



2023 – 2024 ANNUAL REPORT

Second year of progress on: Changing
the Relationship

Action Plan in response to
the Calls for Justice on Missing
and Murdered Indigenous
Women, Girls, and
2SLGBTQQIA+ People

Le présent document contient la traduction française
du sommaire et du message du ministre

Government of Northwest Territories Gouvernement des Territoires du Nord-Ouest

K'ákshó got'jne xáda k'é hederi ɂedjhtl'é yeriniwé ni dé dúle.
Dene Kádá

Ɂerih̄t'is Dene Sųliné yati t'a huts'elkér xa beyáyatı theɂą Ɂat'e, nuwe ts'ën yólti.
Dene Sųliné

Edi gondı dehgáh got'je zhatié k'éé edat'eh enahddhé nide naxets'é edahtí.
Dene Zhatié

Jii gwandak izhii ginjik vat'atr'ijahch'uu zhit yinohthan jii', diits'at ginohkhii.
Dinjii Zhu' Ginjik

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta. Inuvialuktun

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.
Inuinnaqtun

kīspin kī nitawihtin ē nīhīyawihk ōma ācimōwin, tipwāsinān.
nēhīyawēwin

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Table of Contents

A Message from the Minister	1
Message de la ministre.....	3
Update on the Crisis	5
Executive Summary.....	6
Sommaire	9
Part 1: Changes Made in 2022 - 2023	12
Part 2: Updates from Change Leaders in 2023 - 2024	17
Part 3: Responding to Calls for Justice	36
Culture and Language	37
Health and Wellness.....	63
Human Security.....	81
Justice	100

A Message from the Minister

In December 2023, I was honored to take on the portfolio of Minister Responsible for the Status of Women, and the responsibility to ensure that the Government of the Northwest Territories (GNWT) continues to implement Actions described in *“Changing the Relationship”*, the GNWT’s Action Plan in response to the Calls for Justice on Missing and Murdered Indigenous Women, Girls and two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual plus (2SLGBTQQIA+) people.

The National Inquiry into Missing and Murdered Indigenous Women and Girls was a wake-up call for all jurisdictions across Canada to address the ongoing effects of colonialism on our systems and institutions. In the Northwest Territories, where our population is primarily Indigenous, we are all too familiar with the harmful effects of colonialism on our communities and its residents. Work on responding to the Calls for Justice led to a commitment by the Government of the Northwest Territories to change the relationship between the GNWT’s departments, agencies, employees, policies, processes and their daily encounters with Indigenous women, girls and 2SLGBTQQIA+ people.

The seeds for change in our public service, in health care and in our schools and communities have been driven in large part by the participation of GNWT employees in intensive training in Indigenous cultural awareness and sensitivity. As of December 31, 2023, 77.9% of GNWT employees have enrolled in the GNWT’s Indigenous cultural awareness training to build understanding of the impacts of colonialism, their role in reconciliation, and the competencies required to take meaningful steps towards change in their departments and communities.

The work of building awareness of our collective role in reconciliation with Indigenous people also extends to our schools. The new Northern Studies 30 curriculum was completed and piloted in NWT schools in the 2023-2024 school year and is the first NWT-created course to use the newly adopted British Columbia curriculum framework. The course is a made-in-the-NWT curriculum based on engagement with Indigenous governments, and features an emphasis on treaties, reconciliation, and an understanding of the work of the Truth and Reconciliation Commission and the National Inquiry into Missing and Murdered Indigenous Women and Girls.

At the service level, February 2024 marked the one-year anniversary of the establishment of the Office of Client Experience and Indigenous Patient Advocate program designed specifically to meet the needs of Indigenous residents. Five Indigenous Patient Advocates have been hired, oriented, and trained to work in NWT acute care facilities in Inuvik, Fort Smith, Fort Simpson, Hay River, and Yellowknife. It is also the one-year anniversary of the establishment of the Independent Legal Advice and Representation Program in partnership with the YWCA NWT to deliver enhanced access to free legal advice and legal representation for survivors of sexual assault and intimate partner violence.

Gender-based violence, family violence, and Missing and Murdered Indigenous Women and Girls are overlapping and intersecting issues. In 2023, the GNWT also agreed to a 50/50 cost- sharing agreement with the Government of Canada, with approximately \$4.3 million per year to support efforts to end gender-based violence within the territory. The territorial government also tabled an NWT family violence framework entitled “Reclaiming the Capable Person: We Are All Capable Persons When We Have Community”.

I also want to highlight the work of the Gender Equity Division of the GNWT, who work to promote increased participation of women in leadership. The Campaign Schools for Women Workshops are

very popular in our communities and are instrumental in maintaining a diversity of elected voices. In 2023-2024, 15 Campaign Schools for women were delivered in communities across the NWT to empower women in political leadership. 16 participants of Campaign Schools for Women went on to run for political office in 2023-2024.

The GNWT also remains deeply committed to protecting the rights and safety of our citizens some of whom identify as two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex or asexual. I want to assure NWT residents that health care services for transgender non-binary, and gender nonconforming individuals, including children and youth, will continue to be available and the NWT Health Care Plan and will not be affected by recent policy changes of the Alberta Government. This commitment extends to our schools, which are required by the GNWT to provide a safe and caring environment for the school community and recognizes unique challenges 2SLGBTQQIA+ individuals face in experiencing equity, safety and inclusion.

Finally, quyanainni and marsi cho to the Native Women's Association of the NWT, the Status of Women Council of the NWT, and especially our Community Contacts who were appointed by the respective Indigenous governments. The guidance and support provided by the community partners to the Gender Equity Division in undertaking a culturally safe, decolonized and trauma-informed approach to community engagement in the development of the GNWT's Action Plan in 2022 was much appreciated.

The Terms of Reference to guide the work of the proposed MMIWG Advisory Committee were recently approved and with that approval, the Gender Equity Division will begin the work of establishing this Committee, which will provide ongoing advice and guidance to the GNWT on Missing and Murdered Indigenous Women and Girls-related matters. The intent is to have the MMIWG Advisory Committee in place by Fall 2024.

As noted above, I am new to my role as Minister Responsible for the Status of Women. During the few months that I have been in this role, I have learned a lot about the work that is being done to address the violence directed at Indigenous women, girls and 2SLGBTQQIA+ people. I am encouraged by the innovative and collaborative approaches governments and organizations are taking to begin 'changing the relationship' with a vulnerable sector of our northern population. Let's keep working together.

Quyanainni,

The Honourable Lucy Kuptana
[Minister Responsible for the Status of Women](#)

Message de la ministre

En décembre 2023, j'ai eu l'honneur de me voir confier le portefeuille de ministre responsable de la condition de la femme, et la responsabilité de veiller à ce que le gouvernement des Territoires du Nord-Ouest (GTNO) continue de mettre en œuvre les actions décrites dans plan d'action « Changer les relations », établi par le GTNO en réponse aux appels à la justice pour les femmes, les filles, et les personnes bispirituelles, lesbiennes, gaies, bisexuelles, transgenres, queers, en questionnement, intersexes et asexuelles (2ELGBTQQIA+) autochtones disparues et assassinées.

L'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées a retenti comme un signal d'alarme pour toutes les provinces et tous les territoires du Canada, qui ont dû s'attaquer aux effets persistants du colonialisme sur nos systèmes et nos institutions. Aux Territoires du Nord-Ouest, où la population est principalement autochtone, nous ne connaissons que trop bien les effets néfastes du colonialisme sur nos collectivités et leurs résidents. Le travail accompli pour répondre aux appels à la justice a mené le GTNO à s'engager à changer les relations reliant ministères, organismes, employés et responsables des politiques et des processus au GTNO, de même que leurs interactions quotidiennes avec les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones.

Les changements qui s'opèrent dans notre fonction publique, dans les soins de santé et dans nos écoles et nos collectivités sont en grande partie le fruit de la participation du personnel du GTNO à une formation intensive de sensibilisation aux réalités culturelles autochtones. Au 31 décembre 2023, 77,9 % du personnel du GTNO avait suivi la formation, qui vise à renforcer leur compréhension des répercussions du colonialisme, de leur propre rôle dans la réconciliation et des compétences requises pour prendre des mesures significatives en faveur du changement au sein de leurs ministères et leurs collectivités.

Le travail de sensibilisation que nous devons accomplir en tant que collectif en vue de la réconciliation avec les peuples autochtones s'étend également à nos écoles. Le nouveau programme Études nordiques 30 a été achevé et mis à l'essai dans les écoles ténoises au cours de l'année scolaire 2023-2024; il s'agit du premier cours créé par les TNO utilisant le cadre du programme d'études de la Colombie-Britannique nouvellement adopté. Conçu aux TNO sur la base de consultations avec les gouvernements autochtones, il met l'accent sur les traités, la réconciliation et la compréhension du travail accompli par la Commission de vérité et de réconciliation et par l'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées.

En ce qui concerne les services, février 2024 a marqué le premier anniversaire de la création du Bureau de l'expérience client et du Programme de défenseur des intérêts des patients autochtones, conçus spécifiquement pour répondre aux besoins des résidents autochtones. Cinq défenseurs des intérêts des patients autochtones ont été embauchés, orientés et formés pour travailler dans les établissements de soins de courte durée aux TNO - à Inuvik, Fort Smith, Fort Simpson, Hay River et Yellowknife. Cette année marque également le premier anniversaire de la mise en place du programme de conseils et de services de représentation juridiques indépendants, en partenariat avec la YWCA des TNO, qui a pour mission d'améliorer l'accès à des conseils juridiques et à une représentation juridique à titre gratuit pour les victimes d'agressions sexuelles et de violence conjugale.

La violence fondée sur le genre, la violence familiale et les femmes et filles autochtones disparues et assassinées sont des questions qui s'entrecroisent. En 2023, le GTNO a également convenu d'un

accord de partage des coûts à parts égales avec le gouvernement du Canada, octroyant environ 4,3 millions de dollars par an à la lutte contre la violence fondée sur le genre partout aux TNO. Le gouvernement territorial a en outre présenté un cadre de lutte contre la violence familiale aux TNO intitulé « Se réapproprier la personne compétente : nous sommes tous des personnes compétentes lorsque la communauté est derrière nous ».

Je tiens par ailleurs à souligner le travail de la Division de l'équité des genres du GTNO, qui œuvre à promouvoir une participation accrue des femmes aux postes de direction. Les ateliers de la Formation à l'engagement politique pour les femmes sont très populaires dans nos collectivités et contribuent à maintenir la diversité des voix élues. En 2023-2024, 15 ateliers de formation à l'engagement politique pour les femmes ont été menés dans les collectivités ténoises afin d'outiller les femmes pour des rôles de leadership politique. 16 participantes aux ateliers se sont présentées à des élections en 2023-2024.

Le GTNO reste également profondément engagé à protéger les droits et la sécurité de nos citoyens, dont certains s'identifient comme personnes bispirituelles, lesbiennes, gaies, bisexuelles, transgenres, queers, en questionnement, intersexes ou asexuelles. Je tiens à assurer les Ténois que les services de santé destinés aux personnes transgenres, non binaires et au genre non conforme, y compris aux enfants et aux jeunes, continueront d'être couverts au titre du Régime d'assurance-maladie des TNO et ne seront pas touchés par les récents changements de politique mis en place par le gouvernement de l'Alberta. Cet engagement s'étend à nos écoles, qui sont tenues par le GTNO de fournir un environnement sûr et bienveillant à tous les membres de la communauté scolaire et de reconnaître les défis uniques auxquels les personnes 2ELGBTQQIA+ sont confrontées en matière d'équité, de sécurité et d'inclusion.

Enfin, quyanainni et marsi cho à l'Association des femmes autochtones des TNO, au Conseil de la condition de la femme des TNO, et surtout à nos intervenants dans les collectivités qui ont été nommés par les gouvernements autochtones respectifs. Les conseils et le soutien apportés à la Division de l'équité des genres par les intervenants communautaires qui, lors de la phase d'élaboration de son plan d'action en 2022, ont aidé celle-ci à adopter une approche de la mobilisation communautaire qui soit respectueuse de la culture, adaptée aux traumatismes et axée sur la décolonisation, ont été très appréciés.

Le mandat visant à guider le travail du comité consultatif sur les femmes et les filles autochtones disparues et assassinées (FFADA) proposé a récemment été approuvé et, par conséquent, la Division de l'équité des genres commencera le travail de mise sur pied de ce comité, qui fournira conseils et orientation continus au GTNO sur les questions liées aux femmes et aux filles autochtones disparues et assassinées. Nous visons à créer le comité consultatif sur les FFADA d'ici l'automne 2024.

Comme je l'ai indiqué plus haut, je suis nouvelle dans mon rôle de ministre responsable de la condition de la femme. Depuis quelques mois, j'ai beaucoup appris sur les efforts entrepris pour lutter contre la violence à l'égard des femmes et des filles autochtones et des personnes 2ELGBTQQIA+. Les approches novatrices et collaboratives adoptées par les gouvernements et les organisations pour commencer à « changer les relations » avec un secteur vulnérable de notre population du Nord me donnent beaucoup d'espoir. Continuons à travailler ensemble.

Quyanainni,

L'honorable Lucy Kuptana
Ministre responsable de la condition de la femme

Update on the Crisis

In “*Changing the Relationship*”, the GNWT began by acknowledging the crisis of violence that currently exists in Canada and the NWT against Indigenous Women and Children. The information below provides a summary of the most recent statistics available to the GNWT Department of Justice, Royal Canadian Mounted Police and NWT Statistics Bureau.

This is what we know as of today¹:

- **8,273 WOMEN** Were Murdered in Canada between 1980 and 2022.
- **1,404 INDIGENOUS WOMEN** Were Murdered in Canada between 1980 and 2022, an increase of 98 additional murdered Indigenous women since the release of the National Action Plan in 2021.
- **61 INDIGENOUS WOMEN** Have Been Murdered in the NWT between 1980 and 2022, an increase of 1 additional murdered Indigenous woman since the release of the National Action Plan in 2021.

The NWT RCMP Historical Case Unit currently report 80 missing/murdered people, including 14 females and 66 males. This includes unsolved homicides, as well as missing boaters/hunters etc. whose remains have yet to be recovered.

These facts only tell part of the story. There is also the ongoing violence. In the Northwest Territories from 2010 to 2022, there were 2,508 victims of police-reported sexual assaults. Of these 2,308 were female and 186 were male (14 classified as gender unknown). In 2022 of 237 victims, 220 were female and 15 were male (2 unknown). There were 63 sexual violations against children in 2022, of which 52 were female and 10 were male (1 unknown). This category **excludes** sexual assault and other sexual violations not specific to children.

¹ The GNWT’s Action plan reported that between 1980 and 2020: 7,871 WOMEN murdered in Canada, 1,306 INDIGENOUS WOMEN murdered in Canada, and 60 INDIGENOUS WOMEN murdered in the NWT. Statistics Canada data for 2021 and 2022 shows an increase of 402 women murdered in Canada, 98 Indigenous women in Canada, and 1 additional Indigenous woman murdered in the NWT. See Number, percentage and rate of homicide victims by gender and Indigenous identity (2021-2022)

¹ Statistics Canada, [Victims of police-reported violent crime and traffic violations causing bodily harm or death, by gender of victim and type of violation](#)

Executive Summary

In November 2022, the Government of the Northwest Territories (GNWT) released *“Changing the Relationship”*, the GNWT’s Action Plan in response to the Calls for Justice on Missing and Murdered Indigenous Women, Girls and two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual plus (2SLGBTQQIA+) people.

The GNWT’s MMIWG Action Plan includes 94 actions and intends to begin the necessary process of addressing colonialism and racial and gendered discrimination from all levels of government and public institutions. The Native Women’s Association of the NWT, the Status of Women Council of the NWT, and community contacts representing NWT Indigenous governments helped to guide the approach to developing the GNWT’s MMIWG Action Plan. Engagement with these important stakeholders provided key insights into understanding the impacts of colonization, and the resulting racism and discrimination that play a role in how Indigenous peoples have and continue to be viewed and treated.

The 2023-2024 Annual Report describes the progress that has been made in the second year of implementation of the GNWT’s action plan to address the Calls for Justice presented in *Reclaiming Power and Place: Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)*. The annual report is presented in three parts:

PART 1 - Changes Made in 2023-2024:

This section highlights major initiatives carried out in 2023-2024 to change the relationship between the GNWT’s departments, agencies, employees, policies and processes, in their daily encounters with Indigenous women, girls and two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual plus (2SLGBTQQIA+) people. These highlights focus on 10 broad commitments made by the GNWT in the action plan:

- 1** **Culturally Safe, Anti-Racist, and Relationship-Based** transformation of the Health and Social Services system.
- 2** **Gender Equity** in budgets, policies, and programs and culturally relevant **Gender-Based Analysis+ tools** to assess the impact of policies, programs, and services on Indigenous women, girls, and gender-diverse people.
- 3** **Indigenous language** access and service delivery, interpreter training, and language revitalization support for communities.
- 4** **Recruitment and training** of a public service that is representative of the Indigenous population of the NWT with the cultural competencies required for reconciliation.

- 5** Building a Wellness and Recovery Centre to provide shelter and services to vulnerable people; transitional housing for addictions recovery; and affordable housing in conjunction with wrap-around services.
- 6** On-the-Land Healing funding for mental health and addictions to increase the number and variety of Indigenous-led, culturally safe, community-based mental health and addictions programs, including aftercare.
- 7** Enhancing access to programs and services in small communities and for Elders through single window and other person-centered integrated case management services to assist vulnerable people access programs related to justice, health, social services, education, and housing and help address the overrepresentation of Indigenous people in the justice system.
- 8** Renewing and increasing multi-year, core funding agreements for the NWT Native Women's Association and Status of Women Council of the NWT.
- 9** Implementing the Truth and Reconciliation Commission of Canada's Calls to Action and the United Nations Declaration on the Rights of Indigenous People on a government-to-government basis with Indigenous governments.
- 10** Establishing a MMIWG Advisory Committee with representatives from NWT Indigenous governments and key partners to provide guidance on the implementation of the GNWT Action Plan.

PART 2 - Updates from Change Leaders in 2023-2024:

This section includes progress updates from the key divisions and departments within the GNWT who are working to bring about the transformative change needed to begin to undo the effects of colonialism and racial and gendered discrimination from all levels of government and public institutions.

- o Community, Culture and Innovation – Health and Social Services
- o Cultural Safety and Anti-Racism – Health and Social Services
- o Gender Equity Division – Executive and Indigenous Affairs
- o Indigenous Language and Education Secretariat – Education, Culture and Employment
- o Diversity and Inclusion – Finance
- o Community Justice and Policing – Justice
- o Mental Wellness and Addictions Recovery – Health and Social Services
- o Northwest Territories Housing Corporation
- o Single Window Service Centers – Executive and Indigenous Affairs
- o Integrated Service Delivery Territorial Senior Management Committee
- o Intergovernmental Forums with Indigenous Governments

PART 3 - Responding to the Calls for Justice - Progress made in 2023-2024

This section provides detailed progress updates on the actions the GNWT committed to in “*Changing the Relationship*” in response to the Calls for Justice. Progress updates are organized thematically using the four key areas of rights violations identified by the Commissioners in *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*:

- o Progress on Actions to Respond to Calls for Justice on Culture and Language
- o Progress on Actions to Respond to Calls for Justice on Health and Wellness
- o Progress on Actions to Respond to Calls for Justice on Human Security
- o Progress on Actions to Respond to Calls for Justice on Justice.

Sommaire

En novembre 2022, le gouvernement des Territoires du Nord-Ouest (GTNO) a publié « Changer les relations », son plan d'action élaboré en réponse aux appels à la justice pour les femmes, les filles et les personnes bispirituelles, lesbiennes, gaies, bisexuelles, transgenres, queers, en questionnement, intersexes et asexuelles (2ELGBTQQIA+) autochtones disparues et assassinées.

Composé de 94 mesures, ce plan d'action vise à amorcer le processus nécessaire pour lutter contre le colonialisme ainsi que la discrimination raciale et sexuelle à tous les ordres de gouvernement et dans toutes les institutions publiques. L'Association des femmes autochtones des TNO, le Conseil sur la condition de la femme des TNO ainsi que des personnes-ressources communautaires représentant les gouvernements et les organisations autochtones des TNO ont aidé à orienter l'approche du gouvernement pour mettre au point son plan d'action. Les échanges avec ces intervenants de premier plan ont permis de recueillir des observations essentielles et d'ainsi mieux comprendre quelles sont les séquelles de la colonisation et comment le racisme et la discrimination qui en découlent influent sur la perception et le traitement des personnes autochtones, hier comme aujourd'hui.

