

SULIQPITA

Newsletter by Pauktuutit Inuit Women of Canada



PAUKTUUTIT
INUIT WOMEN OF CANADA
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President's Message: Update from Rebecca Kudloo

We made it to 2021! Thankfully, vaccines are now being administered in Inuit Nunangat, as well as in the south, and their availability is anticipated to quickly increase in the months ahead.

The pandemic and its long-term consequences will continue to impact Inuit women and children in unfortunate ways. Pauktuutit will continue to address these challenges with strong advocacy to ensure the needs of Inuit women are fully considered and addressed in pandemic recovery planning.

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“ The pandemic and its long-term consequences will continue to impact Inuit women and children in unfortunate ways. Pauktuutit will continue to address these challenges with strong advocacy to ensure the needs of Inuit women are fully considered and addressed in pandemic recovery planning. ”

– Rebecca Kudloo



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I also know Inuit women will continue to be resilient, caring and work together to support each other and our communities. Thank you for continuing to follow public health guidelines to wear masks, wash hands, limit contacts and stay home when sick. Doing these things will keep our elders, loved ones and vulnerable people safe and healthy.

During the pandemic, Pauktuutit advocated for emergency response funding for Inuit and other women's shelters. We are also actively engaged in promoting public health information, including on the effectiveness and safety of the COVID-19 vaccines.



Communicating Our Priorities to the Government

In August 2020, Pauktuutit presented our first pre-budget submission to the Standing Committee on Finance, in advance of the next federal budget in 2021.

This formal communication of our priorities will help ensure that the concerns of Inuit women will be considered in the development of the next federal budget.

In September 2020, I wrote the Prime Minister asking that the Speech from the Throne not leave Inuit women behind. Specifically, we emphasized the following three key areas of urgent concern and asked the federal government to immediately:

- Invest \$20 million to build five shelters and transitional housing for Inuit women and children;
- Financially support the implementation of Pauktuutit's 15 policing recommendations to improve the safety and security of Inuit women; and
- Support the creation and delivery of programming aimed at improving the wellbeing

SAVE THE DATES

**January 26-27,
Pauktuutit Annual General Meeting (AGM)**

**February 21,
International Mother Language Day**

March 8, International Women's Day

and safety of Inuit women and children living in cities, especially more affordable housing and skills training opportunities.

I was pleased to see that the Speech from the Throne and Federal Economic Statement included commitments to:

- Pandemic recovery supports for women in the economy;
- Help elders to be safe, respected, and live-in dignity by increasing Old Age Security at age 75 and the Canada Pension Plan survivor benefits;
- Increase investments in shelters and transition housing for Inuit in the north and urban centres;
- Moving forward with a National Action Plan on Gender-Based Violence;
- Reduce homelessness; and
- Address food insecurity among Inuit.

RCMP & Pauktuutit Memorandum of Understanding (MOU)

Last summer, I also discussed the creation of a Memorandum of Agreement between Pauktuutit and the RCMP with Commissioner Brenda Lucki to support the implementation of Pauktuutit's 15 policing recommendations aimed at improving the safety and security of Inuit women across Inuit Nunangat.

These recommendations were originally identified in the January 2020 report, Addressing Gendered Violence Against Inuit Women: A Review of Police Policies and Practices in Inuit Nunangat.

Racism in the Canadian Healthcare System

In October, I took part in a national meeting hosted by Ministers Bennett and Miller to address racism in the health care system.

Pauktuutit's presentation highlighted that systemic racism toward Inuit in health care is well documented and made five recommendations:



1. That the government increase funding to ensure the principles of the Canada Health Act, including accessibility, comprehensiveness and universality, are upheld for Inuit women and girls – wherever they live – and there are sustainable and sufficient health resources in each community.
2. That all Inuit children and youth receive STEM (science, technology, engineering and mathematics) outreach programs, and that the most promising students are offered an opportunity to attend summer STEM camps, either virtually or in person. In addition, high school students should receive counselling and encouragement about the path to becoming a doctor, nurse, physiotherapist or support worker. Further, when our students are training for a career in healthcare, they must be supported with safe and respectful classrooms. As well, clinical settings must be free of racism and discrimination.
3. That racism is addressed with Cultural Safety Education by training, recruiting, retaining, and mentoring Inuit staff and healthcare providers at all levels of the health system; as well as by creating working and learning environments where Inuit knowledge, leadership and enterprise are all valued.
4. That all healthcare student trainees and current healthcare staff receive cultural awareness training about Inuit history and culture, as well as gender-based violence training, and that those working in our communities should also receive local Inuktitut dialect training.
5. That the delivery of healthcare is Inuit-informed, through the involvement of elders, community leaders, women and youth in the design and delivery of healthcare programs and services for our people and communities, and that Inuit women be consulted when decisions are made about where healthcare dollars for Inuit are to be spent.

In closing, please say safe and plan to get the COVID-19 vaccine to protect yourself and everyone in your community. I wish you a happy and healthy new year, with feelings of renewed hope and optimism.

– Rebecca Kudloo, President

Bill C-15, United Nations Declaration on the Rights of Indigenous Peoples Act (UNDRIP)

In November, I participated in the first session of the consultations the Minister of Justice held with Indigenous women's groups for the drafting of this legislation.

Many of the changes Pauktuutit sought have been made in Bill C-15, introduced in Parliament, in December 2020.

Pauktuutit will be advocating for the quick passage of the Bill C-15 and for Inuit women to be part of developing the Action Plan to implement the rights in UNDRIP. These rights are guaranteed equally to Inuit women, girls, as well as gender-diverse persons.

