An abstract painting with a vibrant color palette. The top half is dominated by shades of red and pink, with some darker, almost black, areas. The bottom half is a deep, dark blue. The brushstrokes are visible, creating a textured, layered effect. The overall composition is dynamic and expressive.

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Cover and inside front cover: Photograph – Lee Narraway, Painting – Anna Funnekotter
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Elisapee Sheutiapik

PRESIDENT'S MESSAGE

Welcome to the 28th Annual Report of Pauktuutit. It is with great pleasure that I present this report that outlines the many successes and accomplishments our organization has achieved over the 2011-2012 year.

To those unfamiliar with our organization, I hope you will be impressed with the variety and importance of the many projects that we have undertaken this year. We may have many diverse projects at any one time, but they all share one thing – a sharp focus on improving the current and future lives of Inuit women and their communities.

To those familiar with Pauktuutit and its work, you will see that some of our ongoing projects have been completed while a number of new ones emerge. From my perspective, this reflects the very ebb and flow of the issues and challenges that impact the lives of Inuit women as they continue to work so very hard to ensure their lives, and those of their children, are as good as they can be.

Over the past year, a number of tragic incidents have occurred across Inuit Nunangat that have reminded us of the spectre of violence that continues to cast a long shadow on our communities. It serves to remind us that we must not waver in our resolve nor in our action to combat this violence by whatever means we have. Addressing the issue of violence, in all its many forms, has been at the very core of Pauktuutit's mandate since its inception. Twenty eight years is a long time and yet we too often read about violence occurring in our communities.

I believe Pauktuutit has been at the very forefront of addressing the issue of violence in our communities. Inuit women should be proud of the work Pauktuutit has accomplished in raising awareness of the impact of violence, working with front line workers in the communities to develop effective tools to help heal the wounded, and consulting with stakeholders to ensure governments, social agencies and community groups work together to address the root causes of violence and to ensure adequate and appropriate resources are available to help victims. Pauktuutit does a number of things well. This is one area I feel it excels at and must remain as a core priority.

A continuing trend this past year has been the growing focus on northern development. Across Inuit Nunangat there are numerous exploration and development projects. As the world comes to our homelands to develop minerals and oil and gas reserves, once again our society, values and way of life are at risk of being undermined. I appreciate the importance and the benefits that come with resource development. Inuit need the jobs, the businesses and the royalties that come with such development. However, Inuit need and deserve to be involved in how this development in our homeland takes place. We have been there before development, during development, and we will surely be there when the last mine closes. We cannot shortchange future generations, nor violate our essential responsibility as stewards of the land, in order to develop our resources recklessly.

The land claims agreements that are in place across Inuit Nunangat, in addition to other government regulatory restrictions, provide some assurance that Inuit are able to have input into resource development. There are aspects of development however that may be harder to predict and to avoid. One area of particular interest to Pauktuutit has been the impact of mining on Inuit women. What happens to the family when one spouse leaves for two-week tours at a mining site? How do sudden increases in family income impact the family? Are there negative influences brought to communities that may impact Inuit women and their families such as increases in violence against women and youth, STIs and substance abuse? These are questions Inuit women want to have answered as the list of proposed developments lengthens day by day. Pauktuutit has begun a research project on the impacts of mining on the Inuit women of Baker Lake where a large gold mine has been operating. The community offers a unique window into how the people of the community are being impacted. There will likely be both positive and negative effects. Having Pauktuutit



find out exactly what the effects are will provide Inuit with a powerful tool to increase their understanding of the benefits, and potential costs, of resource development and solutions to mitigate the negative impacts.

One of the project areas that has been close to my heart for a number of years has been Pauktuutit's efforts to support and encourage Inuit women who are interested in starting businesses. I have been a business woman for a number of years in Iqaluit and know firsthand about the challenges and rewards of having your own business. I believe, as many of my fellow Inuit women do, that a key part of gaining our self-sufficiency is based on our ability to earn our own money. I believe owning your own business can be an important opportunity for many Inuit women to move towards a better life for themselves and their families.

In my travels around the communities of Inuit Nunangat, I get very excited about the successful Inuit businesswomen I meet. They are some of the most resourceful and dedicated people I know. I am heartened by Pauktuutit's efforts to encourage business development among our membership. Two projects, the Inuit Women's Business Network and the Inuit Women in Business project, work towards achieving a very important objective – providing the support and encouragement Inuit women need to succeed in business. I can hardly wait to see how these projects develop and the impact they will have on the lives of Inuit women.

My friends and family tell me I am an optimistic person. I must admit I prefer to look for solutions rather than to dwell on challenges. Looking back over the past year I can see solid progress being made in many of the areas Pauktuutit has been involved in. While looking into the future can be a risky venture at the best of times, I am deeply optimistic about our future as Inuit women. We have deep strength and resilience. We are smart and ambitious. We form the very core of our families and our communities. Together, let's see how far we can go.

Taima



Social event at the Tukisiviit workshop in Goose Bay.

© Pauktuutit

Pauktuutit's Mandate

Pauktuutit is the national non-profit organization representing all Inuit women in Canada. Its mandate is to foster a greater awareness of the needs of Inuit women, and to encourage their participation in community, regional and national concerns in relation to social, cultural and economic development.