Le rapport annuel 2023-2024 décrit les progrès accomplis au cours de la seconde année de mise en œuvre du plan d'action du GTNO pour répondre aux appels à la justice présentés dans le document intitulé « Réclamer notre pouvoir et notre place : le rapport final de l'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées ». Ce rapport annuel se divise en trois parties :

PREMIÈRE PARTIE – Les changements apportés en 2023-2024

Cette section met en lumière les grandes initiatives menées en 2022-2023 pour changer les relations des ministères, des organismes et du personnel du GTNO lors des rencontres courantes avec les femmes, les filles et les personnes bispirituelles, lesbiennes, gaies, bisexuelles, transgenres, queers, en questionnement, intersexuées et asexuelles plus (2ELGBTQQIA+) autochtones, ainsi que les politiques et les processus du GTNO à ce sujet. Cette partie s'articule autour de dix grands engagements pris par le GTNO dans le cadre de son plan d'action :

1 Transformation du système de santé et des services sociaux **dans le respect de la culture, de façon antiraciste et sur la base des relations**

2 Application de **l'équité des genres** dans l'élaboration de budgets, de politiques et de programmes, et utilisation **d'outils d'analyse comparative entre les sexes plus (ACS+)** pour évaluer l'incidence des politiques, programmes et services sur les femmes, les filles et les personnes de diverses identités de genre autochtones

3 Accès aux **langues autochtones**, prestation de services dans ces langues, formation d'interprètes et soutien à la revitalisation de ces langues pour les collectivités

4 Recrutement et formation de fonctionnaires représentatifs de la population autochtone des TNO et dotés des compétences culturelles nécessaires à la réconciliation

5 Construction d'un centre de mieux-être et de rétablissement pour fournir un abri et des services aux personnes vulnérables; construction de logements de transition destinés au rétablissement en cas de dépendances; et construction de logements abordables en parallèle avec la prestation de services complets

6 Financement d'un système de guérison sur les terres ancestrales pour les soins en santé mentale et en dépendances pour accroître le nombre et la variété de programmes communautaires en la matière dirigés par des Autochtones et adaptés à la culture, notamment des soins de suivi

7 Amélioration de l'accès aux programmes et services dans les petites collectivités et pour les aînés, grâce à des services à guichet unique et à d'autres services de gestion intégrée des cas axée sur la personne pour aider les personnes vulnérables à accéder aux programmes juridiques, de santé, de services sociaux, d'éducation et de logement et de remédier à la surreprésentation des Autochtones dans le système de justice

8 Renouvellement et augmentation des accords pluriannuels de financement de base pour l'Association des femmes autochtones et le Conseil sur la condition de la femme des TNO

9 Mise en œuvre des appels à l'action de la Commission de vérité et réconciliation du Canada ainsi que des principes de la Déclaration des Nations Unies sur les droits des peuples autochtones, en travaillant de gouvernement à gouvernement avec les gouvernements autochtones

10 Création d'un comité consultatif sur les femmes et les filles autochtones disparues et assassinées (FFADA) avec des représentants des gouvernements autochtones des TNO et des partenaires clés pour orienter la mise en œuvre du plan d'action du GTNO

DEUXIÈME PARTIE – Mises à jour de la part des leaders du changement en 2023-2024

Cette section fait le point sur les progrès effectués par les principaux ministères et divisions du GTNO qui s'efforcent d'apporter le changement transformateur nécessaire pour commencer à annuler les effets du colonialisme et de la discrimination raciale et sexuelle à tous les ordres de gouvernement et dans toutes les institutions publiques.

- o Division de la collectivité, de la culture et de l'innovation – ministère de la Santé et des Services sociaux
- o Respect de la culture et lutte contre le racisme – ministère de la Santé et des Services sociaux
- o Division de l'équité des genres – ministère de l'Exécutif et des Affaires autochtones
- o Secrétariat de l'éducation et des langues autochtones – ministère de l'Éducation, de la Culture et de la Formation
- o Service de promotion de la diversité et de l'inclusion – ministère des Finances
- o Division des programmes de justice communautaire et du maintien de l'ordre – ministère de la Justice
- o Division du mieux-être psychologique et du traitement des dépendances – ministère de la Santé et des Services sociaux

- o Habitation Territoires du Nord-Ouest
- o Centres de services à guichet unique – ministère de l'Exécutif et des Affaires autochtones
- o Comité de haute direction territorial pour la prestation de services intégrés
- o Forums intergouvernementaux avec les gouvernements autochtones

TROISIÈME PARTIE – Mises à jour sur les progrès accomplis en 2023-2024 pour répondre aux appels à la justice

Cette section fournit un compte rendu détaillé des progrès accomplis pour mettre en œuvre les mesures que le GTNO s'est engagé à prendre dans le cadre de son plan d'action « Changer les relations », en réponse aux appels à la justice. Les progrès présentés sont organisés par thèmes selon les quatre grands domaines où l'on porte atteinte aux droits de la personne déterminés par les commissaires dans « Réclamer notre pouvoir et notre place : le rapport final de l'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées » :

- o Progression des mesures pour répondre aux appels à la justice concernant la culture et la langue;
- o Progression des mesures pour répondre aux appels à la justice concernant la santé et le bien-être;
- o Progression des mesures pour répondre aux appels à la justice concernant la sécurité humaine;
- o Progression des mesures pour répondre aux appels à la justice concernant le système judiciaire.

Part 1

Changes Made in 2022 - 2023

The Government of the Northwest Territories' (GNWT) MMIWG Action Plan is aimed at bringing about the transformative change needed to begin to undo the effects of colonialism and racial and gendered discrimination from all levels of government and public institutions. Through the 94 Actions described in the Action Plan, the GNWT is working to change the relationship between the GNWT's departments, agencies, employees, policies and processes, and their daily encounters with Indigenous women, girls and two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual plus (2SLGBTQQIA+) people.

In 2023-2024, Changing the Relationship Started with:

1. Culturally Safe, Anti-Racist, and Relationship-Based transformation of the Health and Social Services system.

February 2024 marks the one-year anniversary of the establishment of the **Office of Client Experience and Indigenous Patient Advocate program** designed specifically to meet the needs of Indigenous residents. **5 Indigenous Patient Advocates have been hired**, oriented, and trained to work in NWT acute care facilities in Inuvik, Fort Smith, Fort Simpson, Hay River, and Yellowknife. Over the past year, the Office has met with **over 800 clients** to provide system navigation and client advocacy, to hear residents feedback, to engage in meaningful conversation and dialogue to ensure residents feel heard, and to help individuals resolve their concerns.

Cultural Safety and Anti-Racism Training to was provided to 205 Health and Social Services staff in 2023-2024 by the Cultural Safety and Anti-Racism division of the Department of HSS. The training is grounded in Indigenous worldviews and best practices in anti-racism education, providing staff with an understanding of the roots of racism, colonialism, and how to build good relationships on personal and systemic levels.

The Cultural Safety and Anti-Racism division worked with the Indigenous Advisory Body (DHSS) to clarify **Guiding Principles for cultural safety** within HSS. This work also led to the division creating a **draft CSAR Tool, which fosters critical thinking about equity** and the perpetuation of bias and colonialism within HSS, which was developed and piloted.

The Community, Culture and Innovation divisions prioritized the implementation of primary health care reform in all regions to improve access to health care and ensure residents have access to sustainable and equitable care

2. Gender Equity in budgets, policies, and programs and culturally relevant Gender Based Analysis+ tools to assess the impact of policies, programs, and services on Indigenous women, girls, and gender-diverse people.

The Financial Management Board (FMB) submission template has been updated requiring departments to consider a Gender-based plus analysis and the impacts of the submission on diverse communities of persons in the NWT.

Gender Based Analysis Plus training is now available to all GNWT employees. 364 GNWT employees have completed the training to date.

The GNWT remains deeply committed to 2SLGBTQQIA+ rights. In 2020, the GNWT approved *Health Care for Transgender, Non-Binary, and Gender Nonconforming People: Guidelines for the Northwest Territories*. The NWT Guidelines set out the transgender, non-binary, and gender nonconforming health care services that are covered by the NWT Health Care Plan.

In 2022-23, the Department of Infrastructure reviewed the [Good Building Practice for Northern Facilities](#) manual which gives guidance on trans-gender washrooms.

In 2020, the GNWT provided [Guidelines for Ensuring LGBTQ2S+ Equity, Safety, and Inclusion in Northwest Territories Schools](#). NWT schools are required by the GNWT to provide a safe and caring environment for the school community and to recognize the unique challenges 2SLGBTQQIA+ individuals face in experiencing equity, safety and inclusion.

3. Indigenous language access and service delivery, interpreter training, and language revitalization support for communities.

In 2023-2024, GNWT budgeted **an additional \$3.9 million to boost funding for Indigenous language initiatives for a total of \$9.8 million** in funding for NWT Indigenous languages. The Indigenous Languages Secretariat is currently finalizing negotiations with the federal Department of Canadian Heritage on a new three-year funding agreement for 2024-2027.

In 2023-2024, the GNWT also provided funding of \$12.2 million for Indigenous languages and education initiatives in schools. **41 of 49 NWT schools offered Indigenous language programming** as a second language in the 2023-2024 school year.

In the 2023-2024 school year, ECE **began piloting the Indigenous Language Instructor Employment Plan** that will create positions of trainees that work alongside a current mentoring language instructor to improve language proficiency and instructor training.

4. Recruitment and training of a public service that is representative of the Indigenous population of the NWT with the cultural competencies required for reconciliation.

As of December 31, 2023 the GNWT has approximately 6,489 employees of which:

- 1856 employees are Indigenous (28.6%)
- 1337 employees are Indigenous women (20.6%)
- 56 out of 261 senior managers are Indigenous (21.5%)
- 36 out of 261 senior managers are Indigenous women (13.8%)

In October 2023, updated Indigenous Employment Plans were [publicly posted](#) on the Department of Finance website.

In 2023-2024, 22 Indigenous hires received employment through the **Indigenous Career Gateway Program** designed to improve access to employment opportunities for Indigenous persons for entry-level employment and trainee opportunities with the GNWT.

In 2023-2024, 59 Indigenous employees received funding to access skills training for career advancement through the **Indigenous Development and Training Program** which supports the professional development of Indigenous employees within the GNWT.

The GNWT's Indigenous Cultural Awareness and Sensitivity Training called [Living Well Together](#) is a mandatory training for all employees and was developed to help fulfill the GNWT's commitment of the Truth and Reconciliation Commission Calls to Action #57 and Articles 14 and 15 of the United Nations Declaration on the Rights of Indigenous Peoples. As of March 31, 2024, 77.9% (5054) employees have started the training and 64.66% (4195) employees have completed all eight (8) modules.

5. Building a Wellness and Recovery Centre to provide shelter and services to vulnerable people; transitional housing for addictions recovery; and affordable housing in conjunction with wrap-around services.

In October 2023, the GNWT secured more than \$24 million from the Government of Canada to move forward with plans to build a permanent wellness and recovery centre on 51st street in downtown Yellowknife near the Tree of Peace Friendship Centre. The new facility will have a capacity of 99 people, including a 30-bed recovery centre and 59 seats in the day shelter area, plus room for staff. The tender for construction was awarded in summer 2024, with construction to begin mid-August. The facility construction is anticipated to be completed the winter of 2026 and ready for occupancy in the summer of that year.

6. On-the-Land Healing funding for mental health and addictions to increase the number and variety of Indigenous-led, culturally safe, community-based mental health and addictions programs, including aftercare.

In 2023-2024, the GNWT distributed over \$6 million to 31 Indigenous governments and community organizations throughout the territory for community wellness initiatives. In response to requests from Indigenous governments to reduce the administrative burdens and increase flexibility, GNWT announced in March 2023 that it had combined three funding programs including the On the Land Healing Fund, the Addictions Recovery and Aftercare Fund and the Addictions Recovery Peer Support Fund into the Community Wellness and Addictions Recovery Fund. Bundling the funds provides Indigenous governments with greater autonomy over the kinds of mental wellness and addictions recovery projects they offer and how funding is allocated.

7. Enhancing access to programs and services in small communities and for Elders through single window and other person-centered (integrated case management) services to assist vulnerable people access programs related to justice, health, social services, education, and housing and help address the overrepresentation of Indigenous people in the justice system.

There are Single Window Service Centres in 21 NWT communities which are staffed by locally hired Government Service Officers (GSO's). GSO's provide a critical service to residents in small, rural, and remote communities by providing a seamless point of access for information on government programs and services. Many GSO's provide services in their Indigenous language and plain language interpret and translate or explain forms and applications to Elders.

In 2023-2024, the GNWT secured \$3.2 million in funding from Service Canada to support the establishment of the five regionally based Integrated Service Delivery Sites and to provide wrap around services to assist vulnerable people access programs related to justice, health, social services, education, and housing and to help address the overrepresentation of Indigenous people in the justice system.

Engagement with leadership from all regional Indigenous governments took place in 2023-2024 on the establishment of the five (5) regionally based integrated service delivery sites which would be delivered in partnership with Indigenous governments.

The GNWT has also dedicated permanent funding for the **Yellowknife Integrated Service Delivery Site**.

8. Renewing and increasing multi-year, core funding agreements for the NWT Native Women's Association and Status of Women Council of the NWT.

Funding agreements for both the NWT Native Women's Association and the Status of Women's Council of the NWT were renewed for five-year terms as per the request of both organizations. Both organizations also received an annual increase of \$50,000 in their contribution funding. The new contribution agreements came into effect on April 1, 2021 and are in effect until March 31, 2026.

9. Implementing the Truth and Reconciliation Commission of Canada's Calls to Action and the United Nations Declaration on the Rights of Indigenous People on a government-to-government basis with Indigenous governments.

Following the intention of Action #76 of the TRC Calls to Action, the GNWT is supporting communities to lead the development of strategies for research, identification, and commemoration of **residential school cemeteries**. The GNWT released the Report on the History of NWT Education Facilities on October 26, 2022, to provide an inventory of educational facilities in the NWT from 1862 to 2021, including residential schools, day schools and residences, derived from documentary evidence available at the NWT Archives and in GNWT records. In May 2023, the GNWT established an interdepartmental working group on the regulation of research on unmarked human burials associated with residential schools to assist Indigenous governments or Indigenous organizations who wish to pursue this work.

To advance Action #82, the GNWT is working with Survivors towards the creation of a **Residential Schools Monument** to honour Survivors and all the children who never returned home from these schools. Before a monument can be built in Yellowknife, further work is required with the parties to the TRC Settlement Agreement (including churches, survivors, and governments).

On August 26, 2021, the GNWT issued an order to mark September 30 as a territorial holiday for the territory's public service, commemorating the **National Day for Truth and Reconciliation**.

In October 2023, the Northwest Territories **United Nations Declaration on the Rights of Indigenous Peoples Implementation Act** received royal assent. The Act was co-drafted with Indigenous governments and aims to advance reconciliation and address the legacy and harms of colonialism by formalizing mechanisms for the GNWT to implement the Declaration across everything it does - including in its departments, laws, policies, treaties, and other types of arrangements with Indigenous peoples.

10. Establishing a MMIWG Advisory Committee with representatives from NWT Indigenous governments and key partners to provide guidance on the implementation of the GNWT Action Plan.

Action 33 in the GNWT's MMIWG Action Plan calls for the establishment of a meaningful entity with accountability to monitor and evaluate the acknowledgement by governments, efforts towards rebuilding trust and establishment of and outcomes from community and person-centered government services. In 2023-2024, the Gender Equity Division worked with Community Contacts (appointed members representing Indigenous governments in the NWT along with representatives from the Native Women's Association of the NWT and the Status of Women Council of the NWT) to develop a draft Terms of Reference to guide the work of the MMIWG Advisory Committee. These draft terms of reference were shared with Indigenous governments for review and were recently approved by GNWT Cabinet in 2024. It is anticipated that the members to the Advisory Committee will be appointed by the Fall of 2024.

Part 2

Updates from Change Leaders in 2023 - 2024

Change is driven by dedicated employees and divisions within the GNWT with a mandate for transforming the public service. Change is also being led by GNWT and Indigenous government leadership through the formal structure of government-to-government NWT multilateral and bilateral forums that support the implementation of the *UN Declaration*.

In 2023-2024, change leaders in the GNWT worked to advance reconciliation and address the legacy and harms of colonialism through concrete actions to implement the GNWT's Action Plan on Missing and Murdered Indigenous Women and Girls:

1. What the Community, Culture and Innovation Division and Cultural Safety and Racism Division did in 2023-2024 to lead change in the GNWT:

The Cultural Safety and Anti-Racism (CSAR) division was established to address the disparities between Indigenous and non-Indigenous health outcomes and to bring a community development focus to the Department, by driving the system-wide shift towards a culturally safe, anti-racist, and relationship-based health and social services system. The Community, Culture and Innovation division (CCI) and CSAR are supported with primarily Indigenous staff (62%), leading the way in creating a work environment for diversity and inclusion. 89% of CSAR staff are Indigenous to various NWT regions. Staff are located in six communities across the NWT. This deepens the ability of the team to understand and design for the diversity of the North, which is further supported by the Indigenous Advisory Body.

The following initiatives highlight the behind the scenes work of the division in partnership with the NWT Health and Social Services Authorities to transform the system:

Office of Client Experience and Indigenous Patient Advocacy

February 2024 marks the one- year anniversary of the establishment of the Office of Client Experience and Indigenous Patient Advocate program. These programs were designed specifically to help meet the needs of Indigenous residents, their families, and guests by providing advocacy, access to cultural, spiritual, emotional, and language supports.

Senior Indigenous Patient Advocates are now in place in the Regional Health Centres including:

- Senior Indigenous Patient Advocate, Hay River Regional Health Centre
- Senior Indigenous Patient Advocate, Stanton Territorial Hospital
- Senior Indigenous Patient Advocate, Fort Simpson Health Centre

- Senior Indigenous Patient Advocate, Inuvik Regional Hospital
- Senior Indigenous Patient Advocate, Fort Smith Health and Social Services Centre

Over the past year, the Office has met with over 800 clients to provide system navigation and client advocacy, to hear residents feedback, to engage in meaningful conversation and dialogue to ensure residents feel heard, and to help individuals resolve their concerns.

The Senior Indigenous Patient Advocates are members of their regional Senior Management teams, ensuring Indigenous representation and participation in decision-making at leadership tables for their region.

To access services, individuals can contact the Office of Client Experience via email at: HSS_Clientexperience@gov.nt.ca, or call the toll-free line at 1-855- 846- 9601. Individuals can also ask to speak with an Indigenous Patient Advocate at any of the NWT's Regional Health Centres.

Health and Social Services Indigenous Advisory Body

The **Indigenous Advisory Body (IAB)** was established to provide guidance and advice on incorporating Indigenous tradition, culture, and healing practices within the NWT Health and Social Services system and aims to address inequities experienced by Indigenous residents when accessing health and social services. The Advisory Body is composed of senior officials or expert representatives appointed by Indigenous Governments across the NWT (including Council members, program coordinators, community wellness coordinators, and elders), the Department of Health and Social Services and the three Health and Social Services Authorities. Secretariat services are provided by the Cultural Safety and Anti Racism Division. The IAB membership from Indigenous governments is 100% Indigenous.

The current membership is as follows:

- Indigenous governments:
 - Acho Dene Koe First Nations
 - Akaitcho Dene First Nation
 - Deh Cho First Nations
 - Délı̨nę Got’ı̨nę Government
 - Gwich’in Tribal Council
 - Inuvialuit Regional Corporation
 - Kátł’odeeche First Nation
 - Nahanni Butte Dene Band
 - North Slave Métis Alliance
 - Northwest Territory Métis Nation
 - Sahtu Secretariat Incorporated
 - Salt River First Nation
 - Tłı̨chǫ Government
- The NWT health and social services system:
 - Department of Health and Social Services
 - Northwest Territories Health and Social Services Authority
 - Tłı̨chǫ Community Services Agency
 - Hay River Health and Social Services Authority

In 2023-2024, the IAB met on four occasions in April, May/June, July, and November 2023. They held a

three-day in-person meeting in April 2024. Updates were provided on programs related to Cultural Safety and Anti-Racism, Child and Family Services, and Mental Wellness and Addictions Recovery. The Advisory Body also provided guidance to the department, as required.

Cultural Safety and Anti-Racism Training

The GNWT launched mandatory Cultural Safety and Anti-Racism training for all health and social services system staff in 2021. The training takes place in-person over two days and is delivered by Indigenous guest speakers and a staff team that is primarily Indigenous.

The Cultural Safety and Anti-Racism Training Framework was completed in 2022. Since that time, mandatory cultural safety training has been implemented for NWT Health and Social Services staff and is delivered on an ongoing basis each year. To date, approximately 600 individuals have been trained.

In 2023-2024, twelve cultural safety and anti-racism training sessions were delivered, including a specialized session for newly elected MLAs as part of their orientation and a GNWT wide delivery for executive management across all departments. In addition to Yellowknife, the training was delivered in Inuvik. A Hay River session was rescheduled due to the wildfire evacuations and occurred in early 2024. Specialized sessions occurred with staff from Stanton Territorial hospital, the NWT Medical Residency program, and Child and Family Services. An Indigenous-only session was also delivered. The training included Indigenous Knowledge Holders from every region.

Community Wellness Plans

Community Wellness Initiatives Funding has been established to reduce health disparities and improve the health and wellness of Indigenous individuals, families, and communities in the Northwest Territories. The use of funds is guided by locally created Community Wellness Plans. New Community Wellness Plans are created at the initiation of a five-year block funding agreement.

The current block federal funding agreement for community wellness expires at the end of 2024. The Cultural Safety and Anti Racism Division has been working with each NWT community to update Community Wellness Plans and negotiate a renewed five - year funding agreement with the Government of Canada.

The Department's Community, Culture and Innovation division hosted a Community Wellness Coordinators Roundtable in November 21-23, 2023. The Roundtable brought together the community wellness initiative network to review draft wellness plans, share program ideas, wellness priority updates and support community capacity for effective wellness planning.

In 2023-2024, the Community, Culture and Innovation division also hosted the second ever Weaving our Wisdom Gathering, which saw 350 wellness leaders, Elders, and knowledge holders from across the Northwest Territories come together to celebrate and share Indigenous community-driven wellness knowledge. The priorities for Indigenous health and wellness identified through this gathering, and through in-depth public engagements in all 33 NWT communities, will form the foundation for the new five-year Community Wellness Initiatives and Northern Wellness Agreement with Indigenous Services Canada in 2025.

Restructuring Job Descriptions

In 2023 CCI and CSAR were restructured with over 30 job descriptions rewritten. New units were introduced: Systemic Design and Integration, Health Learning System, and CSAR Learning Initiatives. The team developed a new way of writing the job descriptions to create a safe and welcoming environment that supports and encourages Indigenous applicants.