About Rebecca Kudloo

Rebecca Kudloo has served as President of Pauktuutit since 2014. She was born on the land outside Iglulik, Nunavut, and now lives in Baker Lake, Nunavut. Prior to her work with Pauktuutit, Rebecca worked in education and community-based counselling for over 30 years, including with the Department of Education of the Nunavut Government, from which she is now retired. Rebecca is also the co-founder and current Chair of Mianiqsjit, a community-based child sexual abuse and family violence counselling service in Baker Lake.





Message from Acting Executive Director:

Rosemary Cooper

Happy New Year and welcome to the first issue of *Suliqpita*, in 2021! Eleven months in to the COVID-19 pandemic in Canada, the Pauktuutit team is well settled into the new pandemic-informed work structure. With the help of technology, staff have largely been able to continue activities unrelated to travel and ensure maximum safety protocols.

Projects which would normally require travel and face-to-face meetings are now accomplished through conference calls and videoconferencing. Everyone is working from home and will continue to do so until it is safe to return to our offices in Ottawa. Among Pauktuutit's current priorities is our work toward the co-development of a National Action Plan to implement the Calls for Justice of the *Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)*.

Pauktuutit is co-chairing the Inuit Working Group with Inuit Tapiriit Kanatami to deliver a comprehensive and ambitious Inuit Action Plan to the federal government by the spring of 2021. This Inuit-specific strategy will form the Inuit Chapter of the overarching National Action Plan.

Other members of the Inuit Working Group are representative from each of these 10 diverse organizations:

- Inuvialuit Regional Corporation
- Nunavut Tunngavik Incorporated
- Makivik Corporation
- Nunatsiavut Government
- Family & Survivors Circle
- Urban Inuit/Tungasuvvingat Inuit
- AnânauKatiget Tumingit Regional Inuit Women's Association
- Saturviit Inuit Women's Association of Nunavik

As well, representatives of Pauktuutit and ITK are members of the Core Working Group which is working to deliver the overall National Plan. Together, Inuit representatives are working to ensure that Inuit women and girls receive the same standard of safety, health, education, and justice enjoyed by all Canadians, and the physical, emotional, economic, social and cultural security that many Canadians take for granted.

The Inuit Action Plan will address these inequities with concrete, timely and measurable systemic changes so that Inuit women and girls – as well as lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual persons – achieve substantive equality.

Pauktuutit continues to advocate for immediate funding for shelters in Inuit Nunangat and a Needs Assessment Survey is underway with urban Inuit women in Ottawa to get a better sense of relevant potential services. The aim is to secure a shelter in the capital and, eventually, replicate the model in other urban centres.

On an equally crucial matter, Pauktuutit's president has been actively pursuing a Memorandum of Understanding (MOU) with RCMP officials to operationalize the recommendations of the Policing Report released earlier in the year.

The MOU will serve as the formal strategic approach to identify shared objectives, and to monitor progress and accountability to reduce gender-based discrimination as well as violence against Inuit women and girls.

Most recently, Pauktuutit's President Rebecca Kudloo tabled recommendations at a national meeting to address racism in Canada's healthcare system and encouraged governments to take concrete action to follow through on promises made to remedy the situation.

About Rosemary Cooper

Rosemary Cooper assumed responsibility as Acting Executive Director of Pauktuutit in October 2020. Before joining Pauktuutit as Senior Political Advisor, Rosemary was Political Advisor at Inuit Tapiriit Kanatami (ITK). Prior to moving to Ottawa, Rosemary served in the Nunavut Government as Associate Deputy Minister of Health and Social Services, and Associate Deputy Minister of Executive Services and Intergovernmental Affairs. Born and raised in Iqaluit, Rosemary is fluently bilingual in Inuktitut and English.





Health Issues: Core project updates

Cannabis in Our Communities: A focus on youth and maternal health

Funded by Health Canada's *Substance Use and Addiction Program*, our cannabis project is active as we engage with a target audience of youth and young parents from across all regions of Inuit Nunangat and key urban centres.

Once the pandemic began and all travel was cancelled, we shifted our approach from conducting focus groups in communities to having teleconferences with participants in each region or urban area.

This shift from in-person to remote program delivery allowed us to expand our scope beyond a single community in each region to the entire region (e.g., from only Kuujuaq to Nunavik).

We continue to work with Argyle Consulting and Okpik Consulting to engage audiences and aim to complete our research this fall.

To reach potential participants, we implemented a comprehensive media strategy that leverages [our website](#) and [our Facebook page](#) as recruitment tools. The strategy includes promotional material for community champions who have been sharing our messaging and helped recruit participants.

Once the engagement phase is done, we will begin the knowledge translation portion of the project based on the findings from our focus groups, the national online survey, and individual phone interviews.

Using the research results, we will identify strengths and gaps in cannabis knowledge to create Inuit-specific resources as part of a customized awareness campaign with a strong emphasis on harm reduction.

We will distribute these resources across northern regions via health centres and allied service providers to encourage Inuit communities to make informed and healthy decisions about cannabis use.

Fetal Alcohol Spectrum Disorder: Supporting Inuit families & communities

Funded by the Public Health Agency of Canada, this project aims to raise awareness of Fetal Alcohol Spectrum Disorder (FASD), reduced associated stigma, and improve the health of mothers and infants affected by FASD.

With the support of researchers at The Firelight Group and Okpik Consulting, **Pauktuutit is speaking with Inuit living across Inuit Nunangat and in urban centres willing to sharing their experiences around FASD.**

We are also interviewing workers, frontline providers, community and education workers, as well as anyone who works in family health and FASD. Since travel to the regions is restricted for the foreseeable future due to Covid-19, we replaced in-person focus groups with virtual interviews.

The topics discussed focus on alcohol consumption, maternal and infant health, plus all aspects of FASD. **The insights gleaned from these conversations will be compiled in a report contributing to Inuit-specific FASD research and informing a FASD public awareness campaign tailored for Inuit.**

At the conclusion of Phase One in late fall 2020, we developed a Request for Proposals around knowledge translation and transfer (KTT), including a strategy to disseminate Phase One data results, and customized communication products for the awareness campaign.