Pauktuutit's Objectives

- 1 To promote the rights of Inuit women and children;
- 2 To provide the Inuit women of Canada with a united voice;
- 3 To work towards better social, economic and political conditions for Inuit women;
- 4 To work for the betterment of individual, family and community health conditions through advocacy and program action;
- 5 To encourage Inuit women to take their rightful place in society;
- 6 To promote equity for the views of Inuit women in all levels of Canadian governmental and non-governmental structures;
- 7 To motivate Inuit women to realize their potential as individuals and as a group;
- 8 To promote self-confidence and self-reliance amongst Inuit women;
- 9 To provide resources to ensure that our children are raised with Inuit values, heritage, culture and language;
- 10 To encourage the involvement of Inuit women in all levels of Canadian society; and
- 11 To facilitate collaboration between Inuit women and other Aboriginal peoples.

Pauktuutit Board of Directors 2011/12

Executive Committee

Elisapee Sheutiapik	President
Anita Issaluk	Vice-President
Anne Curley	Secretary-Treasurer



Geela Maniapik lighting the qulliq at the 2012 Annual General Meeting in Ottawa.

© Pauktuutit

Board Members

Region and Communities Represented

Charlotte Wolfrey	Nunatsiavut: Nain, Hopedale, Postville, Makkovik, Rigolet and Happy Valley-Goose Bay
Annie Nulukie	Nunavik – Ungava Coast: Kangiqsualujjuaq, Kuujjuaq, Kangiqsujjuaq, Aupaluk, Kangiqsuk, Quaqtac and Tasiujac
Sarah Idlout	Nunavik - Hudson Coast: Salluit, Ivujivik, Akulivik, Puvirnituq, Inukjuaq, Umiujac, Kuujjuarapik
Geela Maniapik	Qikiqtani South: Kingait, Kimmirut, Iqaluit, Pangnirtung, Qikiqtarjuaq, Clyde River, Sanikiluaq
Anne Curley	Qikiqtani North: Pond Inlet, Arctic Bay, Grise Fiord, Resolute, Igloodik, Hall Beach
Rebecca Kudloo	Kivalliq: Arviat, Whale Cove, Rankin Inlet, Chesterfield Inlet, Baker Lake and Coral Harbour, Repulse Bay
Annie Buchan	Kitikmeot: Kugaaruk, Taloyoak, Gjoa Haven, Cambridge Bay, Bathurst Inlet, Kugluktuk, Umingmaktok
Agnes Kuptana	Inuvialuit: Ulukhaktok, Paulatuk, Sachs Harbour, Aklavik, Inuvik, Tuktoyaktuk
Iga Atagootak	Yellowknife, Northwest Territories
Elisapee Sheutiapik	Representing Iqaluit, Nunavut
Betsy Eetidloie	Representing urban Inuit women – Pointe Claire, Quebec
Anita Issaluk	Representing urban Inuit women – Winnipeg, Manitoba
Minnie Alaku	Representing Inuit youth – Kangirsujuaq, Nunavik
Tracy Evans	Representing Inuit youth – Makkovik, Nunatsiavut

PROJECT REPORTS

Every year Pauktuutit staff takes direction from the Board of Directors and resolutions from the Annual General Meeting and develops work plans and strategies to ensure projects meet the needs and priorities of Inuit women. This year saw several long-term projects come to an end in addition to the commencement of a number of new and exciting initiatives. The following section provides an overview of some of the major projects Pauktuutit has been involved in over 2011-2012. For more details and current information on projects, please visit www.pauktuutit.ca.

ABUSE PREVENTION

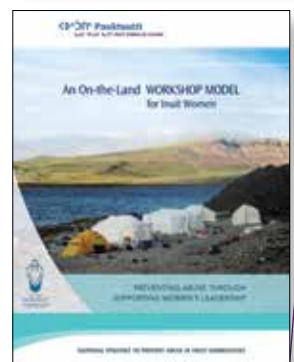
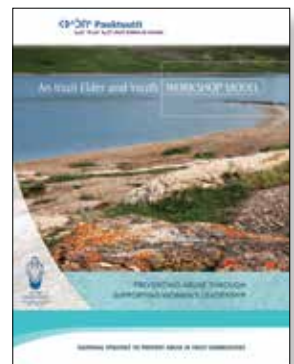
One of Pauktuutit's earliest priorities was to address the causes and impacts of abuse and violence in Inuit communities. The issue remains a key priority for the organization's Board of Directors and membership.

Inuit Women Taking the Lead in Family Violence and Abuse Issues

The project, funded by Status of Women Canada, was a valuable contribution to the implementation of Pauktuutit's *National Strategy to Prevent Abuse in Inuit Communities*. One objective of the strategy is to bring together individuals, agencies and groups that share a common interest in preventing family violence and abuse. The goal of this project was to provide Inuit women with resources to support reducing violence and abuse in Inuit communities by promoting women's leadership, economic security and personal wellness. It also facilitated the knowledge exchange and transfer between elders and youth to enable them to take a leadership role in the reduction of all forms of abuse and family violence in their communities. Through on-the-land workshops and Inuit elder and youth workshops, Pauktuutit was able to develop two models to help communities create safe environments for women and girls to participate in healing and leadership opportunities. The project results were communicated through a special issue of *Suvaguuq* distributed in northern newspapers in December 2011.