Primary Health Care Reform

Primary Health Care Reform (PHCR) is an initiative to transform the NWT health system to improve health outcomes of residents in a way that centres resident experiences and takes an integrated and systemic approach to health and well-being. It is the system-wide initiative being used to implement a culturally safe and relationship-based care approach. It centers trauma informed practice and increases access to care. This is the key to being able to welcome, serve and support a more diverse group.

Primary health care reform focuses on restructuring the foundational aspects of healthcare delivery at the community level. It emphasizes comprehensive, accessible, and equitable health services that are centered around individuals and communities. This reform aims to strengthen preventive care, health promotion, and early intervention, by involving multidisciplinary teams to address a wide range of health needs. Most importantly, the unique feature of PHCR in the NWT is to focus on cultural safety, anti-racism, and people-centered care.

As per the 20th Legislative Assembly of the NWT and HSS leadership direction, CCI will take the lead in developing a PHCR strategy, guided by Health Standards Organization's integration principles and seven foundational elements, by aligning HSS's vision and mission with Indigenous health priorities and by integrating all HSS programs and services using principles of cultural safety, anti-racism, equity, and access. This strategy cannot be developed solely by CCI, who will rely on system leaders and staff impacted by the change.

2. What the Gender Equity Division did in 2023-2024 to lead change in the GNWT:

GNWT Action Plan in response to Calls for Justice

The MMIWG Action Plan entitled “Changing the Relationship” includes 94 Actions meant to change attitudes and behaviors, especially those of service providers. This is a three (3) year plan and an annual report on its implementation is provided annually. The 2022-2023 annual report was completed and posted on the GNWT webpage in October 2023.

Action 33 in the GNWT’s MMIWG Action Plan calls for the establishment of a meaningful entity with accountability to monitor and evaluate the acknowledgement by governments, efforts towards rebuilding trust and establishment of and outcomes from community and person-centered government services. In 2023-2024, the Gender Equity Division worked with Community Contacts to develop draft Terms of Reference for the MMIWG Advisory Committee. The draft terms of reference were shared with Indigenous governments for review and feedback. Letters will be issued to Indigenous governments and organizations in July requesting appointments to the Advisory Committee.

Addressing Family Violence

Gender-based violence, intimate partner violence, family violence, and Missing and Murdered Indigenous Women and Girls are all overlapping and intersecting issues. In October 2023, the GNWT tabled an NWT family violence framework entitled “Reclaiming the Capable Person: We Are All Capable Persons When We Have Community” in the NWT Legislative Assembly. In 2024-2025, the Gender Equity Division will work with GNWT departments to create an implementation plan that will include enhancements to existing programs and services as well as identify new initiatives for implementation.

On July 24, 2023, Cabinet approved the GNWT’s National Action Plan to End Gender Based Violence implementation plan. The Gender Equity Division then completed negotiations with the federal Department of Women and Gender Equality (WAGE) to access implementation funding. The Minister Responsible for the Status of Women and the federal Minister of Women and Gender Equality signed a contribution agreement for this funding in early August 2023. The GNWT agreed to a 50/50 cost share agreement of approximately \$4.3 million per year to support efforts to end gender-based violence within the Territory.

Key initiatives funded by the Gender Equity Division through the cost share agreement include:

PROGRAM	FUNDING	PARTNERS
Enhancing Men’s Healing Programs	\$292,000/year	Teetl’it Gwich’in Band Council, Tłı̨chǫ Government, Łı́dlı́ Kéké First Nation, Sambaa K’e, Aklavik Indian Band, And Tulita Dene Band
Enhanced core funding	\$50,000/year each	Status of Women Council and Native Women’s Association
Operational funding	\$100,000/year	Northern Mosaic Network
Enhanced funding for the Family Violence Shelters	\$700,000/year	Family Violence Shelters
Enhanced funding for the Northern Pathways to Housing	\$20,000/year (Yellowknife Women’s Society) \$210,000/year (Aklavik Indian Band)	– Women’s Supportive Transitional Housing Expansion in Yellowknife (Yellowknife’s Women Society), Aklavik Northern Pathways (Aklavik Indian Band)
Community Initiative Funding Program	\$851,000 (2023/2024) \$818,000 (2024-2025)	9 eligible community organizations, Indigenous Governments and Community Governments
Programming for the well-being of Residential School Survivors	\$200,000/year (1 year)	Zhahti Koe Friendship Centre, Fort Providence
Terminology workshop on gender-based violence	\$200,000/year (1 year)	Inuvialuit Regional Corporation

Women in Leadership

The GNWT shares a common goal with many women's advocacy organizations across the country - to increase women's representation in government at every level. The GNWT continues to work to promote increased participation of women and recognizes that having more women in leadership will help achieve gender equality. Women leaders help influence policy decision-making and help shape public priorities, and they also act as role models for young women.

The Gender Equity Division continues to offer Campaign School for Women workshops throughout the year across the Northwest Territories (NWT) and also developed a self-guided e-Learning course based on the 'made in the north' curriculum on September 29, 2023. Campaign Schools for Women workshops provide a valuable resource for any woman considering political office and for those who wish to help in an election campaign.

The Campaign Schools for Women Workshops are popular and are instrumental in maintaining a diversity of elected voices. In 2023-2024, 15 Campaign Schools for women were delivered in communities across the NWT to empower women in political leadership. Because the territorial elections were held in 2023, more workshops were scheduled during that period. 16 participants of Campaign Schools for Women went on to run for political office in 2023-2024.

Nine northern-trained facilitators co-facilitate the workshops that are offered. These facilitators have a broad knowledge and/or experience running for office in the territory and supply a regional flavour to each workshop.

The Gender Equity Division received funding from the federal department of Women and Gender Equality for three years (2021-2024) to extend the work being done to support the delivery of Campaign Schools for women in communities across the NWT and strive to strengthen and empower women in political leadership.

As of December 31, 2023, women represent approximately 61% of GNWT senior management and Indigenous women represent approximately 13.8% of GNWT senior management.

The GNWT is also committed to improving gender equity in appointments to territorial boards and agencies. Currently, there are 116 men and 142 women appointed to GNWT Boards as of April 30, 2024. For the Chair positions, there are 18 men and 13 women.

NWT Family Information Liaison Unit

The NWT Family Information Liaison Unit (FILU) program is part of a Canada-wide program helping families of Missing and Murdered Indigenous Women and Girls (MMIWG) 2SLGBTQQIA+ and recently expanded to include men and boys. This unit helps by gathering information and providing support for families on missing and murdered loved ones. Interprovincial FILU staff work together to find and coordinate information sharing throughout Canada.

The GNWT's model for FILU support includes a mobile office and in person outreach is used to serve clients in communities across the NWT. FILU staff are trained to find information from [the RCMP, Coroner Service](#), Courts of the Northwest Territories, and other offices throughout Canada and the world. There is a FILU program in every province and territory. FILU staff can help get all the information the law allows to be released to family members. Some clients may also want help from Elders, local counselors, and local [victim services](#) worker. These can be arranged.

In November 2023, FILU staff began their Community Outreach visits and to date have visited Inuvik, Aklavik, Hay River, Kátł'odeeche First Nation, Kakisa, Fort Resolution and Fort Smith. Community outreach visits are also planned for the Sahtu Region and Dehcho region along with a visit into Lutselk'e in June. The Community outreach visits have been well received by the local RCMP Detachments, Victim Services Departments, Friendship Centres, Health and Social Services Department staff, Probation Officers, First Nations Offices, Wellness Departments and Corrections. FILU will also be reaching out to Aurora Colleges and women's shelters.

To access FILU services call collect or e-mail to talk privately to a FILU worker: Call: 867-767-9025 ext. 11094 Email: filu@gov.nt.ca

3. What the Indigenous Languages and Education Secretariat did in 2023-2024 to lead change in the GNWT:

Official Languages Act

In March 2023, Bill 63, an Act to Amend the Official Languages Act (OLA) received third reading in the NWT Legislative Assembly and amended the Act to clarify and strengthen the role of the NWT Languages Commissioner, amalgamate the Languages Boards, update language in the Act to ensure the Act is protecting the language rights of all communities in the NWT, and emphasize the importance of language protection as a means of implementing the Articles of the United Nations Declaration on the Rights of Indigenous People.

Indigenous Languages Mentor – Apprentice Program

The Department of Education, Culture and Employment completed its fifth full delivery of the **Mentor – Apprentice Program** in March 2024. The Mentor-Apprentice Program is a way of learning an Indigenous language where a fluent Indigenous language speaker (mentor) with a committed learner (apprentice) in immersion language learning settings by doing everyday activities, using only their Indigenous language. The goal of the program is to have apprentices increase their ability to understand and speak their language and strengthen the survival of Indigenous languages in the Northwest Territories. A record number of 56 pairs of Apprentices and Mentors representing seven language groups completed the program in 2023-2024: Inuvialuktun, Gwich'in, Dene Kede (North Slavey), Dene Zhatié (South Slavey, Tłı̨chǫ, Dëne Sųłiné (Chipewyan), and nēhiyawēwin (Cree).

Indigenous Languages Funding

In March 2022, GNWT endorsed a three-year 2021-2024 Agreement with Canadian Heritage for federal funding of \$5.9 million per annum to the GNWT for its Indigenous language programs and services. In 2023-2024, GNWT budgeted an additional \$3.9 million to boost funding for Indigenous language initiatives for a total of **\$9.8 million** in funding for NWT Indigenous languages. The Indigenous Languages Secretariat is currently finalizing negotiations with the federal Department of Canadian Heritage on a new three-year funding agreement for 2024-2027.

Indigenizing JK-12 Education

In 2023-2024, the GNWT provided funding of \$12.2 million for Indigenous languages and education initiatives in schools. Of this amount, \$7.476 million was for Indigenous languages staff and \$929,000 for resource development to support Indigenous language instruction. 41 of 49 NWT schools offered Indigenous language programming as a second language in the 2023-2024 school year.

There are also now 6 communities offering immersion Indigenous language programming in the primary grades including:

- Deh Gáh School, Fort Providence
- Elizabeth Mackenzie Elementary School, Behchokò
- Chief Albert Wright School, Tulita
- Ɂehtseo Ayha School, Déljnë
- Chief T'Seleye School, Fort Good Hope
- Colville Lake School

In the 2023-2024 school year, the GNWT piloted the **Indigenous Language Instructor Employment Plan (ILIEP)** to create positions of trainees that work alongside a current mentoring language instructor to improve language proficiency and instructor training. The Indigenous Language Instructor Employment Plan (ILIEP) was piloted in the Beaufort Delta and Dehcho regions. The Beaufort Delta had three schools (Chief Julius School, East Three Elementary School, Helen Kalvak School) participating, with a total of four trainees taking part in the program. The Dehcho had two schools (Deh Gáh Elementary and Secondary School and Líídljí Kúé Elementary School) participating, with a total of two trainees taking part in the program.

Northern Studies

Northern Studies 10 is a mandatory 5 credit graduation requirement for all NWT students that includes modules on the history and legacy of residential schools. In 2021, the Northern Studies 10 curriculum was updated to include information and statistics regarding Missing and Murdered Indigenous Women and Girls.

The new **Northern Studies 30 (NS30)** curriculum was completed in 2023-2024 and was piloted in Ulukhaktok, Norman Wells and Yellowknife. Northern Studies 30 is now an approved NWT high school course that focuses on land, governance, wellness, and reconciliation. It is a made-in-the-NWT curriculum that is based on engagement with Indigenous governments.

With an emphasis on reconciliation, Treaties and local and territorial political structures, Northern Studies 30 is especially relevant to high school students, as they move toward graduation and take on responsibilities as citizens of the NWT. Both Northern Studies courses are centered on respectful relationships with local Elders, Knowledge Keepers and communities.

Northern Studies 30 suggests a variety of topics that are relevant to NWT students including natural resources and, protected landscapes within a diversity of geographic regions, oral history and

traditions, historical land use, human migration, colonization, language and culture reclamation efforts, consensus government, Arctic sovereignty, mental health and addictions, housing, Missing and Murdered Indigenous Women and Girls, the Truth and Reconciliation Commission, cultural appropriation, and the role of social media. For all of these areas, students are encouraged to think about ways to contribute to the health of their communities in an area of choice. The Dene Kede and Inuuqatigiit curricula are foundational to the philosophical approaches taken while covering these topics.

The Northern Studies 30 course curriculum is the first NWT-created course to use British Columbia's curriculum framework, while maintaining an NWT focus, as the territory begins to implement the BC curriculum in all Junior Kindergarten to Grade 12 (JK-12) classrooms over the next several years.

4. What the Diversity and Inclusion Division did in 2023-2024 to lead change in the GNWT:

Indigenous Recruitment and Retention Framework

The Diversity and Inclusion Division developed and launched an Indigenous Recruitment and Retention Framework in 2021 to address Indigenous under-representation in the NWT public service and to support the GNWT build a workforce that is representative of the population it serves. All GNWT departments and agencies are now required to develop Departmental Indigenous Employment Plans every year to increase, develop and maintain the number of Indigenous persons they employ.

In October 2023, updated Indigenous Employment Plans were [publicly posted](#) on the Department of Finance website. These updated plans include a column that reports on the status of targets met in the 2022-2023 fiscal year. Each Indigenous Employment Plan includes a target for the review of job descriptions over the next 3 years.

In April 2024, the GNWT tabled in the NWT Legislative Assembly its [results report](#) for 2022-2023 on meeting Indigenous Employment Plan targets.

Review of Job Descriptions

During this reporting period, a job description review guide was launched to help departments set appropriate positional education and experience requirements and include Indigenous cultural and social factors into job descriptions. There was also a review of job descriptions by every department. As of April 2024, 21.8% of GNWT job descriptions have been reviewed for Indigenous cultural and social factors.

Building Capacity in Indigenous Governments

The Building Capacity in Indigenous Governments program is aimed at supporting secondment arrangements with Indigenous governments in all regions, to help develop their human resource capacity with a maximum of \$40,000 per placement.

In 2023/2024, six secondments were supported through the **Building Capacity in Indigenous Governments** Program.

Indigenous Career Gateway Program

In 2023-2024, 22 Indigenous hires received employment through the **Indigenous Career Gateway Program**. There are a total of 22 participants within this program of which 8 participants were carried over from the previous fiscal year. The Indigenous Career Gateway Program is designed to improve access to employment opportunities for Indigenous persons for entry-level employment and trainee opportunities with the GNWT with up to a maximum of \$40,000 per application.

Indigenous Development and Training Program

In 2023-2024, 59 Indigenous employees received funding to access skills training for career advancement through the Indigenous Development and Training Program. This was the highest utilization rate since the program launched in 2018. This program supports the professional development of Indigenous employees within the GNWT, up to a maximum of \$10,000 per grant.

Indigenous Cultural Awareness Sensitivity Training

The GNWT's Indigenous Cultural Awareness and Sensitivity Training called [Living Well Together](#) is a mandatory training for all employees and was developed to help fulfill the GNWT's commitment of the Truth and Reconciliation Commission Calls to Action #57 and Articles 14 and 15 of the United Nations Declaration on the Rights of Indigenous Peoples.

As of March 31, 2024, 77.9% (5054) employees have started the training and 64.66% (4195) employees have completed all eight modules. The training modules are also available to the public through the Diversity and Inclusion website.

5. What the Community Justice and Policing Division did in 2023-2024 to lead change in the NWT:

The Community Justice and Policing Division has continued to support the development and delivery of innovative programs and services by community partners to promote safety and healing for individuals and communities in the NWT.

Independent Legal Advice and Representation Program

The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, calls on governments to provide vulnerable individuals facing the threat of domestic violence with access to independent legal services and advice.

In March 2023, the Department of Justice partnered with the YWCA NWT to deliver enhanced access to free legal advice and legal representation for survivors of sexual assault, intimate partner violence and gender-based violence through the establishment of the Independent Legal Advice and Representation program. The program supports safety planning, assists individuals with making informed decisions related to their unique circumstances, and supports their navigation of the justice system and Emergency Protection Order processes.

In 2023-24, the YWCA hired an ILAR Coordinator who receives and coordinates program referrals, matching a survivor with a lawyer who can provide up to four hours of free legal advice and

representation per survivor. A 9-member NWT panel of lawyers has been contracted to provide legal advice and representation based on the unique circumstances of each survivor who participates in the program.

As of April 2024,

- The ILAR program has completed 24 community information or awareness events.
- 65 survivors had accessed independent legal advice and representation services, of whom 48 self-identified as Indigenous.
- Services provided addressed legal issues related to sexual violence, family violence, separation and divorce, emergency protection orders, and sexual exploitation.

Community Safety Officer Program

The Community Safety Officer program is designed to provide a proactive, sustainable, trauma-informed, holistic approach to community safety, and to bridge the gap between community safety needs and the role of the RCMP. Since 2021, the GNWT is piloting the first Community Safety Officer program in the NWT. The pilot program which began in 2021 is administered and delivered by the Hamlet of Fort Liard with support from the GNWT, RCMP, and other community partners. The pilot program was extended in 2023-24 to March 31, 2026 to allow additional time to gather information and data with respect to its implementation.

According to the CSO yearend reporting for 2023-2024 the Community Safety Officer program responded to 199 incidents and 108 calls for support. Most calls were related to the provision of safe rides, mental health checks, Elder assistance, transportation to the health center and support for intoxicated people. **Community Policing**

Policing services in the NWT must be delivered in a culturally safe and competent manner that are reflective of recommendations in the Truth and Reconciliation Commission Calls to Action, the Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice, and the United Nations Declaration on the Rights of Indigenous Peoples.

The NWT Minister of Justice sets policing priorities for the NWT RCMP to implement. In 2023-24, policing priorities were set through engagement with community leaders to reflect changing dynamics and expectations that communities have for the policing services they receive. The Department completed seven regional engagements sessions to discuss current policing priority setting processes to understand what is working well and what needs improvement.

Victim Services

The NWT Victim Services Program is a community-led person-centered service based on client needs that connects victims of crime, survivors, and their families to supports and services when they need them most.

The GNWT and the RCMP have a protocol in place that formalizes the referral of victims to community Victim Services providers. Funding currently supports 10 community-based Victim Service programs, employing 13 Victim Services workers.

The Native Women's Association is the Victim Services provider for Yellowknife, Ndilq, Dettah, and Łutselk'e and receives additional funding for 24/7 on-call Victim Services and a stipend for

volunteers. The Inuvik Justice Committee is the Victim Services provider for the communities of Inuvik, Paulatuk, Sachs Harbour, Tuktoyaktuk and Ulukhaktok. These organizations and eight (8) others receive dedicated funding to provide Victim Services covering all 33 communities and a stipend for volunteers.

Men's Healing Fund

The Men's Healing Fund supports the development and delivery of community-led programs and approaches to men's healing as a preventative approach to address family violence.

In 2023-2024 seven (7) men's healing projects were developed and delivered in and by communities through multi-year (2021 to 2024) funding to Behchokǫ, Fort Simpson, Fort McPherson, Aklavik, Sambaa K'e, the Gwich'in Tribal Council, and Tulita.

Community Justice Committees

The Community Justice Program is a community-led program that offers alternatives to the criminal justice system for minor offences. The program supports the development of Community Justice Committees who work with their communities to deliver community service options, and crime prevention programs that reflect the unique cultural context of their communities. The Community Justice and Policing Division provides training and support to all Committees as needed throughout the year, as well as onboarding training for new Community Justice Coordinators.

The RCMP can divert matters by issuing a warning, caution, or by referring an individual to the local Community Justice Committee. The Public Prosecution Service of Canada may also recommend to the Court to divert matters by referring them to the local Community Justice Committee, facilitated by the Community Justice Coordinator.

In 2023-2024, 27 NWT communities received funding to deliver Community Justice programming, reaching all NWT 33 communities.

6. What the Mental Wellness and Addictions Recovery Division did in 2023-2024 to lead change in the GNWT:

Mental Wellness and Addictions Funding

At the special meeting of the NWT Council of Leaders, the Department of Health and Social Services committed to investigating the possibility of Mental Health and Addictions block funding, and the possibility of improved flexibility in GNWT funding policies to support block funding.

The Community Wellness and Addiction Recovery Fund was subsequently established in 2023-2024. This fund combines the On-the-land healing fund, addictions recovery and aftercare fund, and peer the addictions recovery support fund. The Community Wellness and Addiction Recovery Fund prioritizes Indigenous Governments in supporting the delivery of community-based and culturally relevant, mental wellness and addiction recovery programs.

Wellness and Recovery Centre

In October 2023, the GNWT secured more than \$24 million from the Government of Canada for the Centre to provide a permanent home for services supporting populations experiencing homelessness,

hunger, addictions and mental health challenges.

The new Wellness and Recovery Centre will provide shelter and community wellness spaces for people from across the Northwest Territories experiencing homelessness in Yellowknife. The new facility will have a capacity of 99 people, including a 30-bed recovery centre and 59 seats in the day shelter area, plus room for staff.

The Centre will integrate and simplify access to services for the vulnerable population. Funding for this facility aligns with the Truth and Reconciliation Commission's Call to Action 18 and 21, recognizing that the federal and territorial governments need to provide services in a safe space that promotes healing.

The tender for construction was awarded in summer 2024, with construction to begin mid-August. The facility construction is anticipated to be completed the winter of 2026 and ready for occupancy in the summer of that year.

Facility Based Addictions Treatment

The GNWT currently has five (5) contracts with accredited addictions treatment facilities in southern Canada that NWT residents can access free of charge. The GNWT will also be issuing an RFP for Facility-based addictions treatment in the fall of 2024. Current treatment facilities include:

- i. [Fresh Start Recovery](#) a gender-specific facility-based centre that provides alcohol and drug treatment for men. It is located in Calgary, Alberta.
- ii. [Aventa Centre of Excellence for Women with Addictions](#) a gender- specific facility providing addiction treatment for women. It is located in Calgary, Alberta.
- iii. [Renascent](#), two gender-specific addiction treatment facilities in Toronto, Ontario.
- iv. [Edgewood](#) a co-ed addiction treatment centre located in Nanaimo, British Columbia.
- v. [Sunrise Healing Lodge](#), a co-ed Indigenous addictions treatment facility outside of Calgary, Alberta.

