unconscious Bias in the Workplace training course and have been encouraged to take additional training on Indigenous awareness and inclusion.
- II. As noted in Section 7.3, one of the actions in the *Health Strategy for Women and Islanders who are Gender Diverse* is to embed trauma informed and culturally safe practices into healthcare settings. This will involve training opportunities in the future.

30 We call upon federal, provincial, and territorial governments to commit to eliminating the overrepresentation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.

- I. PEI is working with other federal, provincial and territorial governments to contribute to strategy development to reduce overrepresentation and improve justice system responses. These activities include the Indigenous Justice Strategy lead by Justice Canada

and a pan-Canadian strategy to address overrepresentation of Indigenous peoples in the criminal justice system. PEI is also working with other governments on changes to the First Nations Inuit Policing Program and supporting legislation. These activities include engagement with Indigenous peoples to inform design.

36 We call upon the federal, provincial, and territorial governments to work with Aboriginal communities to provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.

- I. Community and Correctional Services continues to adjust service delivery to ensure the unique needs of Indigenous clients are met. These services include advocating for and accessing psychological assessments, housing, medical treatment or providing intensive case management supports and coordination or delivering culturally specific programming.
- II. Over the last two years, four Turning Point Intimate Partner Violence groups for men were offered with an Indigenous lens. The Indigenous Caseworker along with an additional trained Turning Point Facilitator collaborated in offering the programming by incorporating concepts from the Indigenous community with a focus on trauma-informed care. The Turning Point groups offered through an Indigenous lens are developed for smaller cohorts of less than five people per group. The Indigenous Case Worker participates in assessments referred to the Turning Point Program to help with the assessment which helps with better outcomes for Indigenous women and provides treatment for Indigenous men.

40 We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.

- I. Victim Service Workers have continued to provide services to Indigenous victims of crime by providing information on court procedures and justice services, information on case-related matters, supported victims throughout the court process, engaged in safety planning for victims of intimate partner violence, and facilitated applications for Criminal Injuries Compensation as appropriate. Victim Services workers have collaborated with the Mi'kmaq Confederacy of PEI and the Native Council of PEI, as well as various community members, to provide coordinated and collaborative supports to Indigenous victims of crime.

57 We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

- I. The Government of Prince Edward Island Diversity and Inclusion Policy (2019) and the Diversity and Inclusion Strategy (2022 – 2025) support fostering a workforce that is representative of the province’s diverse population, and an inclusive work environment that recognizes, respects, and accommodates the diversity of individuals, while making use of the full range of talents and perspectives available to government. The policy also identifies many diversity dimensions including generation, gender, age, ethnicity, race, religious beliefs, sexual orientation, gender identity, immigration status, political beliefs, income level, geographic locations, physical/mental ability, Indigenous identity, national origin, first language, etc. By honouring these social and cultural identities, a better public service which ensure the interest of all Islanders ensuring is created and a workplace that is welcoming, respectful, inclusive and free from any forms of discrimination is designed.
- II. Furthermore, the Diversity and Inclusion Strategy (2022-2025) outlines priorities and goals as PEI experiences the changing demographic trends within the civil service to represent the broader population. The department is committed to implementing this Strategy to build an inclusive, strong and resilient workforce. This objective is in alignment with the agenda as a government to advance people-centred policies and programs that are driven by facts, fairness, transparency, engagement, and accountability.
- III. The Public Service Commission offers a series of training education programs and seminars on cultural understanding and cultural competency such as the Unconscious Bias in the Workplace Webinar, Cross-Cultural Understanding, Dismantling Racism, and Valuing Diversity and Human Rights in the Workplace. The aim of these trainings is to increase employees’ awareness, knowledge, and understanding of multi-dimensions of diversity and cross-cultural understanding as well as showcase the positive benefits inclusion brings to the workplace.
- IV. The following community led cultural competency sessions have recently been introduced:
 - i. Applying an Inclusion Lens in Decision Making
 - ii. Dismantling Racism: Addressing Anti-Black Racism in Organizations
 - iii. Fostering Inclusive Communication in the Workplace
 - iv. Strategies for Leading Respectful Workplace Cultures for Supervisors, Managers and Director
 - v. Braver Spaces 101
 - vi. Cross-Cultural Understanding

- vii. Equity, Diversity and Inclusion Training
 - viii. Valuing Diversity and Human Rights in the Workplace
- V. The Public Service Commission Equity, Diversity and Inclusion theme calendar continues to highlight and recognize important days, celebrations, national, international and multicultural events including Indigenous women, girls, and 2SLGBTQQIA people, and cultural diversity, and human rights themes, etc. The newsletters, mass emails and special messages distributed often promote themes and content that value equity, diversity and inclusion in the workplace and in our community.
 - VI. The Planning staff in the Land Division within the Department of Agriculture and Land attended the Duty to Consult training with the Indigenous Relations Secretariat (IRS).
 - VII. The Department of Education and Lifelong Learning has continued an Indigenous Resource position at Mount Stewart Consolidated and has created a new Indigenous Resource position at Morell Consolidated/Regional and at Westisle. The Department continued the implementation of an 'Off-Reserve Student Education Assistance' program and the Mi'kmaq language and culture position at Hernewood.
 - VIII. The Department of Education and Lifelong Learning has provided the University of Prince Edward Island Faculty of Indigenous Knowledge, Education, Research, and Applied Science with supports of \$1.35M over two fiscal years for the establishment of the UPEI Faculty of Indigenous Knowledge, Research, Education, and Applied Science (IKERAS). This new faculty will include a comprehensive four-year degree program building Indigenous knowledge and research strengths. The first course has received approval and is being offered to students beginning September 2022. Beginning in 2022, the core Indigenous course (IKE-1040) will become a requirement for graduation from a bachelor's program at UPEI for new students.
 - IX. For French programs, Indigenous content and resources in the Grades 4 – 6, transdisciplinary units of study are currently piloting with implementation planned for fall 2023). Indigenous content, knowledge, etc. is present in renewed SOC621 (Sociology) and in the LAW521 curriculum. *Take Action for Reconciliation: Time for a Change*, a scholastic resource for Grade 8 French and immersion students is now available.