Encounters with Canada Partnership

The *Sivumuapallianiq National Inuit Residential Schools Healing Strategy* is a multi-year initiative being undertaken by Pauktuutit Inuit Women of



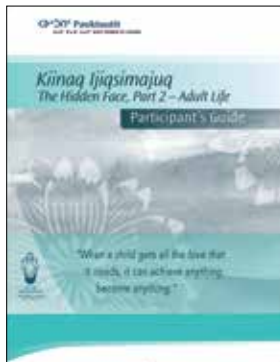


Canada. The strategy forms a central element of Pauktuutit's ongoing efforts to address the legacy of the Inuit Residential School experience.

A key component of the strategy in 2011-2012 was Pauktuutit's partnership with Encounters with Canada to deliver workshops during a week-long experiential learning and knowledge exchange forum for Canadian youth. Pauktuutit developed and delivered the workshops with the support and participation of Inuit cultural experts, and resources produced by the Truth and Reconciliation Commission and the Legacy of Hope Foundation.

The goal of the project was to help Canadian youth understand the legacy of the Inuit Residential School experience and to foster a dialogue of reconciliation among all Canadians.

The workshops were held in Ottawa with a total of 138 participants from across Canada including Inuit youth. Overall the workshop was a great success and helped increase public awareness of the legacy and impact of the Residential Schools on Inuit.



The Hidden Face DVD

Addressing the Needs of Child Sexual Abuse Survivors – Phase II

Child sexual abuse education and prevention has been a priority for Pauktuutit Inuit Women of Canada since its incorporation in 1984.

Pauktuutit began Phase I of the *Addressing the Needs of Child Sexual Abuse Project* in 2007/08 with the objective of adapting a powerful documentary DVD to provide an important resource for abuse prevention. *The Hidden Face (Part One)*, a joint Greenlandic and Danish production, is based on interviews with a Greenlandic Inuk survivor of child sexual abuse, her grandmother and a psychologist from the perspective and experiences of a child. As part one was being completed, a second DVD was produced in Greenland sharing the perspectives and experiences of a survivor of child sexual abuse as an adult. Pauktuutit then undertook the same adaptation of the DVD for use in Canada, and also produced facilitator and participant guides for both DVDs.

Due to the current lack of supports in the communities, this product was not distributed to the general public. These resources are intended to be used as training tools and references for front line workers in Inuit communities who may come into contact with victims or survivors. These workers may include teachers, health workers, court and justice workers, police and others. The full package of both DVDs and supporting guides have been distributed to provincial and territorial government departments, regional health authorities, school boards, hospitals and nursing stations as well as police forces.

Truth and Reconciliation Commission Commemorative Initiative Virtual Quilt

Pauktuutit received approval from the Truth and Reconciliation Committee and Aboriginal Affairs and Northern Development Canada to create a national commemoration initiative of Inuit women's experiences of Residential Schools. Pauktuutit will be asking individuals, groups, and organizations if they would like to create an art piece to be included in a 'virtual quilt' intended to become part of the nation's historical record of the time. The plan for the project includes production of a video documentary, a photo album of the final art pieces, and a 'virtual quilt' online that will serve as a lasting memorial to the legacy of the Inuit Residential School experiences of Inuit women. The hope is that the project will foster the healing and reconciliation process of survivors and their communities through its creation as well as being a testament to the resilience and strength of cultural traditions of Inuit that survived a very difficult period in history. Pauktuutit intends to hold a national launch of the project at its 2013 AGM. The proposed project combines the creation of a tangible, long-lasting legacy memorial featuring Inuit language, culture and traditional values. The documentary will be made available and easily accessible as a means of educating the public on the legacy of the Residential Schools.

HEALTH

The Health Department remains the largest and most active department within Pauktuutit. Pauktuutit's health projects help address some of the many challenges, issues and opportunities Inuit women face in ensuring the health care needs of their families, communities, and themselves are met.

Tobacco Cessation Start Thinking About Reducing Second-Hand Smoke

Pauktuutit has been working with the Public Health Agency of Canada to produce an Inuit adaptation of the Start Thinking About Reducing Second-Hand Smoke (STARRS) program. During the initial implementation of the project in 2011/12 an advisory committee was established and terms of reference for the committee were drafted. Pauktuutit conducted a workshop on the original program model at Pauktuutit's 2012 AGM in order to gain greater input for the Inuit adaptation of the product. This 19-month project will end in May 2013.





Maternal Child Health/Relationships

An Inuit Father's Perspective

This project, funded by First Nations and Inuit Health Branch, Health Canada (FNIHB), contained three distinct activities including the updating and improvement of parenting resources, improving fathers' participation in childrearing, and improving the health and wellbeing of children. Pauktuutit held a young men's gathering in Arviat to discuss and film *Parenting From an Inuit Father's Perspective* in September 2011. Filming was done in Arviat, Coral Harbour and Iqaluit, Nunavut in September 2011. The fathering DVD was launched at the AGM March 2012 and was distributed to the communities in April 2012.

Sexual Health – HIV

A train-the-trainer workshop was held last year on the Nunavik school sexual health program. During the workshop, the Canadian Inuit HIV/AIDS Network (CIHAN) and other advisory committee members identified two modules that should be added to the workshop. Pauktuutit was able to secure funding from FNIHB to develop these modules, one on self-esteem and the other on healthy relationships. These modules were sent to all regional offices and CIHAN representatives in April 2012 to be rolled out as each of the four regions expand their school sexual health program in the communities.