7. What Housing NWT did in 2023-2024 to lead change in the GNWT:

NWT Council of Leaders- Housing Working Group

In January 2022, Housing NWT announced its new mandate, consisting of a Mission, Vision and Values. Beginning in December 2022 and continuing until March 2023, a number of policy and program changes were announced. Both the Mandate and Policy and Program changes incorporated feedback from Indigenous governments through the Council of Leaders Housing Working Group. A new, permanent body, the NWT Housing Forum, has been established to replace the Working Group and to obtain input from Indigenous governments on an ongoing basis. The NWT Housing Forum is co-chaired by Housing NWT and a member of an Indigenous Government.

Bilateral Agreements with Indigenous Governments

Partnerships with Indigenous governments and Indigenous organizations are particularly important as GNWT addresses the territory's housing crisis.

In 2022-2023, Housing NWT entered into three formal agreements: a Memorandum of Understanding with the Tłı̨chǫ Government, a Memorandum of Agreement with the Sahtu Secretariat, and a Memorandum of Understanding with the Délı̨ne Got'jne Government. In 2023-2024, the GNWT signed an additional Memorandum of Understanding with the Gwich'in Tribal Council. This agreement provides a formal framework for intergovernmental collaboration on housing-related matters in Aklavik, Inuvik, Teetł'it Zheh (Fort McPherson) and Tsı̨igehtchic, which will primarily happen through the NWT Council of Leaders Housing Working Group.

These agreements provide a framework for intergovernmental cooperation on housing-related matters and may include such priorities as community housing planning, coordinating program delivery and information and data sharing.

Northern Pathways to Housing

To address homelessness in small communities outside of Yellowknife, Housing NWT has developed the Northern Pathways to Housing, a Supportive Housing Program for single adults experiencing housing instability. The goal of the program is to stabilize individuals with housing and work with communities to develop wrap-around systems of support to encourage the integration of individuals into the community.

To date, Housing NWT is supporting four northern pathway projects based in Aklavik, Fort Simpson, Behchokǫ̀ and Fort Good Hope. The program involves providing four apartment-style single-room units to community partners, along with funding support to pay for the additional costs associated with the operation of a supportive housing program.

In 2023-2024, the GNWT also secured funding to enhance the Northern Pathways program and provided funding to the Women's Supportive Transitional Housing Expansion in Yellowknife (Yellowknife's Women Society).

Affordable Housing

The availability of safe and affordable housing is a cornerstone of helping to ensure that Indigenous women and girls are safe. In 2023-2024, Housing NWT completed most of the 100 new affordable housing units committed to in the Action Plan. The remainder will be completed in the next few months, including 10 Seniors specific units.

To date, Housing NWT has awarded negotiated contracts to eight Indigenous governments and businesses for the delivery of 30 new housing units. These include: Delta North Alliance, Fort Smith Métis Council, Norman Wells Claimant Corporation, Hay River Métis Government Council, Łı́dli Kúę First Nation, Deninu Kue First Nation, MYB Construction in Tulita and TechizQ Ltd. in Délı̨ne. Also, under the Tłı̨chǫ Infrastructure Cooperation Agreement, Housing NWT awarded the construction of a

Local Housing Organization Office and duplexes in Behchokò and Whatì.

To support small communities in developing skilled tradespeople, Housing NWT's new construction contracts also supported 55 apprenticeship work assignments since 2020, thanks to requirements in the new construction contracts for general contractors to hire at least one apprentice.

Supported Housing

In 2023-2024 the GNWT allocated approximately \$6.2 million toward supported housing and shelter services including:

- Small Community Homelessness Fund
- Emergency Shelters
- Homelessness Assistance Fund
- Housing First
- Northern Pathways to Housing
- Shelter Enhancement Fund
- Small Community Homelessness Fund
- Rapid Rehousing

In addition, the Department of Justice provides transitional and temporary housing support through:

- Transitional Housing Supports for Wellness Court Clients
- Yellowknife Integrated Service Delivery Site

The Northwest Territories Health and Social Services Authority provides separate funding to community partners operating housing supports:

- Home Base Emergency Youth Shelter
- Home Base Youth Housing
- Home Base Specialized Support
- Salvation Army Transitional Housing (Bailey House)
- YWCA Lynn's Place

8. What Indigenous and Intergovernmental Affairs did in 2023-2024 to lead change in the GNWT:

United Nations Declaration on the Rights of Indigenous Peoples

In October 2023, the Northwest Territories *United Nations Declaration on the Rights of Indigenous Peoples Implementation Act* received royal assent. The Act was co-drafted with Indigenous governments through a working group of officials from Indigenous governments and the GNWT and aims to advance reconciliation and address the legacy and harms of colonialism by formalizing mechanisms for the GNWT to implement the Declaration across everything it does - including in its

departments, laws, policies, treaties, and other types of arrangements with Indigenous peoples.

The Act is unique in Canada as it was co-drafted between Indigenous governments and the GNWT.

The GNWT is the 3rd jurisdiction in Canada to have legislation implementing the Declaration. British Columbia passed the Declaration on the Rights of Indigenous Peoples Act into law on November 28, 2019, and Canada's United Nations Declaration on the Rights of Indigenous Peoples received royal assent on June 21, 2021.

In concert with the proposed legislation, in January 2023, Indigenous governments and GNWT leadership approved a Memorandum of Understanding to co-develop a five-year Action Plan to implement the UN Declaration and harmonize existing GNWT laws, regulations, and policies to make them consistent with the UN Declaration over time.

A feature of the act is the ability of the GNWT to enter into shared decision-making agreements with Indigenous governments and organizations for the purposes of reconciliation. These agreements can allow for the GNWT and an Indigenous government to share decision making powers of a Minister and/or require consent in advance of a Minister exercising a decision-making power.

Truth and Reconciliation

Unmarked Burial Sites

The Truth and Reconciliation Commission's Call to Action #76 provides principles for documenting, maintaining, commemorating, and protecting residential school cemeteries. It is important to note that Call to Action #76 emphasizes that Indigenous governments shall lead the development of strategies for residential school cemeteries. The GNWT is following this intention by supporting communities to lead the development of strategies for research, identification, and commemoration.

In May 2023, the GNWT established an interdepartmental working group on the regulation of research on unmarked burials associated with residential schools. Working group members include representatives from Executive and Indigenous Affairs, Justice (including Coroner's Office), Health and Social Services (Office of the Chief Public Health Office and Mental Health and Addictions), and Education, Culture and Employment (Archaeology Permitting and Scientific Licensing).

National Day for Truth and Reconciliation

On August 26, 2021, the GNWT issued an order to mark September 30 as a holiday for the territory's public service, commemorating the National Day for Truth and Reconciliation. On July 13, 2022, the GNWT amended the Employment Standards Act to add the National Day for the Truth and Reconciliation to the list of statutory holidays. This holiday gives all NWT residents an opportunity to acknowledge the territory's colonial history and the legacy of residential schools. The holiday responds to commitment #80 in the TRC's Calls to Action that calls on the federal government to establish a statutory holiday for Truth and Reconciliation.

Residential Schools Monument

The GNWT is working collaboratively with survivors and government partners to advance Calls to Action #82 - to build a Residential Schools Monument to honour survivors and children who were lost, and to allow people to visit and gain an understanding of this part of Canada's history and colonial past.

Constructing a Residential School Monument is an important step in GNWT's efforts towards reconciliation. There is still work to be done to ensure this project is completed in the most respectful and meaningful way, and GNWT is working closely with the City of Yellowknife and all of its partners to determine the most appropriate location for the Monument. It is hoped that this important Monument will be commemorated by September 2025.

Federal Indian Day School Records

In March 2019, the Government of Canada announced a proposed settlement agreement to resolve the National Indian Day Schools class action outside the courts allowing former day school students to submit claims for compensation over a 2.5-year period, from January 13, 2020, to July 13, 2022.

During the three-year Settlement Claim period (Jan 13, 2020 – Jan 13, 2023), ECE staff provided in-person and by phone support to residents through the historical student records request process by processing a total of 3,649 requests for historical student records.

To further support residents, ECE provided a letter of support for former students in their historical student records response package in support of a request for extension. The letter of support indicates the reason for the delay in providing historical students records to the applicant, such as missing and/or incorrect personal information, or confirmation of executorship. The letter of support could be attached to the Extension Request Form submitted by the Claimant, along with their Claim Form.

Intergovernmental Council - Legislative Development Protocol

In December 2020, the Intergovernmental Council (IGC) established the “IGC Legislative Development Protocol” for the collaborative development of land and resource management legislation and regulations for all IGC governments.

Work has been underway or complete on 5 pieces of GNWT legislation with Indigenous governments through the protocol:

- The *Forest Act* (*approved October, 2023*)
- Regulations for the Ts'udé Niljné Tuyeta protected area (Sahtu) came into force on January 31, 2022
- Regulations for the Department of Lands' Public Lands Act are currently under co-development
- Regulations for the Department of Industry, Tourism and Investment's Mineral Resources Act are currently under co-development
- Regulations for Thaidene Nënë (Łutselk'e area) under ECC's Protected Areas Act are currently under co-development.
- Education, Culture and Employment's Heritage Resources Act is anticipated to begin in 2024 and would be the sixth legislative initiative under the Protocol.

Intergovernmental Memorandums of Understanding

Intergovernmental Memorandums of Understanding are in place to formalize bilateral government-to-government relationships between GNWT Executive Council and Indigenous government leadership and to establish a forum and process for leaders to discuss and advance shared concerns.

In 2023-2024 the following bilateral meetings took place between GNWT and Indigenous governments and organizations:

- June 18, 2024 – bilateral meeting with Délı̨nę Got’ı̨nę Government
- May 16, 2024 - bilateral meeting with Tłı̨chǫ Government
- June 15, 2023 – bilateral meeting with Salt River First Nation
- June 7, 2023 – bilateral meeting with Gwich’in Tribal Council
- June 6, 2023 – bilateral meeting with Délı̨nę Got’ı̨nę Government
- May 2, 2023 – bilateral meeting with Northwest Territory Métis Nation
- May 5, 2023 – bilateral meeting with Tłı̨chǫ Government
- April 26, 2023 – bilateral meeting with Sahtu Secretariat Incorporate
- January 10, 2023 - bilateral meeting with Kát’odeeche First Nation

Intergovernmental Resource Revenue Sharing Agreement

In December 2023, Indigenous governments of the Intergovernmental Council received \$3.6 million in resource revenues, which was their share of resource revenues for 2022-2023, and an additional \$1.17 million was distributed in March 2023 in Retained Amounts from 2020-21. As part of Devolution, Resource Revenue Sharing payments are made to Indigenous governments who signed the *Northwest Territories Intergovernmental Resource Revenue Sharing Agreement*.

Through this agreement, GNWT shares 25% of its resource royalties, amounting to \$51 million since 2014.

NWT Council of Leaders

The NWT Council of Leaders (NWT COL) is an NWT-wide GNWT - Indigenous government forum to address the issues that impact all Indigenous governments in the NWT, including the UN Declaration and social, and economic issues.

In February 2024, Indigenous leaders, Federal Ministers of Health Canada and Indigenous services Canada, the Premier of the NWT and NWT Minister of Health and Social Services held a special meeting of the Northwest Territories Council of Leaders on improving access to health services and equity in health outcomes for First Nations, Inuit, and Métis including Modern Treaty holders and Self-Governing Indigenous governments.

Along with a regular meeting in June 2023, the NWT Council of Leaders also held meetings in August 2023 to discuss the wildfire evacuations and Emergency Management.

In July 2023, the NWT Council of Leaders sent letters to both Minister of Northern Affairs Vandal and Federal Minister of Indigenous Services Hajdu. Each letter reflected consensus from Indigenous governments and the GNWT on priorities for the territory.

9. How Integrated Service Delivery helped to lead change in 2023-2024 in the GNWT:

In 2023-2024, the GNWT established a new **Governance and Service Integration** unit in the Department of Executive and Indigenous Affairs. This new unit is intended to provide a single point of contact for organizations outside the GNWT for collaboration on homelessness, coordinate GNWT social envelope departments, and coordinate frontline services to the homeless.

In May 2023, the GNWT tabled in the NWT Legislative Assembly a document entitled "**A Comprehensive Strategy to Address Homelessness in the Northwest Territories**". The central element of the GNWT's strategy to address homelessness is the establishment of five new regionally based Integrated Service Delivery sites with services to address homelessness in partnership with Indigenous governments. Engagement with leadership from all regional Indigenous governments took place in 2023-2024 on the establishment of the five regionally based delivery sites in partnership with Indigenous governments.

Yellowknife Integrated Service Delivery Site

The Yellowknife Integrated Service Delivery Site is now permanently funded and was established by the Department of Justice to assist individuals with complex needs and who are frequent government service users. Pathfinders coordinate and liaise with other government services to help participants achieve self-identified life goals and assist vulnerable people access programs related to justice, health, social services, education, and housing and to help address the overrepresentation of Indigenous people in the justice system.

As of January 24, 2024, the Yellowknife Site has received 764 referrals and there are currently 108 individuals working with Pathfinders at the Yellowknife Site, and 28 waiting to be assigned to a Pathfinder.

In 2023-2024, the GNWT secured \$3.2 million in funding from Public Service Canada to support the establishment of the five regionally based Integrated Service Delivery Sites and to provide wrap around services in the NWT.

10. What Government Service Officers did in 2023-2024 to lead change in the GNWT:

There are 21 Single Window Service Centres staffed by Government Service Officers in the Northwest Territories. Government Services Officers are locally hired, part-time GNWT employees and their offices are centrally located for improved public access. Many Government Service Officers provide services in their Indigenous language and are well known to the community.

In 2023-2024, the Single Window Service Centre office was destroyed over the summer due to wildfires. The GNWT is currently working to locate a suitable replacement location.

The GNWT also has a partnership with Service Canada in 15 of the Single Window Service Centres to deliver federal programs directly to residents such as Old Age Pension and Social Insurance Numbers.

Part 3

Responding to Calls for Justice: Progress Made in 2023 - 2024

1. Actions to Respond to Calls for Justice on Culture and Language
2. Actions to Respond to Calls for Justice on Health and Wellness
3. Actions to Respond to Calls for Justice on Human Security
4. Actions to Respond to Calls for Justice on Justice

Culture and Language

We call upon all governments to acknowledge, recognize, and protect the rights of Indigenous Peoples to their cultures and languages as inherent rights, and constitutionally protected as such under section 35 of the *Constitution Act, 1982*.

- to recognize Indigenous languages as official languages,
- to support language revitalization,
- to ensure access to immersion programs for children from preschool into post-secondary education,
- to preserve knowledge and support grassroots and community-led Indigenous language and cultural programs,
- to create an empowerment fund that supports land-based educational programs,
- to educate public servants and citizens about, and to confront and eliminate, racism, sexism, homophobia, and transphobia, and
- to improve the representation of Indigenous Peoples in media and pop culture.

Actions to Respond to Calls for Justice on Culture and Language

ACTION 1.	<p>Seek a renewed Canada-NWT Agreement on Indigenous Languages to revitalize language communities and service delivery for the nine Official NWT Indigenous Languages.</p> <p>Develop an NWT Indigenous Languages Diploma</p> <p>Continue to deliver an Indigenous Language Mentor-Apprentice Program</p>
DEPARTMENT	Education, Culture and Employment
PROGRAM	Indigenous Languages and Education Secretariat - Canada-NWT Agreement on Indigenous Languages
TIMELINE	Funding agreement in place through to 2025.
UPDATE 2023-2024	<p>On March 10, 2022, the GNWT endorsed a three-year 2021-2024 Agreement with Canadian Heritage to provide federal funding of \$5.9 million per annum to the GNWT for its Indigenous language programs and services. In 2023-2024 the GNWT budgeted an additional \$3.9 million per year to boost funding for Indigenous language initiatives for a total of \$9.8 million in funding for NWT Indigenous languages.</p> <p>In Fall 2023, the Department of Education, Culture and Employment began negotiations with the federal Department of Canadian Heritage on a new three-year funding agreement for 2024-2027. The new agreement will be finalized in the Fall of 2024. The funding agreement will continue to support the GNWT's commitments to administer NWT Indigenous languages revitalization programs.</p> <p>Mentor Apprentice Program</p> <p>The Department of Education, Culture and Employment completed its fifth delivery of the Mentor Apprentice Program in March 2024. A record number of 56 pairs of Apprentices and Mentors representing six language groups completed the program in 2023-2024: Inuvialuktun, Gwich'in, Dene Kede (North Slavey), Dene Zhatié (South Slavey), Tłı̨chǫ, Dëne Sųłiné (Chipewyan) and nēhiyawēwin (Cree).</p> <p>In 2024-2025, ECE has started its sixth year of delivery of the Mentor Apprentice Program in partnership with seven Indigenous Governments: Inuvialuit Regional Corporation, Gwich'in Tribal Council, Sahtu Dene Council, Dehcho First Nations, Tłı̨chǫ Government, NWT Métis Nation, and Akaitcho Territory Government.</p> <p>64 applications were received for the 2024-2025 year's delivery, and 50 pairs of learners-mentors were selected by a committee of GNWT and Indigenous government representatives from seven language groups: Inuinnaqtun, Inuvialuktun, Gwich'in, Dene Kede (North Slavey), Dene Zhatié (South Slavey), Tłı̨chǫ, Dëne Sųłiné (Chipewyan) and nēhiyawēwin (Cree) invited to participate in the program.</p>

	<p>Indigenous Language Revitalization Scholarship</p> <p>The department of Education Culture and Employment offers ten annual \$5,000 scholarships for Indigenous languages revitalization. In 2023-2024, 11 scholarships were awarded to NWT residents.</p> <p>Indigenous Languages Diploma</p> <p>The Department of Education, Culture and Employment continues to work with Aurora College to develop an Indigenous Languages Diploma pilot program.</p> <p>Aurora College is currently finalizing the design of a pilot project post-secondary program in partnership with Nicola Valley Institute of Technology -BC's Indigenous Public Post-Secondary Institute, with two laddering options for students who may choose to exit after one-year to receive a Certificate of Indigenous Language; or after two years to receive an Indigenous Languages Diploma.</p> <p>The GNWT anticipates this initiative will be further developed in 2024-2025 during continued work to review Aurora College programs and transformation to a Polytechnic University.</p>
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ACTION 2.	Review and renew the Official Languages Act Guidelines for the delivery of services in the NWT's 11 official languages to the public including translation of signs and documents, interpretation, and service delivery in the Official Indigenous languages
DEPARTMENT	Education, Culture and Employment
PROGRAM	Indigenous Languages and Education Secretariat - Official Languages Act
TIMELINE	Completed by Fall 2025

UPDATE 2023-2024	<p>In March 2023, the amended Official Languages Act was approved by the NWT Legislative Assembly. The amended Act better recognizes the legacy of Residential Schools on NWT languages, as well as the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>In July 2023, the <i>Indigenous Languages Communication Guidelines</i> were released and are being implemented across government.</p> <p>The companion <i>Indigenous Languages Services Standards</i> are currently under development and are set to be released in 2024-2025. This document will lay out foundational Indigenous languages service standards that each department and agency must adhere to.</p> <p>Together, the Indigenous Languages Communications Guidelines and Indigenous Languages Services Standards will replace the outdated 1997 Guidelines on Official languages.</p> <p>The GNWT has also recently centralized translation requests, enabling departments to submit their translation needs through the Indigenous Languages and Education Secretariat.</p>
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ACTION 3.	<p>Graduate students with an understanding of the history and legacy of residential schools, including the impact it has on students and families today, and the realities of inter-generational trauma and colonization.</p>
DEPARTMENT	Education, Culture and Employment
PROGRAM	Curriculum Development and Student Assessment - Northern Studies Curriculum
TIMELINE	<p>Pilot Northern Studies 20 in 2022-23 and Northern Studies 30 in 2023-2024.</p> <p>Northern Studies 20 & 30 available in all NWT high schools by 2025. COMPLETED</p>
UPDATE 2023-2024	<p>Northern Studies 10 is a mandatory graduation requirement for all students. Depending on their student population and course schedules, schools may offer it in alternative years. All students who graduate in the NWT do so with a completed NS10 credit.</p> <p>Updates to NS10 Module 4 were completed in 2021 with the inclusion and expansion of statistics regarding Missing and Murdered Indigenous Women and Girls. The message closes with “The issue of missing and murdered Indigenous women, girls and 2SLGBTQQIA is still of grave concern today”.</p> <p>The new Northern Studies 30 (NS30) curriculum was completed in 2023-2024 and was piloted in Ulukhaktok, Norman Wells and Yellowknife.</p> <p>NS30 has been identified as an equivalent entrance requirement to Alberta’s Social Studies 30-1 and Aboriginal Studies 30 by the following post-secondary institutions: University of Alberta, Dalhousie University, University of Victoria, University of British Columbia, Mount Royal University, University of Calgary, University of Lethbridge and University of Regina.</p>