62 We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:

- Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students.
- Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.
- Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms.
- Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education.

- I. The Department of Education and Lifelong Learning, in collaboration with UPEI preservice teachers, have developed an Indigenous Atlas map resource.
- II. Curriculum and resource renewal include Indigenous ways of knowing and being.
- III. The English Education, Programs and Services Division continues to collaborate with the Indigenous community to develop and implement resources and units of study for use within Island classrooms.
- IV. A full-time Diversity Consultant has been hired to provide guidance and facilitation for improving the cultural competency of the English Education, Programs and Services Division's work.
- V. The Indigenous Education Advisory Committee was established to guide the creation and implementation of Indigenous knowledge and understanding within Island schools.
- VI. The mandate of the committee is to bring together stakeholders from various organizations to guide the creation and implementation of Indigenous knowledge and understanding to:
 - i. Heighten awareness, knowledge, and understanding of Indigenous values, culture and perspectives;
 - ii. Incorporate Indigenous knowledge and ways of understanding in the PEI Curriculum;
 - iii. Promote an understanding of PEI Indigenous peoples among all students through the integration of authentic Indigenous content into the 7-12 curriculum with the support of Indigenous stakeholders; and
 - iv. Develop curriculum that contains Indigenous content to an informed, respectful discussion of issues and give Indigenous students a sense of place and belonging in the PEI school system into the Prince Edward Island Curriculum.

63 We call upon the Council of Ministers of Education, Canada to maintain an annual commitment Aboriginal education issues, including:

- Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the
- history and legacy of residential schools.
- Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.
- Building student capacity for intercultural understanding, empathy, and mutual respect.
- Identifying teacher-training needs relating to the above.

- I. Diverse Music Resources through the Learn platform have been provided and “Mi’kmaq Campfire Stories of Prince Edward Island” authored by PEI’s first Mi’kmaq Poet Laureate has been received by all elementary music teachers and kindergarten teachers. “Our Musical Island” resource video which features Indigenous music and culture is now available. Seven Sacred Learnings series by Julie for Teacher Professional Development and classroom resource are also now available. Seven Sacred Posters have been sent to all schools on PEI to display.
- II. The Indigenous Education Advisory Committee (IEAC) continues to meet to guide the Department of Education and Lifelong Learning on Indigenous Issues. The department consults regularly with the Indigenous Education Advisory Committee (IEAC) to guide the department on Indigenous issues.
- III. Cultural Competency training has been provided for English Education Programs and Services staff and educators by Lennox Island First Nation. 4 Seasons of Reconciliation was provided as an online professional development resource for teachers and staff on residential schools, Indigenous relations, economic reconciliation, and the future of reconciliation
- IV. Education for Reconciliation resource has been developed for Grade 8 social studies utilizing the authentic voices of Indigenous women to bring awareness of residential schools and Missing and Murdered Indigenous Women and Girls. Grade 4 classes have received Climate/Science, Technology, Engineering, Art, and Mathematics professional learning through STEAM PEI, which has included Indigenous ways of knowing.
- V. UPEI Elder-in-Residence contributed to the Missing Indigenous Women and Girls and Two-Spirit People for Grades 10-12 project with UPEI pre-service teachers.
- VI. The Cultural Director at Lennox Island First Nation has provided consulting with Educational Leaders of the English Education Programs and Services Division, social studies and Grade 12 language arts teachers to improve the cultural context in

developing curriculum and selecting/implementing resources and professional development.

- VII. PRISM Group with the Department of Education and Lifelong Learning has provided integrated curriculum renewal and professional learning for teachers. ArtsSmarts, an arts initiative with projects, underway in schools across PEI. Facilitators have included Mi'kmaq artists.
- VIII. Indigenous Advisory Education Committee has worked to provide integrated curriculum renewal for Grades 1-6. Indigenous content, knowledge, and ways of knowing outcomes have been renewed in 7SOCA and in the new CIV421A curriculum. ENG621A/631A will now implement The Secret Path. Mi'kmaq language and culture exploratory course development for Public School Branch Intermediate Grades 7, 8, 9 is ongoing. A food series on Indigenous food and culture for Grades 7-12 is also underway.
- IX. The Department of Education and Lifelong Learning purchased several Indigenous-themed books for vetting and review to support the Integrated Curriculum renewal and classroom libraries.
- X. All Island schools participated in the Truth and Reconciliation Commission Week Activities and lessons provided by the Department of Education and Lifelong Learning. National Day for Truth and Reconciliation resources and lessons as well as the Four Seasons of Reconciliation resources are now offered.