Increasing Sexual Health Capacity and Building Supportive Communities For Inuit Living with HIV/AIDS

Pauktuutit facilitated and hosted the *Tukisiviit* National Inuit Sexual Health Literacy Forum in Happy Valley-Goose Bay, Newfoundland and Labrador, from February 6-9, 2011. Funded by PHAC, the 18-month project was based on recommendations from the 2009/10 sexual health strategic plan and is intended to address the issues of health disparities, cultural relevancy, health knowledge and resources in relation to sexual health and HIV. Effective programming between community members and health care providers/ front line workers may be challenging if not impossible where there are cultural and accessibility barriers. Health programs and services must address gaps as well as cultural relevancy, ensuring accurate communication and comprehension of information that is available to Inuit on sexual health and HIV. The terminology developed at the forum was sent out to the regions for validation and was made available on Pauktuutit's website.

Sexual Health/Communicable Diseases – Hepatitis C

Pauktuutit received funding from PHAC to address hepatitis C in April 2011. The activities for this project included an environmental scan of resources currently being used in Inuit communities, conducting focus groups to gain an understanding of Inuit knowledge, attitudes and behaviours related to hepatitis C, and to develop a communication strategy for Inuit-specific resources about hepatitis C. This two-year project included conducting five focus groups in Iqaluit, Goose Bay, Inuvik, Kuujuaq, and Arviat. A day of the *Tukisiviit* forum was also devoted to hepatitis C where specific terminology was developed. A face-to-face meeting of the advisory group was also held in Goose Bay and suggestions for next steps were discussed. During the hepatitis C advisory committee meeting, it was determined that a brochure on basic facts regarding hepatitis C was necessary and that all regions would have input into the design and content as the brochure was developed.



Creating Culturally Relevant HIV/ AIDS Education, Prevention and Treatment for Inuit in Canada

Pauktuutit has begun collaborating with Dalhousie University on a planning grant from the Canadian Institutes of Health Research to develop a research proposal to focus on establishing a collaborative, interdisciplinary research program that will contribute to the development of education and prevention tools and treatment that are culturally relevant and meaningful to Inuit communities.

Healthy Living

Injury Prevention Awareness Training and Community Mobilization

A proposal was submitted to FNIHB to deliver the 'Journey to the Teachings' workshop in eight communities. While the proposal was accepted, the funding was reduced allowing Pauktuutit to work at the national level but not do any community workshops. Pauktuutit conducted interviews with key informants in sixteen communities to see where the communities are on their injury prevention journey.

Early Childhood Education

In 2008, the Kativik Regional Government sponsored an Early Childhood Educator training workshop in Salluit, Nunavik. Bookmaking workshops at that event lead to the creation of a collection of nineteen Inuktitut language children's books written by Nunavik early childhood educators.



During the past year, Pauktuutit was successful in obtaining funding from Aboriginal Affairs and Northern Development Canada to have these books translated into three other dialects and to have them printed and distributed. Translations were completed and the books printed and distributed to all early childhood learning centres in April 2012. Pauktuutit also obtained funding to provide the original authors with compensation for the translation of their books.

SOCIO-ECONOMIC DEVELOPMENT

Pauktuutit's Socio-Economic Development Department has a mandate to cover a broad range of social, economic and political issues that impact the lives of Inuit women. Following strategic direction from the Board of Directors, the Department's work has focused on promoting Inuit women's entrepreneurship and various aspects of economic development including the areas of political equality and supporting women's leadership, and education. Other areas of activity have included the protection and promotion of traditional knowledge, resource extraction, environmental issues including climate change, and national and international engagement.



The past year has been a particularly busy one for the Department including its participation in four conferences and tradeshow. These events provide an important opportunity for Pauktuutit to build networks among government agencies and the private sector and to promote some of the projects that Pauktuutit has been involved in. This year staff attended the Nunavut Tradeshow (Iqaluit), Canada's North and Beyond Conference (Edmonton), the Continental Indigenous Women's Network Triennial Conference (Peru), and the very popular Northern Lights Tradeshow (Ottawa).

INUIT WOMEN IN BUSINESS NETWORK

Two important economic development projects saw significant progress during the year. The Inuit Women in Business Network (IWBN), funded by Aboriginal Affairs and Northern Development Canada (AANDC), was established to help address the needs of Inuit business women. The IWBN project allows women the chance to learn directly from one another's experiences through a formal network of Inuit women in business – both those just thinking about getting into business and those that have already established one but who may still need ongoing training, professional development and peer support. While the project is beginning in Iqaluit



as a pilot, the long-term goal of the project is to create a model that can be used in other regions and communities. This past year also saw the development of draft logos for the IWB and initial design work for a website as well.

One IWB resource that has proven to be quite popular is the development of a series of case studies on successful Inuit businesswomen across Inuit Nunangat. The stories of their struggles and successes in business provide inspiration to those women considering starting their own business.

INUIT WOMEN IN BUSINESS WORKSHOP

Funded by the Canadian Women's Foundation, the Inuit in Women Business (IWB) project delivers workshops to Inuit women interested in starting up businesses. These workshops were part of an earlier initiative but are being updated, new resources developed, and workshop components tailored to meet the current needs of Inuit women. The workshop has been designed specifically for Inuit women who wish to start micro-entrepreneurs businesses generally with less than five employees to start. The new resources include a stronger focus on financial literacy, an Inuit-specific asset-mapping tool, and other identified needs and resources for use by Inuit women entrepreneurs.