	Themes of Land, Governance, Wellness and Reconciliation steer the new NS30 curriculum and is now being implemented across all NWT schools for the Grade 12 curriculum.
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ACTION 4.	Renewal of the NWT Junior Kindergarten to Grade 12 curriculum to ensure an alignment with NWT Indigenous perspectives, culture, and languages.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Curriculum Development and Student Assessment - JK-12 Curriculum Renewal
TIMELINE	Decision on renewed provincial partnership by 2022. Implementation of new curriculum beginning in 2022 through 2026
UPDATE 2023-2024	<p>A Ministerial Decision to partner with BC Ministry of Education was made in December 2022 and the GNWT released a timeline for the implementation of the new curriculum.</p> <p>Timeline for implementation began in 2023-2024 and will proceed through 2027-28, with two years of draft for all subjects prior to finalization.</p> <p>In the 2023-2024 school year, draft NWT versions of the BC curriculum (adapted to reflect the NWT and NWT indigenous context) were implemented across the territory for Grades 4,5,6 & 9.</p> <p>The second year of transition will take place in the 2024-2025 school year with draft curriculum being implemented in grades 4, 5, 6, 7, 8, 9 & 10</p>

ACTION 5.	Expand the Northern Distance Learning Program to ensure students in small community schools, most of whom are Indigenous, have equitable access to higher-level academic courses at the high school level.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Curriculum Development and Student Assessment - Northern Distance Learning
TIMELINE	2021-22 and ongoing COMPLETED

UPDATE 2023-2024	<p>Northern Distance Learning is currently available in 20 small communities and served 90 students in the 2023-2024 school year. A team of five (5) dedicated teachers and five additional program staff are in place to support and run the program from the Regional Office in Inuvik.</p> <p>One of the goals of the Northern Distance Learning Program is to support and prepare students to enter a post-secondary program directly from high school. Through the Post-secondary Bridging Experience Trip, high school students visit a college or university in western or northern Canada to get first-hand experience in areas like choosing a program and school, city living and campus life, culture shock and homesickness, and finances. These trips help 'bridge' students from high school to post-secondary school and support them in pursuing their dreams.</p> <p>NDL will continue, in its current form, to meet the needs of NWT students. In 2024-2025, NDL is implementing only BC courses at the Grade 10 level, along with Alberta courses for Grades 11 and 12.</p>
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ACTION 6.	Implement the new mandatory curriculum for JK-12 Indigenous language instruction within all NWT schools.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Curriculum Development and Student Assessment - Our Languages Curriculum
TIMELINE	Ongoing initiative with complete implementation by 2023-2024. COMPLETED
UPDATE 2023-2024	<p>All NWT schools that offer Indigenous language programming have now implemented the Our Languages Curriculum.</p> <p>Forty-one (41) of 49 schools offered Indigenous language programming as a second language in the 2023-2024 school year.</p> <p>There are also now 6 communities offering immersion Indigenous language programming in the primary grades including:</p> <ul style="list-style-type: none"> • Deh Gáh School, Fort Providence • Elizabeth Mackenzie Elementary School, Behchokò • Chief Albert Wright School, Tulita • Ɂehtseo Ayha School, Déljné • Chief T'Seleye School, Fort Good Hope • Colville Lake School <p>In 2023-2024, the GNWT provided funding of \$12.2 million for Indigenous languages and education initiatives in schools. Of this amount, \$7.476 million is for Indigenous languages staff and \$929,000 is for resource development to support Indigenous language instruction.</p>

ACTION 7.	<p>Support schools to create learning environments that centre, respect and promote the Indigenous worldviews, cultures and languages of their community.</p> <p>a) Provide sustainable funding for Indigenous languages and education initiatives in schools</p> <p>b) Provide professional development for Indigenous language instructors in NWT schools to maintain delivery of language instruction.</p>
DEPARTMENT	Education, Culture and Employment
PROGRAM	Indigenous Languages and Education Secretariat – JK-12 Indigenous Languages and Education Policy
TIMELINE	Ongoing initiative with complete implementation by 2023-2024.
UPDATE 2023-2024	<p>The GNWT's Indigenous Languages Education Policy requires NWT school's to provide quality Indigenous language instruction and relevant culture-based school programs. Indigenous language instruction is guided by the NWT's mandated JK-12 Indigenous language curriculum: Our Languages Curriculum designed using a neurolinguistics approach piloted in the Dehcho region.</p> <p>Indigenous language instruction delivered in most schools follow a core or second language learning model. Students attend Indigenous language classes throughout the week for a minimum of 90 hours per year from grades 1-9. Although not mandatory, many schools offer programming starting in JK-K, and courses for grades 10-12 are available in some schools.</p> <p>In 2023-2024, the GNWT provided funding of \$12.2 million for Indigenous languages and education initiatives in schools. Of this amount, \$7.476 million was for Indigenous languages staff and \$929,000 for resource development to support Indigenous language instruction.</p> <p>In the 2023-2024 school year, ECE piloted the Indigenous Language Instructor Employment Plan (ILIEP) aimed at creating positions of trainees that work alongside a current mentoring language instructor to improve language proficiency and instructor training. The Indigenous Language Instructor Employment Plan (ILIEP) was piloted in the Beaufort Delta and Dehcho regions. The Beaufort Delta had three schools (Chief Julius School, East Three Elementary School, Helen Kalvak School) participating, with a total of four trainees taking part in the program. The Dehcho had two schools (Deh Gáh Elementary and Secondary School and Líídljí Kúę Elementary School) participating, with a total of two trainees taking part in the program. To support Indigenous language instructors, the Indigenous Languages and Education Handbook: Our People, Our Land, Our Ways, Our Languages (ILE Handbook) was finalized and implemented in the 2023-2024 school year. Training on the implementation of the ILE Handbook is provided to all schools. Through a contribution agreement with the NWT Teachers Association, the GNWT also provides \$50,000 per year to support Indigenous Languages Professional</p>

	Development.
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ACTION 8.	Establish an Indigenous Knowledge Holders Council to foster success of Indigenous students and staff, and the overall success of Aurora College as it transforms into a Polytechnic University.
DEPARTMENT	Aurora College
PROGRAM	Aurora College – Strengthened Governance System
TIMELINE	<p>The amended <i>Aurora College Act</i> received assent in December of 2021 and came into force in May of 2022.</p> <p>The Indigenous Knowledge Holder's Council is expected to be established in 2024. COMPLETED</p>
UPDATE 2023-2024	<p>Aurora College's new Indigenous Knowledge Holders Council (IKHC) has been appointed by the Board of Governors and held its inaugural meeting in Yellowknife April 30 to May 2, 2024.</p> <p>The 13 members are NWT residents of Dene, Inuvialuit and Métis ancestry from across the territory who have been involved in leadership and education, as well as their cultures and traditions, for many years. Initial appointments are for a period of three years.</p> <p>The establishment of the Indigenous Knowledge Holders Council aligns with the Truth and Reconciliation Commission's recommendations and underlines Aurora College's commitment to incorporate Indigenous perspectives and values, and to foster an educational environment that respects Indigenous ways of life, knowledge, cultures and worldviews.</p>
ACTION 9.	Complete a review of all college programs starting with the Social Work Diploma and Bachelor of Education programs.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Aurora College – Review of Programs - Transformation into a Polytechnic University
TIMELINE	<p>The Program Reviews were completed in May of 2022. Aurora College is creating a program development team that will undertake a number of projects related to developing and implementing both a new Social Work Diploma program and a new Bachelor of Education program.</p>

UPDATE 2023-2024	<p>Aurora College's Board of Governors has voted to delay the start of the new General Studies Diploma program by one year to Fall 2025.</p> <p>The General Studies Diploma Program is a new two-year program designed to allow graduates to meet the third-year entry requirements for both a Bachelor of Education (BEd) and a Bachelor of Social Work (BSW), or to obtain post-secondary credits that are transferable to Aurora College degree and diploma programs or to other post-secondary institutions.</p> <p>The Board of Governors made the decision to delay implementation of the General Studies Diploma Program to ensure all approvals and agreements are in place prior to the start of the program. That will ensure applicants are aware of exactly what courses they can take, the credentials they will receive and how the diploma can help them gain acceptance into other post-secondary programs of their choice.</p>
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ACTION 10.	<p>All GNWT employees will complete Indigenous Cultural Awareness and Sensitivity Training and be aware of the impact of colonization, their collective role in reconciliation; and have the tools to become culturally competent.</p>
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - Indigenous Cultural Awareness and Sensitivity Training
TIMELINE	98 -100% of employees by 2023-2024
UPDATE 2023-2024	<p>The GNWT's Indigenous Cultural Awareness and Sensitivity Training called Living Well Together is a mandatory training course for all employees and was developed to help fulfill the GNWT's commitment of the Truth and Reconciliation Commission Calls to Action #57 and Articles 14 and 15 of the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>As of March 31, 2024, 77.9% (5054) employees have started the training and 64.66% (4195) employees have completed all eight (8) modules.</p>

ACTION 11.	<p>Develop an Indigenous Recruitment and Retention Framework designed to recruit and retain Indigenous employees, address bias, racism, and discrimination throughout the staffing process, and improve cultural competency in the public service.</p> <p>a) Conduct a review of all GNWT job descriptions to associate Indigenous cultural and social factors within job descriptions, and develop a process to request Indigenous representation on hiring committees</p> <p>b) Develop an Indigenous employment implementation plan for each GNWT</p>
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	department.
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - Indigenous Recruitment and Retention Framework
TIMELINE	Implemented by 2022
UPDATE 2023-2024	<p>The GNWT requires Departments and Agencies to develop an Indigenous Employment Plan. These plans include short-, medium- and long-term goals, along with department specific actions that will be undertaken to increase, develop and maintain the number of Indigenous employees within the GNWT.</p> <p>In October 2023, updated Indigenous Employment Plans that include a column that reports on the status of targets met in the 2022-2023 fiscal year were publicly posted. Publicly posting the progress of each departments' and agency's Indigenous Employment Plan ensures transparency, accountability, but most importantly shows the commitment departments and agencies are making to increase, develop and maintain the number of Indigenous employees employed with the GNWT. Each Indigenous Employment Plan includes a target for the review of job descriptions over the next 3 years.</p> <p>An annual report on the status of each action item within the Indigenous Recruitment and Retention Action Plan will be available beginning in 2024-2025.</p> <p>In 2023-2024, a process was implemented for Indigenous Aboriginal applicants to request Indigenous representation on hiring committees. However, due to capacity issues internally the process has been temporarily placed on pause until Strategic Human Resources can finalize a new strategy to commence the Action Item again. It is expected the process will be relaunched in the 2024-2025 fiscal year.</p>

ACTION 12.	Partner with Indigenous governments to build capacity through an employee secondment Program
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion, Building Capacity in Indigenous Governments (BCIG) program
TIMELINE	Ongoing implementation with annual uptake.

UPDATE 2023-2024	<p>In 2023-2024, six secondments were supported through the Building Capacity in Indigenous Governments Program including:</p> <ul style="list-style-type: none"> • A GNWT employee from the Department of Industry, Tourism and Investment seconded to the Sahtu Secretariat Incorporated • A GNWT employee from the Beaufort-Delta Divisional Education Council seconded to the Gwich'in Tribal Council • A GNWT employee from the Department of Municipal and Community Affairs seconded to the Tłı̨chǫ Government. • A GNWT employee from the Department of Industry Tourism and Investment seconded to the Tuktoyaktuk Community Corporation • A GNWT employee from the Department of Education, Culture and Employment seconded to the Tłı̨chǫ Government. <p>In 2024-2025, four secondments have already been approved in partnership with the Gwich'in Tribal Council, Tłı̨chǫ Government, and Sahtu Secretariat Incorporated.</p> <p>The Building Capacity in Indigenous Governments program is aimed at supporting secondment arrangements with Indigenous governments in all regions, to help develop their human resource capacity with a maximum of \$40,000 per placement.</p>
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ACTION 13.	<p>Complete a review of the Affirmative Action Policy in cooperation with Indigenous governments and with the goal of achieving a truly representative public service.</p>
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion – Affirmative Action Policy
TIMELINE	2023-2024
UPDATE 2023-2024	<p>In February 2023, the GNWT launched engagement to review the Affirmative Action Policy with the goal of replacing the policy with:</p> <ul style="list-style-type: none"> • an Indigenous Employment Policy that would prioritize Dene, Inuit, or Métis people indigenous to the present boundaries of the N.W.T; and, • an Employment Equity Policy that would give preferred hiring status to Indigenous Canadians, racialized persons, persons living with disabilities, members of the 2SLGBTQQIA+ community, and long-term northerners. <p>Public in-person engagement sessions were held in 9 communities, covering each region in the NWT. Feedback is also being sought from Indigenous governments, Indigenous Organizations, and residents of the NWT through</p>

	<p>written feedback, virtual sessions and through an online survey.</p> <p>A what we heard report on engagement was released in September 2023. The department of Finance is currently reviewing options for replacing the Affirmative Action Policy.</p>
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ACTION 14.	Deliver anti-racism and allyship training and resources for employees to support a diverse and inclusive workplace
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion- Anti-Racism Training
TIMELINE	Ongoing, monthly course offering
UPDATE 2023-2024	<p>Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship For Managers; is a workshop series of three, three-hour modules delivered over three days. The training creates space for learners to explore their own personal experiences with racism and allyship, identifying how these behaviours impact our lives daily, especially within the workplace. By the end of this series, learners will have had the opportunity to deconstruct what they thought they knew about these social norms while discovering tools to help them reshape the way they see the world and our interactions with each other.</p> <p>The training is offered virtually once a month for both the employee and manager sessions. To register for the training employees can register through the Enterprise Learning Management (ELM) system in SAM/HRIS (PeopleSoft).</p> <p>As of June 30, 2024, a total of 462 employees (4.9%) and 499 (27.7%) managers have completed the training. These percentages are due to limited spots being available in this online in-person facilitated training and not a reflection of interest or need for this training.</p>

ACTION 15.	Offer 2SLGBTQQIA+ Inclusive Workplace Awareness Training to GNWT employees.
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - 2SLGBTQQIA+ Inclusive Workplace Awareness Training
TIMELINE	Ongoing, monthly course offering
UPDATE 2023-2024	2SLGBTQQIA+ Inclusive Workplace Awareness Training is meant to provide GNWT employees with the necessary knowledge and tools to recognize key terms associated with the 2SLGBTQQIA+ community, identify and apply respectful

	<p>behaviour and to support co-workers and clients within the 2SLGBTQQIA+ community. The training is co-facilitated with the Northern Mosaic Network and a representative from the GNWT. Currently, the facilitators are reassessing and revamping the training for improved facilitation and learning methods.</p> <p>As of June 30, 2024, 827 participants have completed this training representing approximately 9% of the public service. While there is currently 15.8% of employees are currently enrolled into the future training offerings.</p> <p>This percentage is due to limited spots being available in this in-person facilitated training and not a reflection of interest or need for this training.</p>
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ACTION 16.	Develop a Cultural Safety and Anti-Racism Training Framework to tackle systemic anti-Indigenous racism within the Health and Social Services system.
DEPARTMENT	Health and Social Services
PROGRAM	Cultural Safety and Anti-Racism: Cultural Safety and Anti-Racism Training
TIMELINE	The Cultural Safety and Anti-Racism (CSAR) Training Framework was completed in 2022.
UPDATE 2023-2024	The framework outlines key components of the CSAR Training and how it effectively addresses anti-Indigenous racism in the NWT. The training is currently offered over two days and mandatory for all staff in the health and social services system. Since June 2021, approximately 600 individuals have been trained including frontline workers, admin/finance staff, policy developers, and senior managers including GNWT Deputy Ministers and Assistant Deputy Ministers (2023) and the current MLAs (2024).

ACTION 17.	Develop an engagement toolkit and training for staff to improve and promote respectful processes for engaging Indigenous communities in decision-making across the health and social services system.
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation: Engagement Guidelines
TIMELINE	Engagement Guidelines completed by 2022

UPDATE 2023-2024	A Wise Practice Guidebook for Engaging with Indigenous People and NWT communities and associated training had been developed and is pending approval in 2024. The <i>Wise Practices Guidebook</i> is intended to be a commonly referenced tool for staff and contractors to build meaningful and collaborative relationships with Indigenous Governments, Indigenous Peoples, and Northern communities they engage with and serve every day to bring together evidence and inform policy and programs/service design.
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ACTION 18.	Leading a system wide shift towards a culturally safe and relationship-based health and social services system
DEPARTMENT	Health and Social Services
PROGRAM	Cultural Safety and Anti-Racism: Culturally Safe Health and Social Services System
TIMELINE	Ongoing
UPDATE 2023-2024	<p>The Cultural Safety and Anti-Racism (CSAR) division was established in 2022-2023 with a team of ten employees to lead the system-wide efforts to tackle anti-Indigenous racism in all its forms: inter-personal and systemic. The division's Learning Initiatives Unit is responsible for the development, continuous improvement, and delivery of cultural safety and anti-racism training.</p> <p>In addition to delivering CSAR training, the CSAR division provides consultation and policy review services across the HSS system. To further increase learning and knowledge translation, a CSAR tool is in development. The tool will be used to facilitate critical thinking and new ways of being throughout HSS regarding cultural safety and anti-racism. The tool will be rolled out with support from the CSAR division and aims to increase considerations of colonialism, racism, equity, Indigenous knowledge and healing practices, within individuals, policies, and workplace culture. The tool has been piloted with the Mental Wellness and Addiction Recovery division (2023-2024) and will continue to be piloted in 2024/25.</p> <p>Cultural Safety and Anti-Racism Training to was provided to 205 Health and Social Services staff in 2023-2024 by the Cultural Safety and Anti-Racism division of the Department of HSS. The training is grounded in Indigenous worldviews and best practices in anti-racism education, providing staff with an understanding of the roots of racism, colonialism, and how to build good relationships on personal and systemic levels.</p>

ACTION 19.	Address inequities experienced by Indigenous residents when accessing health and social service in partnership with Indigenous governments through an Indigenous Advisory Body
DEPARTMENT	Health and Social Services
PROGRAM	Cultural Safety and Anti-Racism: Indigenous Advisory Body
TIMELINE	Quarterly meetings
UPDATE 2023-2024	<p>In 2023-2024, the Indigenous Advisory Body (IAB) met on four occasions in April, May/June, July, and November 2023. They held a three-day in-person meeting in April 2024.</p> <p>The IAB heard updates from standing agenda presenters: Cultural Safety and Anti-Racism; Community, Culture and Innovation; Office of Client Experience; Child and Family Services; and Mental Wellness and Addictions Recovery. IAB also requested an update from DHSS Infrastructure Planning on long term care planning in Inuvik. Standing agenda presenters provided IAB with updates about their work and/or sought their advice and guidance as needed.</p>

ACTION 20.	Establish Indigenous Patient Advocates in NWT Acute Care Units and an Office of Indigenous Client Experience
DEPARTMENT	Health and Social Services
PROGRAM	NWT Health and Social Services Authority - Quality, Risk and Client Experience and Indigenous Patient Advocates
TIMELINE	2022 and ongoing
UPDATE 2023-2024	<p>The Office of Client Experience was established in January 2023 and was designed specifically to meet the needs of Indigenous residents, in a culturally safer and respectful manner. As part of the Office of Client Experience (OCE), in February 2023, the GNWT announced the launch of the Indigenous Patient Advocate Program. The Department of Health and Social Services collaborated with the Northwest Territories Health and Social Services Authority and the Indigenous Advisory Body to develop these positions to help Indigenous residents, their families, and guests by providing advocacy, and access to cultural, spiritual, emotional, and language supports.</p> <p>Indigenous Patient Advocate positions are now in place in Inuvik Regional Hospital, Fort Simpson Health Centre, Fort Smith Health Centre, Hay River Regional Health Centre, and Stanton Territorial Hospital.</p> <p>In 2023-2024, Indigenous Patient Advocates and staff with the OCE have met with over 800 clients to provide system navigation and client advocacy, to hear</p>

	<p>residents feedback, to engage in meaningful conversation and dialogue to ensure residents feel heard, and to help individuals resolve their concerns.</p> <p>To provide oversight and advice to the Indigenous Patient Advocates, the GNWT also established the Indigenous Client Experience Council in 2023-2024. The Council includes two members of the Indigenous Advisory Body and works closely with the Cultural Safety and Anti-Racism division.</p>
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ACTION 21.	Insured Health Services: Eliminate “either-or” gender option on health forms and include gender inclusive, gender-neutral, or non-binary options
DEPARTMENT	Health and Social Services
PROGRAM	Gender-inclusive, gender-neutral, or non-binary options on forms
TIMELINE	<p>Initial scoping of work by March 2022</p> <p>Complete review of all forms by December 2024.</p>
UPDATE 2023-2024	<p>All client forms used by the department of Health and Social Services are currently being reviewed to identify where updates can be made to eliminate “either-or” gender option on forms and include gender-inclusive, gender-neutral, or non-binary options. The review of all HSS forms will be completed by December 2024.</p> <p>Since 2017, individuals born in the NWT may apply to change the gender on their birth registration without having to undergo gender reassignment surgery.</p>

ACTION 22.	Promote the tradition of custom adoption
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services: Custom Adoption
TIMELINE	September 2022 to September 2023
UPDATE 2023-2024	<p>During 2022-2023, 29 of 30 adoptions in the NWT were Custom Adoptions. [Note: data not yet available for 2023-2024]</p> <p>In an effort to further support and enhance cultural, community, and regional representation, in January 2024, the Department of Health and Social Services sent letters inviting Indigenous governments across the NWT to nominate additional Custom Adoption Commissioners.</p> <p>A request for proposal will be issued in summer 2024 to contract the production of videos to communicate important Indigenous practices that contribute to keeping children and youth safe, including the tradition of custom adoption.</p>

ACTION 23.	Develop culturally informed Foster Care Practice Standards
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services – Foster Care
TIMELINE	January 2023 to March 2024
UPDATE 2023-2024	<p>The Department is implementing the HEART and SPIRIT training and assessment tools for foster placements and caregivers.</p> <p>In collaboration with the Cultural Safety and Anti-Racism Division, HEART and SPIRIT tools and manuals will also be reviewed and adapted to meet the needs of caregivers and First Nations, Métis, and Inuit children, youth and families in the NWT, which will support the revision of foster care standards and forms. The phased implementation of the HEART and SPIRIT training and tools will begin in Fall 2024 and take place over the next three years.</p>

ACTION 24.	Transforming Child and Family Services to improve services and supports for Indigenous children, youth, and their families through a cultural safety approach.
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services
TIMELINE	Practice Standards dedicated to implementing the Federal Act are updated on an ongoing basis based on feedback. The updating of other practice standards will happen every 2 years
UPDATE 2023-2024	<p>The federal Act respecting First Nations, Inuit and Métis children, youth and families (Federal Act) sets out minimal principles and standards for service provision that apply across Canada. Since the implementation of the Act in January 2020, the Department continuously revises practice standards and procedures to ensure best alignment with the national principles under the Federal Act.</p> <p>In October 2023, the GNWT released “The Child, Youth and Family Services Strategic Direction and Action Plan (2023-2028) to fundamentally shift the Child and Family Services (CFS) system towards the goal of a culturally safe health and social services system which includes updating practice standards. The plan is intended to help address the longstanding overrepresentation of Indigenous children and youth in prevention and protection services in the NWT.</p> <p>The Cultural Safety and Anti-Racism division developed a training course specifically to focus on harmful historical and present-day policies that have</p>

	<p>contributed to anti-Indigenous racism and systemic barriers for clients in Child and Family Services. This two-day training was delivered in November 2022 and November 2023. Thirty-five percent (35%) of all CFS system staff have completed the CSAR Training – there is trained frontline staff in every region of the NWT along with CFS Departmental Staff and NTHSSA CFS Operational Staff. The department also continues to implement Cultural Support Plans (a tool used to maintain a child's connection with their family and culture) to support the mandate of the Federal Act and the Department is in the process of developing training that will further support the implementation of the Cultural Support Plan for children and youth.</p>
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ACTION 25.	Supporting the inherent right of self-government, including jurisdiction in relation to Child and Family Services.
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services
TIMELINE	Ongoing
UPDATE 2023-2024	<p>The Department has reached out to all Indigenous governments in the NWT with an offer to meet and discuss its implementation of the Federal Act. This offer remains active, should an Indigenous government want more information on the GNWT's implementation of the Act.</p> <p>Throughout 2023-2024, the Department continued to share data with Indigenous governments who have voiced their interest in receiving such information about the services offered to members of their communities.</p> <p>The Department has also been participating in coordination agreement discussions with the Inuvialuit Regional Corporation and the federal government since April 2022 to identify how it can support the successful implementation of the <i>Inuvialuit Qitunrariit Inuuniarnikkun Maligaksat</i> in the NWT.</p>

ACTION 26.	Support communities to access cultural knowledge by connecting with their land, culture, languages, and traditions.
DEPARTMENT	Environment and Climate Change (ECC)
PROGRAM	On-the-Land Collaborative
TIMELINE	Ongoing, annual call for funding.