The CheckUp Project: Engaging youth via social media

Funded by the Canadian Institutes of Health Research (CIHR), the CheckUp Project is a sexual health wellness initiative that seeks to engage with Nunavik and Inuvialuit Inuit youth to discuss sexually transmitted and blood-borne infections (STBBI) and the importance of "getting checked."



In partnership with the University of Saskatchewan, the Nunavik Regional Health Board and Social Services, and the Inuvialuit Regional Corporation, **the project aims to determine the most effective ways to engage with youth on social media about sexual health.**

Posts by the CheckUp Project on social media have increased both 'shares' and followers.

We partnered with Canadian Inuk singer Beatrice Deer for a video series entitled "Because You Asked," which discusses youth sexual health and the importance of getting checked. The first video proved quite popular and we are working on content for the next video in the series.

In our last youth session in Kuujuaq we realized that the concept of consent should be integrated into sex health and wellness discussions. We will make sure this theme continues to be central for future project activities.

Before the pandemic, the CheckUp project cycle was in the planning phase of learning circles and youth engagement sessions in Nunavik and Inuvialuit Settlement Region (ISR). Since working conditions in light of COVID-19 are changing and differ across regions, plans for the structure and organization of sessions or retreats have not been completed.

We are investigating virtual options over the coming months and aim for engagement in the spring of 2021.

The Cancer Project: Inuusinni Aqqusaaqtara – My Journey

Funded by the Canadian Cancer Society, the Cancer Project aims to help Inuit cancer patients better understand cancer and improve communication between Inuit patients and non-Inuit care providers.

Specifically, Pauktuutit and the Canadian Cancer Society are working together to develop meaningful ways to support better health and to increase prevention and early detection among Inuit.

Inuusinni Aqqusaaqtara – My Journey is a collection of cancer resources developed for Inuit patients, caregivers, and healthcare providers.

Pauktuutit developed e-learning modules that facilitate online and offline learning, as well as provide northern communities with accessible education.

At the end of 2019, Pauktuutit invited individuals who have experienced a cancer journey, their families, and others who work in Inuit health to take part in a pilot test of the e-learning modules before they were completed.

The feedback provided proved critical to ensure **module content was relevant, sensitive and Inuit-specific.**

The e-learning module specifically for healthcare providers is in the process of accreditation by the Canadian Nurses Association (CNA). However, given the scarcity of available Inuit nurses to review contents, the accreditation has been suspended.

Once complete, we hope accreditation will provide incentive for nurses to receive credits for completing the module towards their professional development requirements.

If you are an Inuk nurse or know an Inuk nurse that would like to review our e-learning modules, please contact Savanah Ashton at sashton@pauktuutit.ca.

Cancer Survivorship: Building culturally safe care with Inuit in Inuit Nunangat

Pauktuutit has received a three-year grant from the Canadian Institutes of Health Research (CIHR) for cancer survivorship work, in partnership with the University of Ottawa.

This project will facilitate the continued dissemination and implementation of Pauktuutit's cancer resources to ensure they are available to those who need them most.

Reproductive Health Rights: A focus on Inuit women

On the day ahead of the Forum for Informed Consent and Reproductive Rights, Pauktuutit held an Inuit-specific session with several key stakeholders from across Inuit Nunangat on January 27, 2020.

We discussed key messaging and presented these in the following days at the two-day Forum in Ottawa, which was hosted by the First Nations and Inuit Health Branch (FNIHB) and the National Collaborating Centre for Indigenous Health (NCCIH).

The resulting report is entitled, *Access, Respect, Consent: Inuit Women and Reproductive Health Care Services in 2019.* The knowledge compiled in



this report stems from a one-year consultation and research project, which included an environmental scan and community visits in Inuit Nunangat.

The project examined the following issues:

- Inuit women's access to reproductive health information;
- sexual and reproductive health education and information;
- temporary and permanent contraception;
- pregnancy options;
- pre- and post-natal care; and
- birthing.

The report posits that **sexual and reproductive health and rights are fundamental human rights, and that Inuit women must be provided equitable access and care.**

We conducted telephone interviews with 22 key contacts in sexual and reproductive health services in the four Inuit regions, and with southern referral centres. We also held community consultations and interviews in Rankin Inlet, Arviat, Kuujuaq, Inuvik, Iqaluit, and Nain.

Out of respect for their privacy, those who contributed to the consultations will remain anonymous.

The summary of these consultations is a snapshot in time, and refers to a mixture of facts, statements and opinions. By contrast, we know that processes and protocols within the healthcare systems across Canada are not static and subject to change.

We hope this report highlights both the gaps and the promising practices, while providing context for further discussion. ✨

Engaging Men & Boys in Reducing Violence Against Women & Girls: Enhancing the *pilimmarksarniq* toolkit

Building on the results of Phase I of this project, the overall intent of Phase II was to develop and support community-based efforts to reduce violence against women and girls, as well as promote gender equality.

As part of Phase II, we developed a role model campaign. We went through a process of nominations across all regions and worked with an advisory committee to choose a diverse group of seven role models including men, women, youth and elders.

The campaign is a way for community members across Inuit Nunangat to acknowledge someone in their daily life who demonstrates the characteristics of Inuit societal values that foster healthy relationships, gender equality, and a way of living life free from violence.

These activities provided indications that could enhance the *Pilimmarksarniq*, Engaging Men and



Boys toolkit. The goal of this toolkit is to encourage men and boys to advocate on behalf of women to end violence against women and children.

The toolkit supports the creation of a men's group with a view to encourage positive coping skills in the face of grief and trauma.