INUIT WOMEN AND RESOURCE EXTRACTION

Pauktuutit is also moving forward with a research project that will examine the impacts of mining on Inuit women in the community of Baker Lake, Nunavut.

INUIT WOMEN AND SELF-GOVERNMENT NEWSLETTER

Pauktuutit recognizes the importance of enabling Inuit women to take a greater role in the politics of the North and Canada. To help achieve greater awareness of this work, a proposal was submitted to Canadian Heritage to continue the development and delivery of the *Arnait Tuningit – Women's Footprints* newsletter. The newsletter is intended to provide timely, accurate and relevant information to all Inuit women on issues related to self-government, autonomy and women's political equality.

A summer issue was distributed and has received approximately forty subscribers. The fall issue was to be distributed at the end of September.

REPORT FROM THE 28TH ANNUAL GENERAL MEETING

Pauktuutit's 28th Annual General Meeting (AGM) was held March 20-22, 2012 in Ottawa. As is so often the case, this year's much-anticipated AGM continued a tradition of convening Inuit women from across Inuit Nunangat to exchange information, provide direction to the organization for the next year, and to reconnect with friends and colleagues. This year's AGM included a number of workshops on topics of key interest to Inuit women, an election for Board members, and presentations made by various special guests.

Special Guests

It has become a tradition at the AGMs to have special guests address the meeting to pass on their regards and to discuss key issues of the day. These presentations allow for a unique opportunity to exchange ideas and to share information on a wide range of important issues for Inuit women. This year's special guests included:

- Patricia Kemuksigak, Minister of Health and Status of Women, Nunatsiavut Government
- Mary Simon, President of Inuit Tapiriit Kanatami
- Lisa Koperqualuk from the Saturviit Inuit Women's Association of Nunavik
- Robbie Watt, Co-Chairperson for the Inuit Sub-Commission, the Truth and Reconciliation Committee
- Claudette Dumont-Smith, NWAC Executive Director, and Irene Goodwill, Director of Evidence to Action Initiative



Robbie Watt, Co-Chair of the Inuit sub-commission, Truth and Reconciliation Commission, making a presentation at the 2012 AGM

Inuit Woman of the Year

In what has become one of the most popular events at the AGM, Annie Goose was presented with the Inuit Woman of the Year Award. The award has traditionally been given to an Inuit woman who has made a particularly important contribution to the benefit of Inuit women. This year Annie was brought in by teleconference to receive her award and to bring the Board up-to-date on her current activities in the Inuvialuit region. President Sheutiapik congratulated Annie for her hard work and dedication towards helping improve the lives of Inuit women.

Presentations and Workshops

WORKSHOP TRUTH AND RECONCILIATION COMMEMORATION PROJECT

Katherine Irngaut, Pauktuutit's Manager of Residential Schools projects, began the workshop by reviewing a number of the past AGM resolutions involving the legacy of the Residential Schools. The intent of the project was to develop a means of commemorating the suffering incurred by Inuit women through their experiences at Residential Schools. There would be several elements to the project and it was anticipated to be completed in time for a showing at the 2012-2013 AGM.

The delegates broke into discussion groups to discuss various questions regarding the project. The groups then reported back their suggestions to the main group. Kat noted that their suggestions were valuable in finalizing the project and would help ensure its success.



WORKSHOP: FATHERING DVD AND DISCUSSION

Geri Bailey, Pauktuutit's Manager of Health Policy and Programs, introduced the Parenting DVD workshop and provided background on the previous work Pauktuutit had done on parenting skills and maternal health. The project focused on parenting skills based on the perspective of Inuit men. Pauktuutit's Coordinator of Health Policy and Programs, Annie Aningmiuq, described the interviews conducted with Inuit fathers on parenting skills to gain the necessary information. The final DVD was then shown to the meeting.

Reaction from the delegates to the DVD was very positive. Several people requested copies of it. Geri informed the participants that copies would be available within a few weeks in both English and Inuktitut. A facilitator's guide was also going to be developed to help people in the communities use the resource effectively. Overall the response to the DVD was very positive and several delegates offered their personal appreciation to Pauktuutit for making the DVD and expressed some personal experiences about parenting.

WORKSHOP: INUIT WOMEN'S PERSPECTIVES AND PRIORITIES ON MINING

Mining has become a major economic activity across Inuit Nunangat. With this development, however, there are concerns about the impacts of mining on Inuit communities. Three presenters made presentations on the issue to the AGM: Melanie Sturk, a Director from the Mining Industry Human Resources Council (MIHRC), Bruce Uviluq, a former Assistant Director of Implementation for Protected Areas with Nunavut Tunngavik Inc.,



and Warren Bernauer, a PhD student at the Department of Geography at York University specializing on the impact of mining development on the Inuit of Baker Lake.

Bruce spoke about the Nunavut Land Claims Agreement (NLCA), Inuit Impact Benefits Agreements (IIBAs) and the impacts of these agreements on Inuit women. He noted that mining was becoming a very big activity in Nunavut where there was one IIBA already in place in regards to mining. He reviewed Article 12 (Mining) and 26 (IIBAs) of the NLCA noting that women's rights and social benefits were not formally recognized in the agreement so these had to be achieved through working directly with the communities. There followed some interesting discussion regarding the potentially negative impacts of mining, the role of regional Inuit associations in working with mining companies to try and reduce these impacts, and possible actions Inuit women could take to make their concerns known.