UPDATE 2023-2024	<p>The NWT On the Land Collaborative (“Collaborative”) is a partnership between government, industry, regional Indigenous governments and philanthropic organizations to provide centralized access to funding and resources that support community-led land-based projects that prioritize connection to their land, culture, language and traditions. Each department contributed funding towards the continued success of the Collaborative. ECC serves as the administrative host for the Collaborative. For more information on the specific regional or community led projects please visit http://www.nwtontheland.ca/.</p> <ul style="list-style-type: none"> • In 2022, a total of 54 applications were funded across the NWT for a total of \$934,963 by the Collaborative. • In 2023, a total of 53 applications were approved for funding for a total of \$1,003,665 by the Collaborative. <ul style="list-style-type: none"> ◦ An additional 11 projects for a total of \$137,500 were funded indirectly through referrals to Collaborative funding partners. <p>In 2024, a total of 59 applications were approved for funding for a total of \$1.2 million by the Collaborative.</p>
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ACTION 27.	Work collaboratively with GNWT departments to develop an Indigenous Knowledge Action Plan and update the Traditional Knowledge policy, to account for the UN Declaration, as required.
DEPARTMENT	Environment and Climate Change
PROGRAM	Indigenous Knowledge
TIMELINE	2022-23
UPDATE 2023-2024	No update at this time

ACTION 28.	Support families and youth in land-based activities.
DEPARTMENT	Environment and Climate Change
PROGRAM	Take a Family on the Land and Take a Kid Trapping Programs
TIMELINE	Ongoing, annual calls for funding, and project support on a case-by-case basis where resources are available

UPDATE 2022-23	<p>The Take a Family on the Land Program is designed to offset the costs associated with on-the-land activities, so more NWT residents can experience them, as families. All family combinations, including 2SLGBTQQIA+ families, single-parent families and multigenerational families are considered eligible. In 2023-24, 21 Organizations were funded a total of \$210,000 for their take a family on the land programs.</p> <p>The Take a Kid Trapping Program is designed to introduce school age youth in the Northwest Territories to the traditional harvesting practices of hunting, trapping, fishing and outdoor survival. In 2023-24, 27 NWT schools and IGO's delivered Take a Kid Trapping programming with the participation of approximately 400 youth across all regions of the territory.</p>
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ACTION 29.	<p>Preserving areas of cultural importance to Indigenous peoples through establishing and maintaining territorial protected areas.</p>
DEPARTMENT	Environment and Climate Change
PROGRAM	Conservation Network Plan
TIMELINE	Conservation planning and implementation is ongoing. An updated conservation network plan will be released in 2022.
UPDATE 2023-2024	<p>The GNWT has worked to establish two territorial protected areas, Thaidene Nene and Ts'udé Niljné Tuyeta, in partnership with Indigenous governments and Indigenous organizations. A third candidate territorial protected area, Dìnàgà Wek'ehodi, is currently in the establishment process. Currently, 17.6% of NWT land and freshwater is in protected areas or conservation areas. A total of 100 GNWT and non-GNWT jobs are associated with Territorial Protected Areas (in all categories). These 100 jobs are filled by Indigenous people and of the 100 jobs, 36 are filled by Indigenous women.</p> <p>In December 2022, the GNWT, along with Indigenous representatives from the Tuyeta and Thaidene Nënë Indigenous and Territorial Protected Area co-management boards, hosted a sharing circle event at the 15th meeting of the Conference of the Parties to the UN Convention on Biological Diversity (COP 15) in Montreal, titled Healthy Lands and People: Co-Management of Indigenous Protected and Conserved Areas in the Northwest Territories.</p> <p>At COP15 in Montreal, the GNWT signed a Letter of Intent with Délîنق Got'înë Government and the federal government to advance the Sahtú K'aowe Indigenous Protected and Conserved Area (IPCA), enhance the stewardship of Great Bear Lake and its watershed and explore options to support long-term funding for Tsá Tué (Great Bear Lake). The federal government has also committed to two years of bridge funding for Ts'udé Niljné Tuyeta, Thaidene Nënë and Dìnàgà Wek'ehodi while the GNWT, Indigenous governments and</p>

	Indigenous organizations explore funding solutions.
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ACTION 30.	Identify potential resources, partnerships and programming that will support community-driven harvesting programs.
DEPARTMENT	Environment and Climate Change
PROGRAM	Sustainable Livelihoods Action Plan
TIMELINE	2022-2023 COMPLETED
UPDATE 2023-2024	<p>The program continues to support community-driven, land-based programming and looks for opportunities to remove administrative burdens placed on northern communities and organizations. Key program areas include land-based learning, traditional economy, country foods and knowledge sharing.</p> <p>The GNWT provides support to programming across the NWT through the Take A Kid Trapping program, Take a Family On the Land program and NWT On the Land Collaborative.</p> <p>The Community Harvesters Assistance Program is administered through the regional offices of the Department of Environment and Climate Change. This program recently went through a review and changes are being implemented to the program.</p> <p>The Genuine Mackenzie Valley Fur Program supports individuals who continue to engage in traditional harvesting practices and participate in the traditional economy.</p> <p>In 2023, the Department of Environment and Climate Change implemented a Trapper Mentorship Program. The program provides an opportunity to pass on traditional skills, knowledge and experience related to trapping. A review of the Trapper Mentorship Program took place after the 2023-2024 harvest season.</p> <p>A review of the Hunters and Trappers Compensation program took place in 2023-2024 and should be completed by the end of 2024.</p>

ACTION 31.	Prioritize Gender and Diversity in budgets, policies and programs.
	<p>a) Develop culturally relevant Gender Based Analysis+ tools to assess the impact of policies, programs and services on Indigenous women, girls and gender-diverse people.</p> <p>b) Assess impacts on Gender and Diversity in decision making on budgets, policies and programs</p>
DEPARTMENT	Executive and Indigenous Affairs

PROGRAM	Gender Equity Division – Culturally Relevant Gender Based Analysis
TIMELINE	<p>Gender and Diversity criteria were incorporated into all GNWT decision making instruments in 2020.</p> <p>GBA+ tools will be implemented by 2023-2024</p>
UPDATE 2023-2024	<p>The Government of the Northwest Territories (GNWT) implemented GBA+ in December 2020. The template used by GNWT departments for funding submissions to Financial Management Board has been updated requiring departments to consider a Gender-based plus analysis and the impacts of the submission on diverse communities of persons. The use of 'Gender' and 'Diversity' are now included as variables to be considered and analyzed when departments submit funding requests.</p> <p>The Gender Based Analysis Plus training is available to all GNWT employees on the HRIS platform, 364 GNWT employees have registered to date.</p> <p>The Gender Equity Division is working on a more tangible analysis tool for GNWT departments to work with, expected completion was by Spring 2024 but this has been extended due to competing priorities. It is anticipated this will now be worked on during Fall 2024.</p> <p>As of December 31, 2023, women represent 65.4% of GNWT employees (approximately 4,244 women) and Indigenous women represent 20.6% of the GNWT workforce (approximately 1,337 Indigenous women). Women also represent approximately 61% of GNWT senior management and Indigenous women represent approximately 13.8% of GNWT senior management.</p> <p>The GNWT is also committed to improving gender equity in appointments to territorial boards and agencies. Currently, there are 116 men and 142 women appointed to GNWT Boards as of April 30, 2024. For the Chair positions, there are 18 men and 13 women.</p>

ACTION 32.	Empower and encourage Indigenous and northern women to pursue political leadership roles through the implementation of a new “Made in the North” curriculum for Campaign Schools for Women.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Women in Leadership
TIMELINE	<p>At least 5 workshops annually along with twice yearly online sessions from 2021-22 to 2023-2024.</p> <p>Online learning modules by 2023-2024</p>

UPDATE 2023-2024	<p>The Gender Equity Division received funding from the federal department of Women and Gender Equality for three years (2021-2024) to extend the work being done to support the delivery of Campaign Schools for Women in communities across the NWT and to empower women in political leadership.</p> <p>In 2023-2024, 15 Campaign Schools for Women workshops took place in the following regions:</p> <ul style="list-style-type: none"> - Beaufort Delta – Fort McPherson (12 participants), Inuvik (3 participants), Tuktoyaktuk (5 participants), Paulatuk (14 participants), Sachs Harbour (10 participants) and Ulukhaktok (3 participants) - Dehcho – Fort Simpson (4) and Fort Liard (9 participants) - Sahtu – Norman Wells (3 participants), Fort Good Hope (8 participants), and Délı̨nę (15 participants) - South Slave – Fort Smith (2 participants) and Fort Providence (2 participants) - North Slave – Yellowknife (twice) (32 participants) <p>Several of the workshops were delivered in partnership with community and advocacy organizations in 2023-2024 including:</p> <ul style="list-style-type: none"> - Yellowknife Community Foundation - Equal Voice, a national organization dedicated to electing more women to all levels of political office in Canada - Black Advocacy Coalition was held in Yellowknife in February with 10 participants either in-person or online. <p>16 participants of Campaign Schools for Women went on the run for political office in the 2023 territorial election. Six (6) Campaign School participants were elected.</p> <p>The federal funding included a requirement to have an independent evaluation undertaken on the Women in Leadership initiative. A contractor was hired to undertake this review which began in April 2024. The firm will complete the evaluation and will submit a final report by October 2024.</p>
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ACTION 33.	<p>Establish a meaningful entity with accountability to monitor and evaluate the acknowledgement by governments, efforts towards rebuilding trust and establishment of and outcomes from community and person-centered government services.</p> <p>a) Establish a MMIWG Advisory Committee in partnership with Indigenous governments to provide guidance on missing and murdered Indigenous women and girls and on the implementation of the Action Plan.</p> <p>b) Table annual reports on the GNWT response to the Calls for Justice in the NWT Legislative Assembly</p>
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DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Missing and Murdered Indigenous Women and Girls
TIMELINE	Establish Community Advisory Committee: 2022 Annual Reporting: Ongoing
UPDATE 2023-2024	<p>The proposed mandate of the MMIWG Advisory Committee is to provide advice and guidance on the implementation of the MMIWG Action Plan and to support the Government of the Northwest Territories in taking a culturally safe, decolonized and trauma-informed approach to the design and conduct of community engagement related to MMIWG. Input received from the committee will be considered as part of the regular decision-making processes of government, including, but not limited to, the implementation of the Action Plan.</p> <p>The Gender Equity Division held an in-person meeting with Community Contacts on March 14, 2023, to discuss the establishment of the MMIWG Advisory Committee and to develop draft Terms of Reference to guide the work of this committee. The Community Contacts consist of appointed members representing Indigenous governments in the NWT along with representatives from the Native Women's Association of the NWT and the Status of Women Council of the NWT.</p> <p>The Community Contacts recommended that members on the MMIWG Advisory Committee be appointed by the respective Indigenous governments instead of issuing a public Call for Expressions of Interest to serve on this committee.</p> <p>In 2023-2024, the draft Terms of Reference was shared with the Community Contacts for a final review before it was sent to Indigenous and community governments and key stakeholders to review and provide comments.</p> <p>Changes were made to the draft Terms of Reference based on feedback received. Letters will be sent to those Indigenous governments and organizations with representation on this Advisory Committee inviting them to submit the names of their appointees. If all proceeds according to plan, the MMIWG Advisory Committee should be in place by Fall 2024.</p>

ACTION 34.	Provide core and sustainable funding for regional Indigenous and Women's organizations
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Core Funding
TIMELINE	5-year core funding agreements: April 2021 – March 31, 2026

UPDATE 2023-2024	<p>Funding agreements for both the NWT Native Women's Association of the NWT and the Status of Women's Council of the NWT were renewed for five-year terms as per the request of both organizations. Both organizations also received an annual increase of \$50,000. The new contribution agreements came into effect on April 1, 2021, and continue until March 31, 2026. Both organizations are eligible to apply to other funding sources for other project funding.</p> <p>In 2023, both the Native Women Association of the Northwest Territories, and the Status of Women Council of the Northwest Territories hired new executive directors to provide leadership to their respective organizations</p>
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ACTION 35.	<p>Make funding available to support programs for Indigenous women and 2SLGBTQQIA+ people</p>
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Grant Programs
TIMELINE	Grant funding advertised on an annual basis
UPDATE 2023-2024	<p>\$100,000 was available for distribution in 2023-2024. Both grants were fully subscribed to. This continues to be a popular program. \$50,000 was available in 2023-2024 for the Women's Initiative Grant Program and was awarded by a selection committee by application to ten recipients of \$5,000 each as follows:</p> <ul style="list-style-type: none"> • Yellowknife Homebase –Workshops for Women, Girls, Elders, and Youth • Yellowknife YWCA NWT – Girl Space Youth Leadership workshops • Fort Providence Fort Providence Métis Council – Ribbon Skirt Project • Foster Family Coalition – Youth Justice Program Female Navigator • Tsiigehtchic Gwichya Gwichin Band – Women's Cultural and Traditional Skills • Inuvik – Inuvialuit Regional Corporation – Women's Healing Camp • Sport North – Mentorship Workshops for Girls • Northern Birthwork Collective – Supporting Pregnant Women • NWT Literacy Council – Book Club for Women • Inuvik Justice Committee – Garden Workshops for women and children <p>\$50,000 was available in 2023-2024 for the Gender Equity Grant Program and was awarded by a selection committee by application to ten recipients of \$5,000 each as follows:</p> <ul style="list-style-type: none"> • Sport North Federation - "She's Got It All" Sport Equity Solutions Summit • FOXY Workshop • SMASH Workshop

	<ul style="list-style-type: none"> • Qumunity Camp Project • Salt River First Nation - Men and Boys's talking Circle • Hay River Soaring Easle Friendship Center Gender Equity Beach Day • Tsiiigehtchic Gwichya Gwichin Women and Men Caribou Workshops • Yellowknife Folk on the Rocks Performing Arts for Queer Justice Workshop • NWTRPA Sports workshops for Gender Equity • Norman Wells – Women's Leadership Excellence Awards
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ACTION 36.	Address the federal funding gap for Métis local councils and Métis Health Benefits
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Indigenous Affairs – Core Funding to Métis Locals and Métis Health Benefits
TIMELINE	Ongoing
UPDATE 2023-2024	<p>As of July 2023, there are 1,690 individuals registered with the Métis Health Benefits program and the GNWT budgeted \$3.1 million to support this program.</p> <p>The federal government provides Non-Insured Health Benefits to NWT Dene and Inuit; and core funding to NWT Dene Bands as part of its responsibilities under the Indian Act. As a result of the <i>Daniels v. Canada</i> decision in 2016, expectations were created that Canada would extend health benefits to Canadians who are registered as Métis on the same basis as it does to First Nations and Inuit, through the Non-Insured Health Benefits program.</p> <p>This has yet to happen, however, the GNWT continues to advocate for the federal government to address this inequality.</p> <p>To address these inequities in funding, the GNWT began to provide core funding to Métis locals as well as similar non-insured health benefits for Indigenous Métis in the NWT. There are also currently 11 entities eligible for annual core funding identified in the Core Funding to Métis Locals Policy. These are community-based Métis organizations that represent the local interests of Métis residents in the NWT along the Mackenzie Valley and around the Great Slave Lake.</p> <p>The GNWT implemented changes to the Métis Health Benefits Policy in May 2021. The amended Policy more closely upholds and aligns with the United Nations Declaration on the Rights of Indigenous Peoples' principle of self- identification.</p>

Health and Wellness

We call upon all governments to acknowledge, recognize, and protect the rights of Indigenous Peoples, specifically of Indigenous women, girls, and 2SLGBTQQIA+ people, are recognized and protected on an equitable basis. This includes:

- providing adequate, stable, equitable, and ongoing funding for Indigenous-centred and community-based health and wellness services,
- establishing community-based trauma-informed programs for survivors of trauma and violence,
- providing accessible, holistic, wraparound services, including mobile trauma and addictions recovery teams paired with other essential services such as mental health services and services to respond to issues of sexual exploitation and sex trafficking,
- making available, culturally competent and responsive crisis response teams in all communities and regions,
- ensuring substantive equality in the funding of services and Indigenous-run services for Indigenous women, girls, and 2SLGBTQQIA+ people, that ensure that jurisdictional disputes do not result in the denial of rights and services, and
- providing healing programs and support for all children of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people and their family members.