National Engagement teleconferences were successfully held over a two-day session, focusing on strengthening coping skills as well as supporting Inuit men and women role models in speaking out about violence.

There were also opportunities to build and share knowledge of effective practices to engaging men and boys in addressing gender-based violence.

A series of seven videos were planned to complement the revised toolkit, featuring role models making a compelling case for the benefits of good coping skills.

The production of the videos is now complete, including trailers for marketing purposes, and the toolkit itself is entering the layout and printing phase.

The toolkit has also been translated to North Baffin Inuktitut and the project is expected to be complete by year-end, with launch and distribution set for 2021. ✨



Ikajuqatigiiniq, Inuit Youth Pathways to Violence Prevention: Leadership camp update

Ikajuqatigiiniq is an Inuit youth violence prevention leadership camp designed to be held in Pangnirtung over five days. The project is funded by Indigenous Services Canada's Family Violence Prevention Program (FVPP) and the First Nations and Inuit Health Branch (FNIBH).

Due to the ongoing COVID-19 travel restrictions, Pauktuutit is considering having the camp delivered by local community facilitators in collaboration with Qikiqtani Inuit Association's representatives.

The project's deadline has also been extended to March 2021, to accommodate the pandemic delays.

A primary objective is to create a toolkit for the support of youth camps held by youth themselves. The first camp would serve as a trial event and the blueprint for other camps going forward.

Ikajuqatigiiniq aims to enhance youth self-reliance to identify unhealthy behaviour and attitudes. It is meant to foster the ability to promote non-violence which, in turn, helps youth live free from violence. ✨

Social & Economic Development Department: Core project updates

The past few months have been busy for the Social and Economic Development (SED) department! Our focus has been on completing project deliverables for core projects.

We completed the first year of the Enhancing Inuit Women's Economic Development project.

The aim of the project is to enhance and formalize current socio-economic development activities by:

- establishing an Inuit women's business council;
- sustaining and enhancing the IWB's growth and activities;
- providing strategic direction to Pauktuutit's economic development activities and initiatives; and
- bringing together relevant experts and stakeholders to share promising practices.

We held Inuit Women's Business Council (IWBC) meetings in November 2019 and February 2020. The next scheduled virtual meeting will take place in late fall 2020. We also created a directory for Inuit women-owned businesses across Canada, which will help Inuit women network across the country.

Business development workshops are also being finalized. Once completed, we aim to make them available online and contract people in communities to deliver the workshops in person.

Regarding the extraction project, the final report on survey findings is almost done. It will include a communications element highlighting the responsibilities of workplaces in ensuring the safety of Inuit women. The project literature review is also complete and disseminated. It has been extremely well received by governmental actors, community partners, and the project advisory committee.



Alongside Policy and Research colleagues at Pauktuutit, the SED department has taken part in national forums addressing the impacts of COVID-19 on Indigenous economic and social wellbeing.

These include the Indigenous Business COVID-19 Response Taskforce (initiated by the federal government), and the Community Economic Development Taskforce led by Inuit Tapiriit Kanatami (ITK).

Meetings have been taking place weekly since March 2020 and some initiatives include national surveys outlining the effects of COVID-19 on Inuit women-owned businesses and an economic recovery plan (in progress). ✨

Policy & Research Updates: Violence, abuse prevention & administration of justice

Needs Assessment for Inuit-Specific Urban Women's Shelter & Housing in Ottawa, ON

Subject:

There is no available evidence exploring the need for urban Inuit-specific women's shelters. Given the lack of research, we don't know if Inuit women feel supported within the current shelter system.

There is no picture of urban Inuit women's housing situations and needs in Ottawa.

Key Objectives:

First, the needs assessment will examine the shelter and support needs of urban Inuit women in Ottawa, with the goal of replication in other urban centres with significant Inuit populations.

Second, it will explore the current state of urban Inuit women's housing and homelessness in Ottawa.

This is an important area of research, as **there is a lack of information creating sizable gaps in the knowledge about the experience of Inuit women in urban centres. There are knowledge gaps around the most effective and culturally appropriate service options.**

As it relates to shelter use, housing, and homelessness the study will seek to gain a broad understanding of the needs and experiences of Inuit women and their children in Ottawa.

The research will seek to determine what the actual needs are from shelter facilities, and address housing options for Inuit women in the city.

Ultimately, the needs assessment will fill an important research gap and will help to inform service planning and delivery. It will also identify other unmet needs related to the safety and wellbeing of Inuit women and their children as the first step in designing Inuit programs.

Background:

This needs assessment, funded by the Canadian Mortgage and Housing Corporation (CMHC), is being conducted in partnership between Pauktuutit Inuit Women of Canada, Inuuqatigiit Centre for Inuit Children, Youth and Families, and Tungasuvvingat Inuit.

Pauktuutit's research on urban Inuit women's needs, conducted in 2017, found that Inuit women identified a strong need for Inuit emergency shelters in cities.

Women also identified a need for short-term housing for family members accompanying northern residents to southern centres, and family shelters appropriate for older youth.



Lastly, the need for affordable, safe, long-term housing was described at length.

NEXT STEPS:

To sample both shelter clients, staff, and housing associations, the research team developed two versions of a survey (both online and in print).

A questionnaire was completed by former or current Inuit women shelter users; and those who have or need access to options such as permanent low-cost housing, rental subsidies, rent controls, cooperative housing, and social housing.

The second version of the survey was designed for a wide range of service providers representing several agencies (e.g., emergency shelters, drop-in agencies, supportive housing agencies, community-based organizations, community health centres, etc.).

Surveys are currently being conducted online and were concluded in October 2020.

The research team has also begun conducting semi-structured individual phone interviews with Inuit women in and around the Ottawa-Gatineau area who are shelter residents or have had experiences within the urban shelter system.