Melanie Sturk stated that she hoped to build a relationship with Pauktuutit and MIHRC. The MIHRC was a non-profit association representing a range of stakeholders involved in human resources and the mining industry. They studied problems in the human resources sector and then worked with partners to find solutions. One area they were quite interested in was how to effectively increase the number of Aboriginal women in the mining workforce. She hoped that the two organizations could work together to enable Inuit women to participate in employment opportunities that exist in the mining sector today.

Warren Bernauer provided an overview of the situation of Inuit women and mining in Baker Lake. He described his work in the community for the past decade exploring how Inuit women had been impacted by the mining. He described the Meadowbank Mine where 38 per cent of the workforce was Inuit. He noted that some of the biggest benefits to Inuit included access to employment and greater incomes. The employment also increased people's self-esteem. Some concerns included some environmental issues (dust impact), limited opportunities for Inuit, on-the-job language use, the impact on caribou, sexual harassment, sexual exploitation, family stress related to job rotations.

The information was well received by delegates and there was much spirited discussion. The delegates were then asked to provide some direction to Pauktuutit in regards to how the organization should proceed over the next year in regards to this issue.

WORKSHOP – START THINKING ABOUT REDUCING SECOND-HAND SMOKE (STARSS)

The harmful effects of second-hand smoke are becoming better understood across Canada. To increase awareness of this important health concern within Inuit communities, Pauktuutit received funding from the Public Health Agency of Canada (PHAC) to develop Inuit-specific resources that can be distributed to the communities primarily through the Community Action Program for Children and the Canadian Prenatal Nutrition Program. The focus of the work has been to revise existing material produced by the Action on Women's Addictions – Research and Education (AWARE) to ensure the material is appropriate for Inuit communities. The AGM workshop was facilitated by Wendy Reynolds, the developer of the original project material *Start Thinking About Reducing Second-Hand Smoke* (STARSS). The workshop focused on ways to make the material more effective and appropriate for Inuit communities and how to raise awareness and encourage women to start thinking about reducing second-hand smoke in the home.

Elections

Due to the nature of Pauktuutit's Board structure, there are elections held every year for some of the Board positions for specific regions. This year the following Board members were acclaimed or elected to represent their regions:

- Sarah Idlout – Nunavik Hudson
- Minnie Etidloie – Nunavik Ungava
- Agnes Kuptana – Western Arctic
- Anne Curley – North Baffin
- Annie Buchan – Kitikmeot
- Evelyn Winters – Urban – Happy Valley-Goose Bay
- Myrtle Banfield – Urban St. John's
- Nubiya Enuaraq – Youth (Ottawa)
- Julia Ford – Youth (Happy Valley-Goose Bay)
- Iqaluit – Elisapee Sheutiapik



Tukisiviit: Do You Understand? Workshop
Goose Bay Feb 2 2012



2011–2012 RESOLUTIONS

Each year, resolutions developed and approved at the AGM provide a ‘to do’ list for Pauktuutit to guide its work in the future. This year, delegates approved resolutions on the following topics.

Resolution 2012-AGM-01 *Missing and Murdered Inuit Women and Girls*

resolved that Pauktuutit provide families of missing and murdered Inuit women and girls an opportunity to share their stories and memories of their loved one whom they lost.

Resolution 2012-AGM-02 *Shelters* resolved that Pauktuutit encourage Inuit women to gain equal representation at the local housing committees to influence change; that a percentage of housing funding be allocated for second-stage housing; develop a partnership with the Canadian Network of Women’s Shelters and Transition Houses to have Inuit women’s concerns heard; and shelters should be considered an essential service.

Resolution 2012–AGM-03 *Victims of Crime* resolved that Pauktuutit actively work with partners and organizations at the local, provincial/territorial, and federal levels to ensure that Inuit women are equally represented and consulted on issues related to victims of crime.

Resolution 2012-AGM-04 *Residential Schools* resolved that Pauktuutit support the TRC recommendation in developing a curriculum-based history on the Inuit Residential School experience for all Canadians; support Labrador Inuit in their effort to be recognized at a federal level for their Residential Schools; recognize the cultural necessity to honour the survivors of Residential Schools and their families with a day out of the year to remember their experiences; and deem the term “Residential School” to be of the utmost respect and will write and print the term as a capitalized term.

Resolution 2012-AGM-05 *Child Sexual Abuse* resolved that Pauktuutit continue to promote their healing strategy to Inuit regions and regional, provincial, territorial and federal governments; support communities to develop awareness campaigns; support and enhance services that may be available; work in partnership with agencies to enhance direct services to children that require these services (youth safety plan); and work with Inuit regions to inquire about the quantitative numbers of incidences in Inuit regions.

Resolution 2012-AGM-06 *UN Rapporteur* resolved that any inquiries about the issue of murdered and missing Aboriginal women include the independent voice of Inuit women; Pauktuutit consult with its membership on how it wishes to be involved in such inquiries; and other organizations that may be involved in this and other inquiries recognize, respect and include Pauktuutit as the national representative organization of Inuit women in Canada from the beginning of any such discussions.


Resolution 2012-AGM-07 *Inuit Women in Business* resolved that Pauktuutit will continue these efforts to build support for the Inuit women in Business Network project and promote project initiatives; seek to build additional partnerships with local regional industry (such as mining companies) to offer direct support and to identify opportunities for local Inuit women's businesses; seek further funding support to conduct more case-studies to highlight Inuit women in business (at all stages) from all of the regions, with a particular emphasis on resource extraction developments; and encourage women to build on the increasing opportunities to participate economically in resource extraction projects.