Actions to Respond to Calls for Justice on Health and Wellness

ACTION 37.	Build a permanent Wellness and Recovery Centre to provide shelter, consulting, and community wellness spaces.
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery - Wellness and Recovery Centre
TIMELINE	Construction Start: 2024-2025 Occupancy: 2026-27
UPDATE 2023-2024	<p>The new Wellness and Recovery Centre will provide shelter and community wellness spaces for people from across the Northwest Territories experiencing homelessness in Yellowknife. The new facility will have a capacity of 99 people, including a 30-bed recovery centre and 59 seats in the day shelter area, plus room for staff.</p> <p>In October 2023, the GNWT secured more than \$24 million from the Government of Canada for the Centre to provide a permanent home for services supporting populations experiencing homelessness, hunger, addictions and mental health challenges.</p> <p>The Centre will integrate and simplify access to services for the vulnerable population. Funding for this facility aligns with the Truth and Reconciliation Commission's Call to Action #18 and #21, recognizing that the federal and territorial governments need to provide services in a safe space that promotes healing.</p> <p>The tender for construction was awarded in summer 2024, with construction to begin mid-August. The facility construction is anticipated to be completed by the winter of 2026 and ready for occupancy in the summer of that year.</p>

ACTION 38.	Insured Health Services: Reflect emerging changes in the health care for transgender, non-binary, and gender nonconforming people.
DEPARTMENT	Health and Social Services
PROGRAM	Health Care for Transgender, Non-Binary, and Gender Nonconforming People: Guidelines for the NWT.
TIMELINE	Ongoing Implementation. Annual Review of Guidelines.
UPDATE 2023-2024	<p>Transgender, non-binary, and gender nonconforming people have the right to respectful, dignified, gender-affirming health care.</p> <p>In 2020, the GNWT approved Health Care for Transgender, Non-Binary, and Gender Nonconforming People: Guidelines for the Northwest Territories. The</p>

	<p>NWT Guidelines set out the transgender, non-binary, and gender nonconforming health care services that are covered by the NWT Health Care Plan.</p> <p>Within the NWT health care system, there are clinical experts in transgender care. Clinical experts in the NWT are able to diagnose gender dysphoria and to initiate hormonal therapy or hormonal blocking therapy.</p> <p>For most clinical issues, transgender patients do not need to travel outside the NWT to access the care they need. For services not available in the NWT, a referral can be made to an out-of-territory practitioner.</p> <p>If an out-of-territory referral is made for an NWT resident, including a child or youth, and the medically necessary service is not available in Alberta, the GNWT would arrange to have these services made available at other locations in Canada.</p> <p>As with other insured health services, the GNWT will continue to provide medical travel benefits to eligible persons in the NWT who must travel to access necessary and appropriate gender affirming health services.</p> <p>A comprehensive review of the Guidelines is planned to begin in 2024 keeping with the commitment to ensure changes in the care of Transgender, Non-Binary and Gender Nonconforming people are accurately reflected.</p>
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ACTION 39.	Address facility-based addictions treatment needs
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery - Facility-Based Addictions Treatment
TIMELINE	The results of the NWT Addictions Recovery Survey will be available in 2021-22.
UPDATE 2023-2024	<p>The Department has initiated conversations with Indigenous governments to understand how we can work together to better meet the needs of residents. In addition to this, the GNWT continues to administer the Community Wellness and Addictions Recovery Fund which supports Indigenous governments to implement community based and culturally relevant mental wellness and addictions recovery programming.</p> <p>The GNWT currently has five (5) contracts with accredited addictions treatment facilities in southern Canada that NWT residents can access free of charge. The GNWT will also be issuing a Request for Proposals for Facility-based addictions treatment in the fall of 2024. Current treatment facilities include:</p> <ul style="list-style-type: none"> ▪ <u>Fresh Start Recovery</u> a gender-specific facility-based centre that provides alcohol and drug treatment for men. It is located in Calgary, Alberta. ▪ <u>Aventa Centre of Excellence for Women with Addictions</u> a gender- specific facility providing addiction treatment for

	<p>women. It is located in Calgary, Alberta.</p> <ul style="list-style-type: none">▪ Renascent, two gender-specific addiction treatment facilities in Toronto, Ontario.▪ Edgewood (Pre-approval ONLY) a co-ed addiction treatment centre located in Nanaimo, British Columbia.▪ Sunrise Healing Lodge, a co-ed Indigenous addictions treatment facility outside of Calgary, Alberta. <p>Wait times for treatment fluctuate on a day-to-day basis based on the number of people applying for treatment and bed availability. The average wait time from April 1, 2023 to March 31, 2024 was 26 days.</p> <p>In 2023-2024 319 NWT residents applied to the Department for treatment. Of those, 75 cancelled prior to attending treatment, 67 discharged early from their program and 177 completed their program.</p> <p>In 2023-2024, the GNWT spent approximately \$4.9 million on facilities-based addictions treatment.</p> <p>The Addictions Recovery Survey and engagement took place in 2021. 439 people with lived experience of seeking addictions recovery services provided their feedback with a majority indicating that many NWT residents would prefer to receive services in or close to their home communities.</p> <p>In January 2024, the GNWT launched the Mental Wellness and Addictions Recovery Survey. The survey combines the Addictions Recovery Experiences Survey and the Community Counselling Satisfaction Survey. The intent is to better understand how much NWT residents know about services available to them, how accessible those services are and how satisfied they are with these services. Insights from the survey will be used to inform Mental Wellness and Addictions Recovery program planning and design and made available in a public report that is anticipated to be released in Winter 2026.</p>
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ACTION 40.	<p>Provide community-based, culturally safe counselling and addictions recovery support to all residents.</p> <ol style="list-style-type: none">a) Community Counselling positions in all regionsb) Update program standards to reflect person- and family-centred, recovery-oriented approachc) Establishment of Child and Youth Counsellors in NWT schools and communitiesd) Support for the Dene Wellness Warriors' Indigenous Professional Counsellor
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	Training Program
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery - Community Counselling Program
TIMELINE	<p>The CCP is an ongoing permanent program with bi-annual client surveys and program improvements</p> <p>Full implementation of Child and Youth Care Counsellor initiative by 2022</p>
UPDATE 2023-2024	<p>Community Counselling Program</p> <p>The Community Counselling Program continues to serve as the backbone of community mental wellness and substance abuse/addictions recovery support services for children/youth, adults, families, and communities across the NWT and provides support to those experiencing family violence in their homes and communities. Counsellors and wellness staff are available across all regions, with telephone/virtual counselling and fly-in services provided to all communities without a local counsellor. In addition to counselling services, the program is a key referral source for specialized services like Facility Based Addictions Treatment.</p> <p>The Community Counselling Program standards have been updated and are currently being finalized in response to the last GNWT audit conducted in 2022 as well as in response to the Office of the Auditor General recommendations to enhance cultural safety. The cultural safety review occur in partnership with the Cultural Safety and Anti-Racism Division of the Department of Health and Social Services</p> <p>The Department invests approximately \$18.142M annually in the Community Counselling Program.</p> <p>In 2022-2023 an evaluation of the initial two years of system transformation toward a Stepped Care 2.0 approach to care within the Community Counselling Program was undertaken in partnership with the Mental Health Commission of Canada and Stepped Care Solutions. A final report, 'Partnering Together for Person – and – Family Centric Care' was publicly released in June 2023 and highlighted a 79% reduction in wait time between 2020 and 2022 for the Community Counselling Program.</p> <p>Child and Youth Counsellors</p> <p>The Child and Youth Counsellor initiative was implemented in the 2021-2022 school year. This resulted in forty-two Child and Youth Counsellor positions and seven Clinical Supervisor positions being created.</p> <p>During the 2022-2023 school year, the GNWT initiated an evaluation of the Child and Youth Counselling initiative to determine how effective the program in all NWT schools and communities has been. A final report was publicly released in</p>

	<p>February 2024 along with an associated GNWT response to the evaluation recommendations.</p> <p>In October 2023 the Departments of Health and Social Services and Education, Culture, and Employment announced changes to the Child and Youth Counsellor model for that school year.</p> <p>In response to requests from education bodies and educators, a portion of existing funding will be reallocated directly to the education bodies so they can directly provide prevention and early intervention services for children and youth in schools.</p> <p>The NWT health and social services authorities will retain the remaining funding to continue providing clinical counselling to children and youth through the health and social services system, including helping families navigate services such as psychiatry, specialized treatment and addictions supports.</p> <p>The remodel may look different in each region, as each education body will receive funding to hire its own mental health providers and will determine how services are delivered in their regions to ensure that students have continued access to mental health supports.</p> <p>Mental Wellness and Addictions Recovery Survey</p> <p>In January 2024 the GNWT launched the Mental Wellness and Addictions Recovery Survey. The survey combines the Addictions Recovery Experiences Survey and the Community Counselling Satisfaction Survey. The intent is to better understand how much NWT residents know about services available to them, how accessible those services are and how satisfied they are with these services. Insights from the survey will be used to inform Mental Wellness and Addictions Recovery program planning and design. Results of the survey will also be made available in a public report in Winter 2026.</p> <p>Northern Indigenous Counselling Program</p> <p>The GNWT has provided funding support to the Northern Indigenous Counselling Program through Dene Wellness Warriors since 2019. In May 2022, 16 people from 11 communities graduated from the first cohort of the program. In September 2023, the Dene Wellness Warriors and Rhodes Wellness College began the second cohort of the Northern Indigenous Counselling Program which will conclude in 2026.</p> <p>Mental Wellness and Addictions Advisory Group</p> <p>The Mental Wellness and Addictions Recovery Advisory Group is made up of individuals from across the NWT with lived or living expertise with mental health and substance use/addictions. This group provides knowledge and strategic advice to the Department that helps influence the future direction of programs and services. The group was established in February 2021 and continues to be a valuable resource for the Department. A representative from this group was a key project partner during the evaluation of the implementation</p>
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	<p>of Stepped Care 2.0 that took place in 2022-2023.</p> <p>My Voice, My Choice</p> <p>In 2022-2023, a series of My Voice My Choice mental wellness boxes were distributed to youth and individuals who work with youth. These boxes addressed topics that had been identified by youth as of interest to them and included local resources and creative activities that featured northern and primarily Indigenous creators. The content from these boxes is available online: https://www.hss.gov.nt.ca/en/services/my-voice-my-choice</p> <p>In 2023-2024 the implementation shifted to include a higher number of facilitator boxes focused on one theme distributed to youth serving organizations in the NWT who would be well suited to facilitate interactive experiences with the box content. In 2023-2024, 1,000 boxes on Sexual Health were distributed to organizations serving youth in the NWT.</p>
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ACTION 41.	Stable, multi-year funding agreements for Indigenous-led, culturally safe, community-based mental health and addictions programs, including aftercare.
DEPARTMENT	Health and Social Services
PROGRAM	Community Wellness and Addiction Recovery Support Fund
TIMELINE	Annual funding, multi-year funding agreements
UPDATE 2023-2024	<p>The Community Wellness and Addiction Recovery Fund (CWAR) was established in 2023-2024. This fund combines the On-the-land Healing Fund, Addictions Recovery and Aftercare Fund, and Peer Support Fund. The CWAR fund prioritizes Indigenous governments in supporting the delivery of community-based mental wellness and addictions recovery programs. In 2024, changes were also made to the application process to support Indigenous governments receive confirmation of funding prior to the start of the new fiscal year.</p> <p>The decision to combine funding sources into a single fund for community wellness and addictions recovery was cut down on the administrative burden of applying for multiple funds and provide flexibility for Indigenous governments to determine how best to allocate funding. In 2024, changes were also made to the application process to support Indigenous governments receive confirmation of funding prior to the start of the new fiscal year.</p>

ACTION 42.	Establish community-based, culturally relevant transitional housing options in the NWT.
DEPARTMENT	Health and Social Services

PROGRAM	Mental Wellness and Addictions Recovery: Transitional Housing for Addictions Recovery
TIMELINE	Communities will be selected, and program models developed during the 2021-2022 fiscal year. Nine transitional housing units will be established by 2024.
UPDATE 2023-2024	<p>The GNWT is taking active steps to establish community-based, culturally relevant transitional housing options in the NWT to support safe, sober housing for people returning from addiction treatment.</p> <p>The GNWT i worked with four NWT communities (that were identified through an Expression of Interest) to develop transitional housing service delivery models which will assist in identifying resource need/requirements and inform budgeting decisions. The four communities include:</p> <ul style="list-style-type: none"> ▪ Hay River Committee for Persons with Disabilities (HRCPD), Hay River ▪ Inuvialuit Regional Corporation (IRC), Inuvik ▪ K'asho Got'jne Housing Society (KGHS), Fort Good Hope ▪ Salvation Army, Yellowknife <p>Through federal funding, the City of Yellowknife is providing \$1.3 million from their <i>Reaching Home – Canada's Strategy to End Homelessness</i> funding towards the development, purchase and renovation of a suitable location in Yellowknife for transitional housing and it is anticipated that these renovations will be completed in September 2024.</p> <p>A suitable location was also identified in Inuvik and purchase by Housing NWT in 2023.</p>

ACTION 43.	Increase access to addictions recovery peer support programming in communities.
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery - Peer Support Fund and Programs
TIMELINE	Ongoing annual funding COMPLETED
UPDATE 2023-2024	In response to feedback from Indigenous governments who wanted more flexibility and less administrative burden, three funding programs including, the On the Land Healing Fund, the Addictions Recovery and Aftercare Fund and the Addictions Recovery and Peer Support Fund have been combined into one Community Wellness and Addictions Recovery Fund beginning April 1 st , 2023.

ACTION 44.	Establish a Suicide Prevention and Crisis Response Network with a focus on community-based prevention, improved intervention, and a timely and coordinated response in the event of a crisis.
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery- Suicide Prevention and Crisis Response Network
TIMELINE	Full implementation by 2022. Funding programs are advertised on an annual basis
UPDATE 2023-2024	<p>The rate of suicide in the NWT is approximately twice the national average. When a suicide occurs, the Health and Social Services system, through the Suicide Prevention and Crisis Response Network, responds to support those who have been impacted. This is done in a manner that is led by the community and what they determine are their needs. In 2023-2024, the Community Suicide Prevention Fund was increased by \$500,000 to bring the total to \$725,000. In 2023-2024, eight suicide prevention projects received funding.</p> <p>Work has also been done by the GNWT and Health and Social Services Authorities to review and harmonize standards and procedures for:</p> <ul style="list-style-type: none"> - a uniform approach to suicide risk assessment, screening and safety planning across the territory. - a territorial response approach to crisis support, and surge capacity when required in mental health crisis. - crisis response training, including critical incident group debriefing for members of the Health and Social Services system who respond to critical incidents. - Applied Suicide Intervention Skills Training for service providers to recognize when someone may have thoughts of suicide and work with them to create a plan that will support their immediate safety.

ACTION 45.	Develop an NWT Managed Alcohol Program to reduce harm for people with severe alcohol dependence and chronic homelessness.
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery- Managed Alcohol Program
TIMELINE	Implementation by 2023

UPDATE 2023-2024	<p>Managed Alcohol Programming focuses on managing alcohol consumption to reduce harm for people with severe alcohol dependence and chronic homelessness. The program provides people with set regular doses of alcohol, in combination with housing and other supports and seeks to decrease harms by reducing binge drinking, consumption of non-beverage alcohol, such as mouthwash, and consumption in unsafe environments.</p> <p>Since May 2020, the Department has supported the Yellowknife Women's Society to operate the Spruce Bough (former Arnica Inn) a 42-bachelor unit complex for at-risk men and women. In 2023-2024, the GNWT renewed the contract with the Yellowknife Women's Society so they can provide a Managed Alcohol Program as part of the Spruce Bough supported housing program.</p> <p>In 2023-2024, 13 people accessed a managed alcohol program at Spruce Bough. The Managed Alcohol Program Standards Manual was developed and implemented as of April 1, 2022. The manual was developed as a result of recommendations and lessons learned gathered from locations that provided alcohol during the pandemic.</p>
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ACTION 46.	<p>Develop a model for the provision of Medical Detox across the NWT to ensure that residents have access to both in-hospital and in-community level care for their recovery.</p>
DEPARTMENT	Health and Social Services
PROGRAM	Mental Health and Addictions Recovery Supports - Medical Detox Program
TIMELINE	2023
UPDATE 2023-2024	<p>Medical detox is available at southern treatment facilities to NWT residents attending a facility-based addictions treatment program. Inpatient medical detox services are also currently provided at hospitals and health centres in Yellowknife, Fort Smith, Hay River and Inuvik on an ad-hoc basis, when a bed is available.</p> <p>In 2023-2024, the GNWT signed the <i>Canada-Northwest Territories Agreement to Work Together to Improve Health Care for Canadians</i> and secured funding to establish a Territorial Addictions Medicine Team to help improve the coordination and delivery of shared addictions care. Over the next three years, clinical staff specializing in addictions will be added to the health and social services system. The program will formally establish an inpatient Medical Detox programming, community-based withdrawal management, and comprehensive outpatient withdrawal management capacity, supported by telehealth and virtual care services.</p>

ACTION 47.	Provide supplementary support to youth transitioning out of permanent care.
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services - Extended Support Services Agreements
TIMELINE	During the 20th Legislative Assembly
UPDATE 2023-2024	<p>Extended Support Service Agreements (ESSAs) are offered to young persons who were in the permanent care and custody of the Director of Child and Family Services on their 19th birthday and until they turn 23. ESSAs are a voluntary agreement that can provide supplementary support (financial and non-financial), service navigation, and connections to other supports/services to help the young person transition to adulthood. Young persons may opt in or out of ESSAs at any time.</p> <p>In April 2022, the GNWT proposed increasing the age of eligibility for ESSA's from the age of 23 to 29 years in a discussion paper on proposed amendments to the <i>Child and Family Services Act</i>. A What We Heard Report, summarizing the feedback DHSS received on that proposed change and others was released in May 2023. The Department is currently working towards drafting a Bill to be introduced in the House during the 20th Legislative Assembly.</p> <p>In addition to its work to propose amendments to the Act, the Department is participating in the Child Welfare League of Canada's pilot project on the Equitable Standards for Transitions to Adulthood for Youth in Care. In October 2023, the Working Group began a comprehensive baseline assessment of services for youth.</p>

ACTION 48.	Support Indigenous-led priorities for community wellness funding through updated community wellness plans.
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation - Community Wellness Plans
TIMELINE	Ongoing renewal of five-year funding agreements. Current agreements in place until 2024
UPDATE 2023-2024	<p>Supporting Indigenous-led priorities across the NWT continues to be a priority for the Department of Health and Social Services. In 2023-2024, the Community, Culture and Innovation division, in collaboration with Indigenous communities, supported communities to review and renew their existing Wellness Plans. All renewed Community Wellness Plans are on track to be completed by August 2024. Once all plans are finalized, they will be published on the Department's website.</p> <p>In 2023-2024, \$6 million in funding to support Community Wellness Initiatives was distributed to 31 Indigenous governments and community organizations</p>

	<p>throughout the territory based on priorities identified in the Community Wellness Plans. Community Wellness Initiatives are funded through an agreement with Indigenous Services Canada. The current funding agreement expired in March 2024 and a new agreement is being negotiated based on priorities identified in renewed Community Wellness Plans.</p> <p>In February 2023, the Department of Health and Social Services hosted the second ever “Weaving our Wisdom Gathering”, for which 350 wellness leaders, Elders, and knowledge holders from across the Northwest Territories came together to celebrate and share Indigenous community-driven wellness knowledge and help to renew their wellness plans. There were three main streams identified for further engagement to inform wellness priorities: Youth, Elders, and Men. At this gathering CSAR launched their first 2-Spirit workshop.</p> <p>Community capacity was a key area of discussion during the community engagements held throughout the development process. Participants noted the importance of taking a strength-based approach in wellness planning and delivery—understanding the assets of one’s own community. Engaging youth in developing their skills and knowledge was also deemed essential for healing and developing community leadership.</p>
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ACTION 49.	<p>Address cultural safety and relationship-based care issues in primary care that lead to health disparities and systemic barriers for Indigenous people and communities.</p> <p>a) Creation of Integrated Care Teams that are focused on meeting the health care needs of their communities</p> <p>b) Partnered with Hotìì Ts’eeda to conduct an external evaluation of the transition to Integrated Care Teams, relationship-based care, access, and outcomes</p>
DEPARTMENT	Health and Social Services
PROGRAM	Regional Health Authorities – Primary Health Care Reform: Community, Culture and Innovation Division
TIMELINE	<p>Ongoing implementation and improvement of integrated care teams. Design and implementation of intergenerational diabetes prevention and management</p> <p>Projects selected in Hay River and Beaufort-Delta regions by 2022/23.</p> <p>The evaluation of Integrated Care Teams will be completed by the end of 2022/23.</p>
UPDATE 2023-2024	<p>The reform of primary care services was initiated in response to concerns about access to services, a lack of relationship with care providers, and cultural safety within the system. One of the key goals of the reform is to improve cultural safety and relationship-based care as an essential aspect of addressing health disparities for Indigenous people and the systemic barriers that contribute to</p>

	<p>them.</p> <p>Current projects include:</p> <ul style="list-style-type: none"> • The implementation of integrated care teams in Yellowknife and Fort Smith, and interest in expansion of the model to Fort Good Hope • The design of chronic disease management in the Dehcho and Tłı̨chǫ Regions is currently underway with diabetes prevention and management land-based camps scheduled for summer 2024. • Hay River is currently in the project design phase and will identify change initiatives by the end of 2024. • The Beaufort Delta Region is also currently in the project design phase to support increased equitable access to care. <p>The Department of Health and Social Services partnered with Hotì Ts'eeda (a research support unit hosted by the Tłı̨chǫ Government and governed primarily by NWT Indigenous Governments) to conduct an external evaluation of the transition to Integrated Care Teams. The evaluation of the transition to Integrated Care Teams in Yellowknife and Fort Smith was completed in 2023-2024 and will inform the future expansion of integrated care teams across the NWT.</p> <p>In May 2024, the GNWT announced the opening of the Łiweg̋atì building in Yellowknife which will provide services through four (4) equitably-resourced Integrated Care Teams.</p>
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ACTION 50.	Establish a Territorial Midwifery Program, in order to support a child-focused and family-centered approach to improving early childhood development indicators.
DEPARTMENT	Health and Social Services
PROGRAM	Territorial Health Services- Territorial Midwifery Program
TIMELINE	Ongoing recruitment to 2022
UPDATE 2023-2024	<p>Midwifery services are an important part of comprehensive birthing and perinatal care services in the NWT and the GNWT is committed to territorial expansion to strengthen the delivery of culturally safe relationship-based primary care in the NWT health system.</p> <p>In 2023-2024, the GNWT budgeted \$2.79 million to expand the midwifery program. The number of funded midwifery positions in Hay River and Fort Smith has reached sustainable levels. Outreach services from the Hay River Midwifery Program to the Deninu Kę -Fort Resolution community have continued since initiated in December 2021.</p> <p>Challenges with retention and recruitment have impacted the further expansion of midwifery services to other communities. Due to the vacancies in midwifery</p>

	<p>positions, the GNWT reallocated funding from the yet to be established Yellowknife program.</p> <p>In 2024-2025, the GNWT maintained focus on the sustainability of the Fort Smith and Hay River midwifery programs.</p> <p>Going forward, funding in 2024-2025 is \$2.133 million towards the Midwifery Program which includes:</p> <ul style="list-style-type: none"> • Fort Smith – 3 full-time and 1 part-time Admin Support position • Hay River – 3 full time and 1 part time midwifery positions, and 1 part time Admin Support • Operations: NTHSSA - 1 Territorial Manager and 1 Midwifery Program support position; DHSS - 1 Senior Midwifery Consultant • Inuvik -1 Obstetrics Nurse Practitioner <p>Work has also begun to create midwifery regulations under the <i>Health and Social Services Professions Act</i>, guided by an advisory committee with representatives from the Midwives Association of the NWT, regulations are anticipated to come into force in 2026.</p>
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ACTION 51.	<p>Support access to culturally safe and relationship-based care across the Early Childhood Development system from prevention to intervention</p> <p>a) Establishing a reproductive, perinatal, infant, child health and Indigenous birthwork model of care</p> <p>b) Support the establishment of an Indigenous Doula Training Program.</p> <p>c) Training for staff and caregivers of children in care with disabilities and complex needs</p> <p>d) Implementing the renewed Healthy Family Program to shift towards Indigenous cultural-based prevention and family and community driven programming.</p>
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation – Early Childhood Development
TIMELINE	Full Implementation by 2025