Interviewing will provide an opportunity for participants to share their direct life experiences and provide firsthand perspectives on their needs, challenges, and experiences.

Last, the research team is also conducting a series of face-to-face and phone semi-structured key informant interviews with Inuit women and employees with experience in different service models including:

- emergency shelters;
- emergency shelters;
- drop-in agencies;
- supportive housing agencies;
- community-based organizations; and
- community health centres.

Key informants are being interviewed about their knowledge and experiences related to how Inuit clients are accessing and interacting with the shelter system and housing options.

EXPECTED OUTCOMES:

The year-long participatory research project will conclude in a wide-ranging needs assessment report in spring 2021.

The report will identify barriers affecting Inuit women's shelter usage. It will identify and engage key stakeholders that wish to collaborate.

It will establish knowledge gaps and develop recommendations and strategies to enhance Inuit women's safety and security in Ottawa.

Gender Equality in the Arctic: Phase III (GEAIII)

Subject:

Inuit women in Canada share many matters of interest with the Arctic Council and seek to work cooperatively on issues of concern to them and their families.

To provide for better futures for Inuit women and their families, it is important that Inuit women be directly involved, through Pauktuutit, in the development of a pan-Arctic report on gender and diversity in the Arctic.

Key Objectives:

Pauktuutit seeks to contribute meaningfully to the Arctic Council's Sustainable Development Working Group's report to promote Inuit women-focused strategies to advance achievement of gender equality and to empower Inuit women by amplifying their voices in decision-making processes.

Background:

In December 2019, Pauktuutit received funding from Crown-Indigenous Relations and Northern Affairs Canada to undertake a project in collaboration with the Arctic Council's Sustainable Development Working Group, for the pan-Arctic Report on Gender and Diversity in the Arctic, by participating as a member of the editorial committee.

Pauktuutit is drafting submissions to be included in the Empowerment and Violence and Reconciliation chapters.

NEXT STEPS:

Pauktuutit has drafted both chapter submissions and is waiting for the editorial committee to review them in full.

Pauktuutit received funding for travel to attend project meetings, panel discussions, and relevant



events. Because of COVID-19, most of the opportunities to meet have been cancelled.

Pauktuutit had intended to meet various partners and authors at the Arctic Science Summit Week (ASSW), and the International Congress of Arctic Social Sciences (ICASS), but both are cancelled. Pauktuutit will take part in various conferences online.

The last report on gender equality in the Arctic will conclude ahead of the end of the Icelandic Arctic Council Chairmanship in May 2021.

EXPECTED OUTCOMES:

The project will raise visibility and understanding of the importance of gender issues in the Arctic and identify priorities and concrete strategies for increased diversity and gender balance in policy and decision-making processes. It will also provide information to facilitate sustainable future policy making.

Inuit Tapiriit Kanatami (ITK) — National Health Survey

Group led by Esther Osborne at ITK —
Group reports to NICOH

Qanuippitaa? National Inuit Health Survey Working Group

Subject:

Qanuippitaa? National Inuit Health Survey is a permanent health survey, funded by a 2018 federal budget allocation of \$82 million over 10 years with \$6 million per year ongoing.

We expect data collection to begin in summer 2021 and take place every five years. All the data will be owned by Inuit and survey questions will reflect Inuit health priorities.

Key Objective:

The goal of *Qanuippitaa?* The goal is to provide an overall picture of the health and wellbeing of Inuit in Canada to achieve the long-term health and social equity of Inuit.

The implementation and content of the survey, data analysis, and access to survey data will be Inuit-determined. The regions will jointly manage the survey, with flexibility and support for regional independence, to design the survey in response to each region's unique interests and needs.

Background:

Qanuippitaa? Is the only health survey controlled and led by Inuit.

It is being developed and carried out in partnership with the four Inuit regional organizations, Inuvialuit Regional Corporation, Nunavut Tunngavik Incorporated, Makivik Corporation and the Nunatsiavut Government, as well as Inuit Circumpolar Council Canada, Pauktuutit Inuit Women of Canada and the National Inuit Youth Council.

Other partners include the Government of Northwest Territories, the Government of Nunavut, the Nunavik Regional Board of Health and Social Services and Labrador Grenfell Health.

The target population for this survey is Inuit children, youth, adults, and elders primarily across Inuit Nunangat and in Ottawa.

In August 2018, Samantha Michaels, Senior Research and Policy Advisor, joined the Inuit Health Survey Working Group as a representative of Pauktuutit. The Inuit Health Survey Working Group is divided into several sub-committees, such as the data management and logo/branding committee.

Samantha is an active member of the Inuit Health Survey Content Development Working Group. She actively ensures that a gender lens is considered in the drafting of all the survey content (i.e., themes, concepts and questions).

She ensures that the areas of survey content reflect Pauktuutit's emerging data needs, such as the impact of physical and sexual violence on the overall wellbeing of Inuit women and children and other gender-specific determinants of health.

NEXT STEPS:

The *Qanuippitaa?* Content Development Working Group holds weekly teleconferences to review the survey questionnaires. The group has completed first drafts of the child, youth, and adult questionnaire.

The survey questions will go through many rounds and stages of testing before going into the field for data collection to begin in summer 2021.

EXPECTED OUTCOMES:

Qanuippitaa? Will collect up-to-date information that will help program and policymakers at the local,



regional and national levels to better understand how the health status of Inuit is changing and guide Inuit health program development.

An additional expected result is to provide Inuit with the training and resources required to conduct entirely Inuit-led surveys on an ongoing basis.

This will help to ensure Inuit have greater control over research, while also providing survey and research-related expertise and jobs that will stay in Inuit communities.