Resolution 2012-AGM-08 *Leadership and Public Speaking* resolved that Pauktuutit seek funding to develop such resources and create opportunities for women to develop their public speaking skills; and build upon existing partnerships with regional support services and organizations that offer training to Inuit women and youth to build leadership capacity and promote political participation.

Resolution 2012-AGM-09 *ITK* resolved that Inuit Tapiriit Kanatami restore Pauktuutit to full voting membership on its Board of Directors.

Resolution 2012-AGM-10 *Native Women's Association of Canada* resolved that Pauktuutit urge NWAC to identify their membership as those who directly benefit from their initiatives (First Nations and Métis), not Inuit; Pauktuutit be recognized and consulted by the federal government on issues of concern to Inuit women in Canada directly; NWAC make clear in its work and mandate that Inuit women are represented nationally by Pauktuutit Inuit Women of Canada; and that on matters of mutual priority and concern that NWAC advance the need for population-specific consultation and approaches on these matters.

Resolution 2012-AGM-11 *Improved Effective Consultation with Inuit Women in Relation to Mining Development* resolved that Pauktuutit work to further identify barriers to Inuit women being able to effectively participate in consultations with mining development initiatives; work



to identify best-practices to encourage the effective participation of Inuit women in consultations; and develop best practice guidelines on effective consultation practices and circulate these to relevant agencies including regional Inuit organizations, land claims organizations, Inuit women's associations, community organizations and hamlets, etc.

Resolution 2012-AGM-12 *Impacts of Resource Extraction Activities on the Social Determinants of Health and Well-Being* resolved that Pauktuutit seek funding to conduct qualitative research to inform a gender-based analysis of the impacts of resource extraction on the social determinants of Inuit women's health through the participation of youth and elders to identify the social, cultural, and sexual health implications of resource extraction industries; raise awareness among northern governments, communities and resource extraction companies of the concerns, priorities and needs of Inuit women in regards to resource extraction development; and work to empower women, youth and elders to help mitigate the negative impacts of resource development including sexual commodification, fly-in fly-out work rotations, increases in sexually transmitted infections (STIs), substance abuse and family violence etc.

Resolution 2012-AGM-13 *Improving Search and Rescue Services in Inuit Nunangat* resolved that Pauktuutit offer its support to all regional and local initiatives that press the responsible authorities to increase the effectiveness of search and rescue resources across Inuit Nunangat and in particular the current initiative in Nunatsiavut/Labrador to establish a Search and Rescue team in Goose Bay; and communicate to the federal government the dire situation of search and rescue services currently in Inuit Nunangat and the need to identify improved services as a foundation for the responsible and effective development of Canada's North and the exercise of effective sovereignty.

Resolution 2012-AGM-14 *Mental Health* resolved that Pauktuutit seek funding to conduct an environmental scan of mental health issues affecting communities; encourages regional, provincial/territorial, and federal governments to increase mental health services; and more specific programming and support for individuals and families affected by mental health be made available.

Resolution 2012 – AGM – 15 *Chronic Diseases* resolved that Pauktuutit seek funding for raising awareness and prevention activities; and develop plain language information that can be available to communities.

FUNDERS

Each year, Pauktuutit relies on a wide range of funding agencies to help support the important work it carries out. These agencies vary from various federal departments to private foundations. While the degree of support may differ between our funders, they all contribute to improvement in the lives of Inuit women and their communities, and for this, Pauktuutit extends its sincere appreciation. Funders and supporters of this year's many activities include:

- Aboriginal Affairs and Northern Development Canada
- Canadian North
- Canadian Women's Foundation
- First Air
- First Nations and Inuit Health Branch, Health Canada
- Government of Nunavut
- Justice Canada
- Indian and Northern Affairs Canada (Nunavut Region)
- Indian and Residential Schools Resolution Canada
- Inuit Tapiriit Kanatami
- Inuvialuit Regional Corporation
- Makivik Corporation
- Nunatsiavut Government
- Nunavut Tunngavik Inc.
- Ministry of Aboriginal Relations, Province of British Columbia
- Public Health Agency of Canada
- Status of Women Canada
- Department of Justice, Government of Nunavut

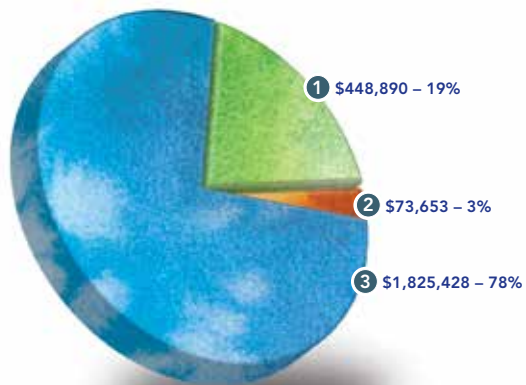


Nick Newbery

FINANCIAL REPORT Revenues and Expenses

Revenues

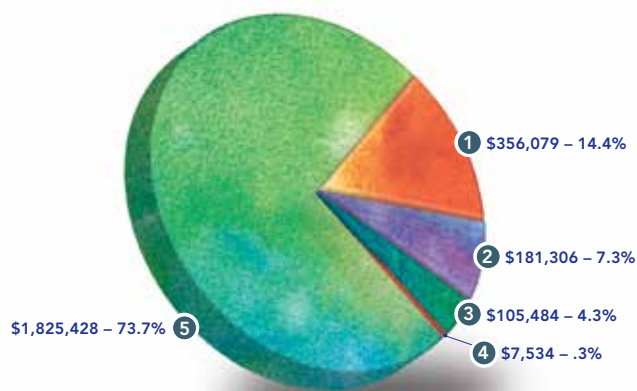
Where the Money Comes From



- 1 Aboriginal Affairs and Northern Development Canada (Core)
- 2 Other (Core)
- 3 Special Projects Funding

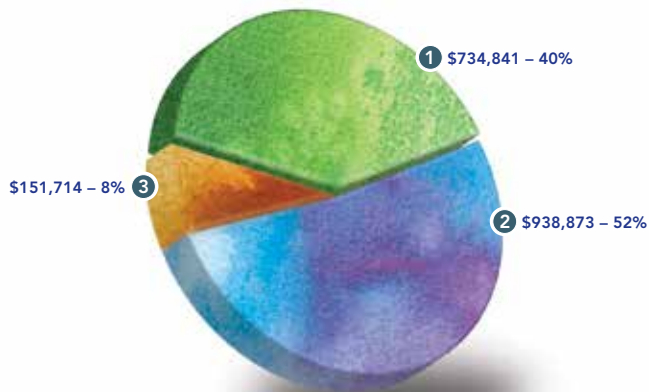
Expenses

Where the Money Goes



- 1 Administration (salaries/rent/office exp/equip rental)
- 2 Policy & Program Development
- 3 Board Meetings/AGM
- 4 Amortization of Capital Assets
- 5 Special Projects

Consolidated Categories of Special Projects



- 1 Abuse & Residential School Projects
- 2 Health Policy & Program Projects
- 3 Socio-Economic & Self Government Projects

Abuse Prevention Projects

• National Inuit Residential Schools Literacy Quilt	\$ 309,337
• Addressing the Needs of Child Sexual Abuse Survivors	56,588
• Women Taking the Lead in Family Violence and Abuse Prevention	171,670
• Sivumuapallaniq IV National Youth Forum	197,246

4 ABUSE PROJECTS ▶ \$ 734,841

Health Policy and Program Projects

• Early Childhood Development Program	\$ 85,005
• Health Research and Engagement	10,000
• Injury Prevention	35,216
• Inuit School Sexual Health	92,880
• Parenting in Inuit Communities	223,287
• Hepatitis C – Gaining the Tools to Make Informed Decisions	165,486
• Start Reducing Second-Hand Smoke	148,862
• Tukisiviit National Inuit Sexual Health Literacy Forum	178,137

8 HEALTH POLICY & PROGRAM DEVELOPMENT PROJECTS ▶ \$ 938,873

Socio-Economic/Special Projects

• Inuit Women in Business Network	\$ 86,367
• Inuit Women in Business	60,347
• Mining Your Own Business	5,000

3 SOCIO-ECONOMIC PROJECTS ▶ \$ 151,714

15 TOTAL ▶ \$ 1,825,428

Consolidated Categories of Special Projects

1. Abuse & Residential School Projects	\$ 734,841
2. Health Policy & Program Projects	\$ 938,873
3. Socio-Economic & Self Government Projects	\$ 151,714
	\$ 1,825,428



Consolidated Financial Position

As of March 31, 2012, with comparative figures for 2011

ASSETS	2012	2011
Cash and other working capital	1,210,709	1,205,007
Capital & Other Assets	46,636	35,331
Total Assets	1,257,345	1,240,338
LIABILITIES AND NET ASSETS		
Accounts Payable and Accrued Liabilities	703,450	641,265
Deferred Revenue	190,097	276,588
	893,547	917,853
Leasehold Inducements	27,239	33,033
Net Assets:		
Unrestricted	300,736	254,285
Invested in capital assets	35,823	35,167
	336,559	289,452
Total Liabilities and Net Assets	1,257,345	1,240,338

Consolidated Statement of Operations – Core Funding

Year ended March 31, 2012, with comparative figures for 2011

REVENUES	2012	2011
Core Funding	448,890	447,158
Other	73,653	42,134
Total Revenue	522,543	489,292
EXPENSES		
Administration	356,079	354,537
Policy & Program Development	181,306	108,684
Board Meetings/AGM	105,484	118,694
Amortization of Capital Assets	7,534	8,145
Total Expenses	650,403	590,060
Deficiency of Revenue over Expenses – Core Funding	(127,860)	(100,768)
Project Recoveries	174,967	99,690
Excess (Deficiency) of Revenue over Expenses	47,107	(1,078)

Consolidated Statement of Operations – Special Project Funds

Year ended March 31, 2012, with comparative figures for 2011

REVENUE	2012	2011
Deferred Revenue, Beginning of Year	228,258	413,634
Contributions	1,803,480	1,453,246
Less: Payable to funding agencies	(44,069)	(72,759)
Deferred Revenue, End of Year	(162,241)	(228,258)
Total Revenue	1,825,428	1,565,863
EXPENSES		
Consolidated expenses	1,825,428	1,565,863
Total Expenses	1,825,428	1,565,863
Excess (Deficiency) of Revenue over Expenses	—	—