Violence, Abuse Prevention & Administration of Justice: Sub-MOU Working Group

Subject:

The Violence, Abuse Prevention and Administration of Justice Working Group is held under one of the four priority areas under the Canada-Pauktuutit Memorandum of Understanding.

The Working Group has outlined three major areas of focus to enhance the safety and address the needs of victims of abuse. These areas include access to safety (namely shelters, second stage and transition housing), child and youth safety, as well as a criminal justice system review.

Key Objectives:

The overarching goal of the working group is for Pauktuutit to work in partnership with relevant federal government departments to develop and implement work plans to end violence against Inuit women and girls and improve the criminal justice system's response to both offenders and victims.

Background:

The Working Group, co-chaired by Pauktuutit and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), has brought together senior level officials from relevant federal government departments to establish work plans and undertake activities to advance the safety and wellbeing of Inuit women and children.

Membership of the Working Group includes, but is not limited to, representatives from the following federal government departments: Public Safety, Department of Justice, Indigenous Services, First Nations and Inuit Health Branch, Canada Mortgage and Housing Corporation and Statistics Canada.

Members sit on the Working Group as representatives of their departments, while bringing individual expertise. The Working Group members may provide additional input on specific matters as required to fulfil the objectives set out in the Canada-Pauktuutit MOU. They may also seek this input through participation in smaller sub-committees and other means, as appropriate.

NEXT STEPS:

An initial, productive and well-attended interdepartmental meeting took place in January 2020 as an opening point to determine how to further common priorities.

A follow-up meeting is in the planning stages for late fall 2020. The focus of this meeting will be on child safety and wellbeing. Pauktuutit is calling for significant investments to support the development of child and youth advocacy centres, to provide a culturally safe environment to address the needs of children, youth, and their families.

Pauktuutit is also calling on the Government of Canada to fund, develop and enhance safe community spaces for Inuit youth and children accessible outside of normal working hours, such as youth centres.

EXPECTED OUTCOMES:

Work in collaboration with the federal government to prevent and reduce all forms of violence, abuse, and neglect toward Inuit children and youth by prioritizing the identification, prevention, and response to sexual and gender-based violence.

Missing & Murdered Indigenous Women & Girls Inquiry Data Sub-Working Group

Subject:

Beginning in July 2020, **Pauktuutit became a member of the Missing and Murdered Indigenous Women and Girls Inquiry Data Sub-Working Group.**

Key Objectives:

The Data Sub-Working Group is undertaking the following activities:

- a. Developing a better understanding of relevant data holdings, and the qualitative and quantitative data supporting the National Inquiry, and developing a data framework to support the



ongoing development of the National Action Plan to combat violence against Indigenous women, girls, and 2SLGBTQI;

- b. Identifying data needs to support the development of the National Action Plan, including but not limited to outcome indicators, contributing factors to violence, and data contributing to tracking the importance and effectiveness of initiatives, programs and concepts in the prevention of violence;
- c. Defining data outcomes and measure that should track progress on the implementation of the National Action Plan; and,
- d. Linking with the Core Working Group and supporting sub-working groups' activities related to data.

Background:

The National Inquiry into Missing and Murdered Indigenous Women and Girls resulted in a conclusive report on June 3, 2019, which included 231 Calls for Justice.

Following this release, the Prime Minister announced the development of a National Action Plan. This commitment was a first step toward addressing Call for Justice 1.1, which recommends that the federal, provincial, territorial, and Indigenous governments work together to develop a National Action Plan.

The Government of Canada committed to working together with Indigenous, provincial, and territorial partners on the development of the National Action Plan and to driving transformative change to end systemic racism and violence against Indigenous women, girls, and 2SLGBTQI and Two-Spirit people.

Several sub-working groups, including the Data Sub-Working Group, will support the Core Working Group throughout development of the National Action Plan and its implementation.

NEXT STEPS:

The Data Sub-Working Group will continue to meet regularly to discuss different data components. Meetings will be held virtually.

They may be more frequent during the development of the National Action Plan than during the implementation phase and will take place every one to two weeks, for an approximate duration of 1.5 hours per meeting.

Special ad hoc meetings of the Data Sub-Working Group with families, survivors, other sub-working groups, experts, National Indigenous Organizations, Indigenous women and other groups may also be organized on an as-needed basis.

EXPECTED OUTCOMES:

The Core Working Group will direct the Data Sub-Working Group and review data recommendations. The Data Sub-Working Group is accountable and reports to the Core Working Group.

Pauktuutit's participation on this committee will ensure that Inuit-specific data needs are well reflected in the National Action plan.

Pauktuutit, RCMP & Public Safety Canada Task Force

Subject:

In January 2020, Pauktuutit released a research study titled *Addressing Gendered Violence against Inuit Women: A review of police policies and practices in Inuit Nunangat*.

The study's report details 15 specific recommendations. Pauktuutit has convened a task force of key stakeholders, namely RCMP and Public Safety Canada.

Key Objectives:

The aim of the task force is to implement the report's recommendations and monitor the development of tools and resources made available to police services throughout Inuit Nunangat.

Background:

Funded by Public Safety Canada, Pauktuutit released a report in January 2020 on the police response to gendered violence in Inuit Nunangat. The report reveals systemic racialized policing, embedded across institutional policies and practices.

According to the report's recommendations, moving forward will require a fundamental shift in how northern policing is carried out to address the prevalence and severity of the violence that Inuit women experience, and the challenges they encounter in finding safety and security when violence occurs.



Chief Superintendent Amanda Jones, Commanding Officer, "V" Division (Nunavut) attended our Annual General Meeting (AGM) in February 2020. Since our AGM, Pauktuutit staff members have been in contact with Chief Superintendent Amanda Jones.

In July 2020, President Rebecca Kudloo had productive phone meetings with RCMP Commissioner Brenda Lucki and federal Minister of Public Safety, the Honourable Bill Blair.

During these calls, President Kudloo raised the urgency of co-developing a Memorandum of Understanding (MOU) between Pauktuutit, Public Safety, and the RCMP to enhance the safety and wellbeing of Inuit women and their children. All parties were supportive of this approach.

President Kudloo sent a letter to Nunavut Minister of Justice, the Honourable Jeannie Ehaloak, to commend her commitment to acting on a civilian oversight body for serious incidents involving the RCMP in Nunavut.

President Kudloo offered her desire to work directly with Minister Ehaloak and her officials, as may be helpful. She also wrote a similar letter

to the Honourable Elisapee Sheutiapik, Minister Responsible, for the Status of Women in Nunavut.

Pauktuutit staff members have continued ongoing communication with RCMP and Public Safety Canada officials.

NEXT STEPS:

Pauktuutit will continue to work with the RCMP and Public Safety Canada officials to develop an action plan based on mutually agreeable tasks and timelines to accomplish the creation and implementation of a memorandum of understanding (MOU).

Pauktuutit will also develop working relationships with the Chief Superintendents in Newfoundland and Labrador, and the Northwest Territories, who have jurisdiction in Nunatsiavut and the Inuvialuit Region.

EXPECTED OUTCOMES:

The MOU will serve as a well-designed action plan to make it easier to identify shared objectives, and to monitor progress and accountability to reduce gender-based discrimination and violence against Inuit women and girls. ✨

Access to Justice for Family Violence in Nunavut: A research project & awareness campaign

Pauktuutit Inuit Women of Canada and the Law Society of Nunavut are collaborating on a project to raise awareness of family violence – especially intimate partner violence – and the legal options to address this issue in Nunavut.

Funded by the Law Foundation of Ontario, the project comprises two parts: a research study and an awareness campaign. We expect to complete both in the first half of 2021.

The project aims to address the lack of research on what access to justice barriers exists regarding family violence and determine whether the Family Abuse

Intervention Act (FAIA) meets the needs of survivors of intimate partner violence.

Pauktuutit and the Law Society of Nunavut have conducted interviews and focus groups with Inuit women who have lived experiences and service providers in the South Baffin/Qikiqtaaluk, Kitikmeot and Kivalliq regions.

We shared the research results with the Government of Nunavut Justice Department and numerous service providers and stakeholders, including:

- community justice outreach workers;
- family services;
- the RCMP;
- mental health workers; and
- various advisory committee members.

Validation meetings provided feedback regarding the effectiveness of the legislation, and recommendations



to strengthen it. We shared the findings with women who took part in the experience interviews to validate the preliminary results.

We are also developing a comprehensive public awareness campaign to strengthen Nunavummiut's ability to recognize abusive situations while also increasing the public's level of understanding about the FAIA legislation and other available legal options.

The research study findings will reflect the level of awareness and perception of the FAIA in Nunavut, and access to justice barriers for survivors of family violence.

The public awareness campaign will target both community members and service providers. It will likely include information sessions, videos, posters, podcasts, plain language resources, radio interviews, and social media posts.

A survey is scheduled to be shared later this fall. We expect the research report to be available shortly thereafter. A shorter plain language summary will accompany it, and fact sheets in English, Inuktitut and French to be shared with research participants and stakeholders involved.

We anticipate launching the public awareness campaign sometime in winter 2021.

Awareness campaign products may include print media, videos, posters, podcasts, radio and social media, workshops, Astro Movie Theatre (Iqaluit) and other plain language resources, depending on the key messages developed from the research findings. ✨

Indigenous Coordination & Engagement Division: Social & economic development policy updates

Pauktuutit continues to build and expand a working relationship at the policy level with Employment and Social Development Canada (ESDC). ESDC is a large government department, some 2,800 employees strong and is led by four ministers.

Broadly, ESDC works to improve the standard of living and quality of life for all Canadians. July 2020 marked the first-year anniversary of Pauktuutit's joint Engagement Protocol Agreement (EPA) with ESDC.

This Agreement has enhanced our capacity to partner with ESDC on common priorities and issues which affect the wellbeing and safety of Inuit women, children and families.

Notably, Pauktuutit is focusing on the following policies, programs and services:

- early learning and childcare;
- skills-building;
- accessibility for Canadians living with a disability; and
- poverty reduction, including food security and homelessness.

This joint inaugural year has seen an increase in mutual satisfaction between parties, as evidenced by the growing engagement of various ESDC divisions with Pauktuutit.

An evaluation tool was drafted to begin the conversation through the use of *Inuit Qaujimajatuqangit* (IQ) as a component for culturally relevant evaluations. The evergreen work plan was expanded to feature concrete short-, medium-, and long-term outcomes and timelines on key priority areas that were mutually identified for action.



We have seen an increase in the inclusion of Inuit women's perspectives in many relevant policies, decision-making processes and outcomes. Pauktuutit is included in working groups, advisory committees, process, and distribution of opportunities for participation on steering or tribunal committees.

This year, the administrative burden occurring in increments was reduced. For instance, the Indigenous Coordination and Engagement Division (ICED) supported the recruitment process for key positions on national council.

This support included the implementation process for engagement as well as the application and appointment processes for Governor-in-Council opportunities.

Now, the opportunity application process uses auto-filled and formatted forms for ease of application as well as monthly verbal narrative reporting, with ICED capturing notes and achievements for transparency and accountability.

Pauktuutit has successfully secured funding to support the development of an Inuit-specific gender-based analysis plus (GBA+) tool.

Once complete, this tool will help in the development, implementation and evaluation of ESDC policies, programs and services, ensuring they align with the rights, needs and priorities of Inuit women, children and families.

This work will unfold over this fall and early winter, with the goal of creating a solid framework featuring identified indicators by fiscal year-end.

We have also collaborated with Inuit Tapiriit Kanatami (ITK), notably by participation in the Inuit-Crown Partnership Committee, Inuit Early Childhood Development Working Group, National Inuit Food Security Working Group, the National Inuit Committee on Education, National Inuit Housing Working Group and the Inuit Child Welfare Legislation Working Group.

COVID-19

Pauktuutit continues to work diligently with various federal departments, task forces and working groups to ensure Inuit women have access to federal funding and supports for food security, homelessness, shelters in urban centres, and for businesses owned by Inuit women.

We have also submitted a proposal to Indigenous Services Canada (ISC) to complete a research and policy position that will enhance the economic recovery of Inuit women in business.

On the Horizon

We will continue to meet with our partners within ESDC, with a focus on the following priority areas:

- an Inuit-specific gendered lens;
- employment;
- training;
- economic stimulus opportunities; and
- the right to food and safe housing for Inuit women and their children across Canada.

We are also working with the 'Reaching Home' division of ESDC to conduct research and capacity-building in urban centres. This work will help address gaps in homelessness and shelters in urban centres.

The Poverty Reduction Working Group was created under one of the four priority areas within the Canada-Pauktuutit Memorandum of Understanding (MOU).

The overarching goal of this working group is for Pauktuutit to collaborate with relevant federal government departments to develop and implement work plans to reduce poverty for Inuit women and girls across the country.

The Working Group is co-chaired by Pauktuutit and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC).

The group is currently bringing together senior-level officials from relevant federal government departments to establish work plans and undertake activities. This will include a holistic definition and understanding of poverty as well as its associated effects.



As the primary caregivers of children, **Inuit women have both a need and strong interest in and need for childcare programs so they can work in the wage economy, further their education by attending secondary and post-secondary school or participate in training programs.** They struggle with demands on their time.

With the exception of Ottawa, no Inuit-specific Indigenous Early Learning and Child Care (IELCC) services exist outside Inuit Nunangat, resulting in a gap in the policy and fair distribution of funds for all Inuit.

To address the gaps in services for Inuit children living outside of Inuit Nunangat, we have partnered with Inuit Tapiriit Kanatami (ITK) on a research and policy report that will provide concrete recommendations based on real-time data and experiences.

Disabilities & Accessibility

Accessibility in Canada is about creating communities, workplaces, and services that enable everyone to take part fully in a society without barriers.

To support improved outcomes for Inuit women and their children experiencing disabilities, a first step will be to conduct research to measure and understand demographics.

Pauktuutit has developed a concept that will lay the foundation for understanding disability among Inuit, focusing on Inuit women and their children across Canada. We are actively seeking engagement to discuss how to move forward with this research. ✨

Inuit-Adapted Community Readiness Model: New learning videos

The researchers from Dalhousie University and Pauktuutit who jointly developed an Inuit adaptation of the Community Readiness Model (CRM) are now creating supplementary instructional videos, which will become available to Inuit communities in 2021.

Launched in late 2019, **the adapted Inuit CRM is a beneficial tool to help communities determine how ready they are to tackle a range of issues including health, social, and environmental concerns.**

By creating a series of instructional videos on how to use the adapted Inuit CRM, the project team hopes to make the model more shareable and applicable by Inuit.

The adapted model was initially introduced at a two-day workshop in Ottawa, which brought together the research team, the Canadian Inuit HIV/AIDS Network (CIHAN) and Community Health Representatives (CHRs) to discuss the research project and future directions.

At the meeting, CIHAN and the CHRs suggested that training videos could help support community partners looking to implement the new model. This recommendation led to the creation of a three-video series on how to use the adapted Inuit CRM.

The script for this series is complete, as are the storyboards, and production of the videos began this fall. Scheduled for release in 2021, the instructional videos are meant to be used in tandem with both the original CRM handbook and the adapted Inuit CRM.

Funding for this project is provided by the Canadian Institutes of Health Research (CIHR), Operating Grant (HIV/AIDS CBR Program—Aboriginal). ✨



National Conversations on Gender Equality with Young Canadians:

Inclusivity update

National Conversations on Gender Equality with Young Canadians is a project funded through two streams of the Department for Women and Gender Equality (WAGE).

One is the national stream, co-created with a diverse group of youths, and the other is the Indigenous stream, co-created between Indigenous youth and Indigenous organizations.

The project is **a multi-year effort to build a national network of youth (teens to 29) interested in advocating for gender equality, favourable to upholding inclusiveness and acceptance of shifting gender norms.**

The goal is to empower informed youth to respond positively to gender stereotypes. This national

dialogue would provide a structure in which youth build their leadership skills as well as their confidence.

The effort will continue through to April 2023.

Pauktuutit became involved in the project's inception through an advisory committee because of its interest in shifting gender norms and creating a more inclusive society.

Prior to the pandemic, youth and subject experts were hired through the leading advisory committee, and we created a proposal to develop content and a discussion group format.

Because the project relies on dialogue, progress is able to continue despite the restrictions imposed by Covid-19 on travel or group gatherings.

National conversation platforms will deliver the eventual approach, to better connect youth across Canada. We are excited at the prospect of fostering this dialogue, hoping it will continue amongst youth well beyond the project timeline. ✨

// I wish you a happy and healthy new year, with feelings of renewed hope and optimism. //

– Rebecca Kudloo

Who We Are

Pauktuutit is the national representative organization of Inuit women in Canada. We foster greater awareness of the needs of Inuit women, advocate for equality and social improvements, and encourage Inuit women's participation in the community, regional and national life of Canada.

What Is Suliqpita?

Suliqpita means "what are we doing." *Suliqpita* is our seasonal newsletter where we provide updates on what we've been working on and what's coming up.

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