UPDATE 2023-2024	<p>The GNWT is committed to ongoing collaboration with community organizations to increase capacity for birth workers and a Northwest Territories Indigenous doula training program.</p> <p>The Community, Culture and Innovation division is conducting research to inform the development of a reproductive, perinatal, infant, child health and Indigenous birthwork model of care. This work will center on the development of community-based, culturally safe prenatal and postnatal education curriculum and guidelines by September 2024.</p> <p>The Department is also working with the community-based organization, Northern Birthwork Collective, to develop an Indigenous Doula Training that is culturally relevant and responsive to the unique needs of birthing people and families in the Northwest Territories. The Department has funded:</p> <ul style="list-style-type: none"> • Birthworkers (or doulas), who are trained professionals that provide emotional, physical, and spiritual support, advocacy and information to expectant parents and families throughout pregnancy, birth, and postpartum. • Indigenous caregivers and parents can apply to access supports for Doula services through the Jordan Principle and Inuit Child First Initiative with Indigenous Services Canada. <p>Healthy Family Program (see Action 52 update)</p>
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ACTION 52.	<p>Deliver Indigenous centered parenting programs</p> <p>a) Expand the delivery of the Healthy Family Program to an additional five communities through a phased approach</p> <p>b) Implement a new robust, peer-reviewed, made-in-the north curriculum</p>
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation – Healthy Family Program
TIMELINE	<p>Program Expansion: two (2 communities in 2021/22, two (2 communities in 2022/23, and an additional community in 2023/24.</p> <p>Made-in-the-North Curriculum: finalized and implemented in 2023.</p> <p>Implemented by 2023</p> <p>Implementation of the renewed Healthy Family Program and impact evaluation by 2025.</p>

UPDATE 2023-2024	<p>The Healthy Family Program renewal is a multi-year project that is informed by families and communities and responds to the Truth and Reconciliation Commission of Canada: Calls to Action to develop culturally appropriate early childhood education programs for Indigenous families.</p> <p>Such programs are needed because government policy rooted in colonization has attempted to dismantle Indigenous family life and parenting practices for generations through assimilation and violence against children in residential schools. The re-design of the Healthy Family Program is part of a system-wide shift to prioritize culturally appropriate and prevention-based programming that supports parents and nurtures children.</p> <p>Through extensive community engagement, the GNWT worked with Hotiì Ts'eeda to design the renewed Healthy Family Program and create a prototype for a made-in-the north curriculum under the guidance of health experts, Elders, caregivers, and a curriculum expert. The renewed program is a voluntary, home-visiting and knowledge sharing program for pregnant parents, caregivers, and families with young children under six that focuses on culture-based prevention, family and community-driven programming, and collaboration between early childhood programs and organizations.</p> <p>The Healthy Family Program provides contributions to 19 communities to improve their early childhood development programs with program resources, supplies and events. In 2023-2024, the GNWT budget for the Health Family Program was \$4.39 million.</p> <p>The Healthy Family Program is currently being delivered in 19 communities: Hay River, Fort Smith, Fort Simpson, Fort Liard, Fort Providence, Tuktoyaktuk, Inuvik, Fort McPherson, Norman Wells, Délîne, Fort Good Hope, Tulita, Colville Lake, and Yellowknife, Łutselk'e, Fort Resolution, Fort Providence, Aklavik, Ndilq and Dettah. A float position in the Dehcho also provides service to Wrigley, Sambaa K'e, and Jean Marie River.</p>
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ACTION 53.	Improve early childhood development indicators for all children.
DEPARTMENT	Health and Social Services / Education Culture and Employment
PROGRAM	Early Childhood Development - Integrated Service Delivery Working Group
TIMELINE	<p>Selection of demonstration sites and development of an integrated service delivery approach to the early childhood sector by 2022/23.</p> <p>Single-window approach implemented by end of 2022/23</p>

UPDATE 2023-2024	<p>The GNWT tracks the development of children in Kindergarten to assess their developmental readiness for learning in school prior to entering Grade 1. This annual data provides information to guide decision-making, monitor trends and measure the impacts of changes to programs and services provided for children in the early years.</p> <p>In the 2021-22 school year:</p> <ul style="list-style-type: none">- 35% of children in Kindergarten were ON TRACK and doing well for their age considered ready for the experiences and learning opportunities available to them in Grade 1,- 27% were IN FLUX and may be in need of some additional supports,- and 37% were VULNERABLE and having challenges that without supports, these children could experience difficulties in later years. <p>It is also important to consider that situations are different across all NWT communities: In small communities 24% of children in Kindergarten were ON TRACK, compared to 49% of children in Kindergarten in regional centres.</p> <p>As supports and systems are introduced, we hope to see the percentage of children who are VULNERABLE going down, and the percentage of children who are IN FLUX and ON TRACK going up. For example, the introduction of the Junior Kindergarten (JK) program has had a positive impact on the readiness of children in the NWT for Grade 1 by reducing the percentage of children who are considered VULNERABLE (those who are having challenges and require supports to be ready for Grade 1).</p> <p>Programs and Supports:</p> <ul style="list-style-type: none">- Supporting Child Inclusion and Participation: <p>In 2023-2024, the Department of Education, Culture and Employment created multi-year agreements as an alternate to promote stability in community organizations that are providing children and tot programming, with an emphasis on those communities that do not currently have day homes or daycares in place.</p> <p>The Supporting Child Inclusion and Participation (SCIP) program funds organizations to create community play-based early childhood program and providing supports for children with developmental needs who require enhanced or individual assistance to safely and fully participate in early learning. In 2023-2024 a portion of the funding has been allocated towards community programming on a two-year cycle (2023-2024 and 2024-2025) in response to feedback from stakeholders.</p> <ul style="list-style-type: none">- Healthy Family Program: <p>The GNWT worked with Hotìì Ts'eeda to design the renewed Healthy Family Program and create a made-in-the north curriculum to improve their early childhood development programs under the guidance of health experts, Elders, caregivers, and a curriculum expert. A pilot of the curriculum is planned for 2024-2025. In 2023-2024, the GNWT provided \$4.39 million to support 19 communities</p>
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	<p>to improve their early childhood development programs.</p> <p><u>Establishment of a single window approach to funding for Early Childhood</u></p> <p>The GNWT has determined that programs that support Early Childhood Development can provide better services and supports through multi-year funding agreements instead of a single window approach to funding for Early Childhood. The single window approach and demonstration site initiative are no longer being pursued.</p>
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Human Security

We call upon all governments to uphold the social and economic rights of Indigenous women, girls, and 2SLGBTQQIA+ people by ensuring that Indigenous Peoples have services and infrastructure that meet their social and economic needs. This can be done through:

- community-based supports and solutions led by Indigenous women, girls, and 2SLGBTQQIA+ people,
- support programs and services for people in the sex industry,
- educational, training, and employment opportunities,
- a guaranteed annual livable income,
- new housing and the provision of repairs for existing housing, and access to housing that is safe, appropriate to geographic and cultural needs,
- long-term sustainable funding of Indigenous-led housing, and services for Indigenous women, girls, and 2SLGBTQQIA+ people who are homeless, dealing with food insecurity or fleeing violence and exploitation,
- safe and affordable transit and transportation services and infrastructure for Indigenous women, girls, and 2SLGBTQQIA+ people living in remote or rural communities.

Actions to Respond to Calls for Justice on Human Security

ACTION 54.	Review and renew the mandate, programs and services of Housing NWT in partnership with Indigenous governments.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Mandate Review
TIMELINE	Completion of Mandate Review by 2022 [COMPLETED]
UPDATE 2023-2024	<p>In June 2021, the NWT Council of Leaders Multilateral Forum (established between the GNWT, and Indigenous governments) struck a Housing Working Group at the official's level. In September 2022, a suite of 42 changes to Housing NWT's policies and programs was proposed to Indigenous governments through the Housing Working Group for feedback.</p> <p>An important outcome of the policy and program review conducted by Indigenous governments was a recommendation for a permanent venue for intergovernmental collaboration on housing.</p> <p>Highlights from the Review of Policies and Programs</p> <p><i>Changes to Points Rating System for Public Housing eligibility</i></p> <p>The public housing intake application has been redesigned to include social factor points when prioritizing who has access to public housing. The point rating system now includes points for those who are experiencing chronic homelessness, looking specifically at periods where an individual has been unsheltered, emergency accommodations or provisionally accommodated, the point system also now considers individuals who need housing because they are living in an environment involving family violence.</p> <p>The new points system was implemented as of April 2023.</p> <p><i>Name of tenant on Tenancy Agreement</i></p> <p>Currently, there is no requirement to have all adult residents on a tenancy agreement. Person(s) listed on a Tenancy Agreement are legally responsible for rent payment, arrears and any damage to a rental housing unit. For many families, the tenant listed on the Tenancy Agreement is disproportionately a caregiving female partner. If there is a relationship breakdown and the tenancy is terminated due to arrears/damages, responsibility is left to the person listed on the lease.</p> <p>As of April 1, 2023, policy changes have been made to require that both members of an adult couple be listed as tenants in a public housing unit to reduce pattern of female caregiving tenant being left with responsibility for rental arrears.</p> <p><i>Rent Payment and Credit Rating</i></p> <p>Without a good credit rating it can be difficult for a person to qualify for renting</p>

	<p>a house or apartment, bank loans and mortgages, credit cards and cell phone plans. This can leave anyone, particularly women and children in a position of dependance.</p> <p>For some clients, payment of monthly rent is the only regular payment that they make and upon which to build a good credit rating. However, tenant successes in paying their monthly rent are not currently visible to credit rating agencies.</p> <p>In 2023-2024, Housing NWT implemented a Credit Rating Pilot Program in Fort Resolution and Inuvik. Public housing tenants in these communities now have the opportunity to opt into the program, which will only report positive credit ratings and allow public housing tenants the opportunity to begin building their credit history.</p>
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ACTION 55.	<p>Combine appropriate housing solutions and wrap-around service support</p> <p>a) Support the delivery of supported housing projects that provide long-term stable housing for persons that were previously chronically homeless</p> <p>b) Develop a transitional housing model to support residents returning from treatment</p>
DEPARTMENT	Health and Social Services / Housing NWT/Justice
PROGRAM	HSS/Housing NWT/Justice
TIMELINE	2023-2024 for the implementation of the Transitional Housing Program
UPDATE 2023-2024	<p><u>Transitional Housing</u></p> <p>Housing NWT and Health and Social Services have partnered to pilot a transitional housing program to support people returning from addictions treatment programs. The GNWT is currently working to develop transitional housing initiatives with 4 interested communities:</p> <ul style="list-style-type: none"> o Hay River Committee for Persons with Disabilities (HRCPD), Hay River o Inuvialuit Regional Corporation (IRC), Inuvik o K'asho Got'jne Housing Society (KGHS), Fort Good Hope o Salvation Army, Yellowknife <p>In 2023-2024, residential infrastructure assets were secured in Yellowknife and Inuvik to support the program. [See reporting under Action 42- Transitional Housing]</p> <p><u>Supported Housing</u></p> <p>In 2023-2024 the GNWT allocated approximately \$6.2 million toward supported housing and shelter services including:</p>

	<ul style="list-style-type: none">• Small Community Homelessness Fund: A program to partner with community projects around homelessness, identified by communities, that address their specific needs for adults and/or youth.• Emergency Shelters: Funding to assist emergency overnight shelter providers with the cost of rent and food to temporarily house people in need. There are currently seven emergency shelters supported under this program, three located in Yellowknife, two in Inuvik, one in Fort Simpson and one in Hay River.• Homelessness Assistance Fund: The Homelessness Assistance Fund works cooperatively with GNWT case managers and referral agents to support homeless residents to access housing, to prevent tenants from being evicted or to provide assistance for residents to return to more stable housing situations in their home.• Housing First: A contribution currently supporting Housing First programming in Yellowknife to support access to independent rental housing and the provision of wrap around supports to address underlying homelessness factors.• Northern Pathways to Housing: A supportive housing program for single adults experiencing housing stability. The goal of the program is to stabilize individuals with housing and work with communities to develop wrap around systems of support to encourage the integration of individuals into the community. The Northern Pathways to Housing program is currently being delivered in Aklavik, Behchokǫ, Fort Good Hope and Fort Simpson.• Shelter Enhancement Fund: A program to assist shelter operators with upgrades to existing shelters or to purchase equipment required for continued shelter program delivery.• Small Community Homelessness Fund: A program to partner with community projects around homelessness, identified by communities, that address their specific needs for adults and/or youth.• Rapid Rehousing: A pilot program under which Housing NWT partners with non-government organizations to help, in whatever manner they determine is appropriate, to provide housing stability for individuals at risk of homelessness. There are currently 3 Rapid Rehousing initiatives in Yellowknife and Inuvik. <p>In addition, the Department of Justice provides transitional and temporary housing support through:</p> <ul style="list-style-type: none">• Transitional Housing Supports for Wellness Court Clients: The Department of Justice administers a contract for two beds at the Bailey House in Yellowknife for male clients and a contract is being finalized with the Yellowknife Women's Society for one bed for female clients. A second contract is in place for two beds at the Bailey House in Yellowknife to provide transitional housing supports for male therapeutic community clients, offender temporary absences from
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	<p>correctional facilities and/or the provision of short-term support while longer term solutions are finalized.</p> <ul style="list-style-type: none"> • Yellowknife Integrated Service Delivery Demonstration Site: The Department of Justice provides Integrated Case Management to approximately 370 clients in Yellowknife, of which 199 (or 54 percent) have experienced or are experiencing homelessness. <p>The Northwest Territories Health and Social Services Authority provides separate funding to community partners operating housing supports:</p> <ul style="list-style-type: none"> • Home Base Emergency Youth Shelter • Home Base Youth Housing • Home Base Specialized Support • Salvation Army Transitional Housing (Bailey House) • YWCA Lynn's Place
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ACTION 56.	Support service delivery at NWT Emergency Shelters in partnership with Indigenous governments.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Emergency Overnight Shelters
TIMELINE	2021-2022
UPDATE 2023-2024	<p>Housing NWT currently provides funding to seven emergency overnight shelters across the NWT and operates two shelters in Inuvik. In 2023-2024, the GNWT provided approximately \$4.9 million in support to Emergency Shelters including:</p> <ul style="list-style-type: none"> • Men's Emergency Shelter/Productive Choice Program, Yellowknife Salvation Army, Yellowknife • Emergency Housing for Families, YWCA NWT, Yellowknife • Women's Centre, Yellowknife Women's Society, Yellowknife • Inuvik Homeless Shelter, Housing Northwest Territories, Inuvik • Inuvik Emergency Warming Centre, Housing Northwest Territories, Inuvik • Hay River Day/Oversight Shelter, Hay River Committee for Persons with Disabilities • Dehcho Warming Shelter, Dehcho Society for Wellness and Sustainable Development, Fort Simpson <p>Housing NWT also offered an additional \$100,000 through the Shelter Enhancement Fund which provides financing to NGOs, Community Governments, and Indigenous Governments administering homelessness</p>

	projects, for the purpose of supporting capital repairs and equipment purchases in the form of a forgivable loan.
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ACTION 57.	Shift towards community and Indigenous driven housing solutions through the development of community and Indigenous government led housing plans for every community.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Community Housing Plans
TIMELINE	2023-2024
UPDATE 2023-2024	<p>Housing NWT provides support for the development of Community Housing Plans where community or Indigenous government leadership has expressed an interest.</p> <p>As of March 2023, Community Housing Plans have been completed and adopted in seven communities: Whatì, Fort Good Hope, Paulatuk, Enterprise, Nahanni Butte, Kátł'odeeche First Nation and Hay River.</p> <p>Housing Plans are currently in progress at various stages in ten additional communities. Housing NWT is also working with the Tł'chǫ Government and Inuvialuit Regional Corporation to support their development of Housing Strategies for their respective land claim regions.</p>

ACTION 58.	Develop 100 affordable housing units.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Affordable Housing
TIMELINE	100 new units by end of 2024
UPDATE 2023-2024	<p>In 2023-2024, Housing NWT completed almost all of the 100 new units and the remainder will be completed in the next few months including 10 Seniors specific units.</p> <p>To date, Housing NWT has awarded negotiated contracts to eight Indigenous governments and businesses for the delivery of 30 new housing units to: Delta North Alliance, Fort Smith Métis Council, Norman Wells Claimant Corporation, Hay River Métis Government Council, Łı́dłı́ Kúé First Nation, Deninu Kue First Nation, MYB Construction in Tulita and Techir?Q Ltd. in Délı̨nę. Also, under the Tł'chǫ Infrastructure Cooperation Agreement Housing NWT awarded the construction of a Local Housing Organization Office and duplexes in Behchokǫ̀ and Whatì.</p>

	To support small communities in developing skilled tradespeople, Housing NWT's new construction contracts have also supported 55 apprenticeship work assignments since 2020, thanks to our requirement for general contractors to hire at least one apprentice in new construction contracts.
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ACTION 59.	Address rental instability
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Canada-NWT Housing Benefit
TIMELINE	The program to 2028 aims to help up to 250 households annually live more affordably
UPDATE 2023-2024	<p>The Canada-NWT Housing Benefit is a rent subsidy program designed to help households that pay more than 30% of their income on their rent. This benefit provides qualified households with up to \$800 dollars per month for rent and is a 50/50 cost share between the GNWT and the Government of Canada, as part of the National Housing Strategy.</p> <p>In 2023-2024 the GNWT budgeted \$2.5 million and 100 NWT participants accessed the Canada-NWT Housing Benefit. Housing NWT is currently accepting new applications for the 2024-2025 fiscal year with no wait list.</p>

ACTION 60.	Supports Indigenous and northern women, interested in a career in the trades through the development of a Women in Trades Program.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Labour Development and Standards – Women in Trades
TIMELINE	This initiative was delivered in October 2022, with a second delivery in June 2023.
UPDATE 2023-2024	<p>ECE continues to work on initiatives that will encourage more women to enter the trades. An action around this will be included in the extension to the Apprenticeship, Trade and Occupation Certification Strategy, which is scheduled to be released in Fall 2024.</p> <p>Girls in Trades Workshop</p> <p>In September 2022, the GNWT, Skills Canada NWT and Makerspace YK partnered to present a Girls in Trades Workshop to allow young women to explore a career in the trades. ECE is currently exploring the potential delivery of similar workshops across the NWT.</p>

	<p>Building Forever: Women's Pre-Trades Program</p> <p>Building Forever: Women's Pre-Trades Program is a partnership between De Beers Group, Native Women's Association of the Northwest Territories, and ECE to give women from the NWT the opportunity to explore a career in a skilled trade by participating in an 11-day paid work placement at Gahcho Kué Mine. The first placement took place from November 17 to 27, 2022. A second placement took place June 19 – 29, 2023. Due to budgetary constraints, De Beers has paused this program for 2024.</p>
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ACTION 61.	Review and renew the Income Assistance program.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Income Security Programs Division – Income Security Programs
TIMELINE	Review was completed during the 2022- 2023 year and the new and reprofiled programs are expected to launch during the 2024-2025 year.
UPDATE 2023-2024	<p>The Income Assistance program enhancements were launched on July 1, 2024. Recognizing the delay of the enhanced and new program, coupled with the increased cost of food in the NWT, the GNWT provided a one-time benefit to eligible Income Assistance recipients in March 2024. The intent of this benefit was to better help residents with the higher costs of food.</p> <p>As of March 31, 2024, the Income Assistance program has assisted approximately 3,170 households. In 2023-2024, the GNWT budgeted \$36.2 million towards Income Assistance.</p> <p>Review of Income Assistance Program</p> <p>The GNWT completed a review of the Income Assistance program which has resulted in:</p> <ul style="list-style-type: none"> • The development of a separate program that is specifically geared towards seniors and persons living with disabilities. • Improving the existing program to further support adults and their respective families, by ensuring that the types and levels of benefits and income exemptions are meeting their basic needs. <p>Additional income exemptions</p> <p>The GNWT recognizes the significant role Indigenous governments play in assisting residents. As of April 1, 2023, the GNWT is exempting additional income received from Indigenous governments from the calculation of Income Assistance benefits in a further step towards advancing reconciliation. These additional exemptions include income from:</p> <ul style="list-style-type: none"> • Self-Government Agreements, Treaty Agreements, Land Claim Agreements and Impact Benefit Agreements;

	<ul style="list-style-type: none"> • Compensation from a Residential School Settlement, Indian Day School Settlement or Sixties Scoop Settlement; • Agricultural Benefits; and • Other unearned money received from Indigenous governments, as determined by the Director of Income Assistance. <p>The program also excludes income that is intended for children, including: Canada Child Benefit; Child support (Maintenance Enforcement); Canada Pension Plan Child Disability Benefit; Canada Pension Plan Children's Survivor or Orphan Benefit; Foster parent payments; Registered Disability Savings Plan; Jordan's Principle funding; Child First Initiative funding; and Canada Child Dental Benefit.</p>
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ACTION 62.	Review and renew the Student Financial Assistance program.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Income Security Programs Division – Student Financial Assistance
TIMELINE	Review complete by 2023. [COMPLETED]
UPDATE 2023-2024	<p>Student Financial Assistance program enhancements were implemented in the 2023-2024 school year. Changes include the removal of barriers that may prevent Indigenous students from achieving their educational goals and will promote access to post-secondary education for all NWT residents. Changes also include increasing benefit levels, removing semester limits for Northern Indigenous students, expanding the Remissible Loan to all NWT residents, and removal of suspensions.</p> <p>The program changes are focused on aligning the Student Financial Assistance program with the Truth and Reconciliation Calls to Action, the Missing and Murdered Indigenous Women and Girls Final Report and Calls for Justice, and the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>In 2023-2024 the GNWT budgeted approximately \$13.5 million for Student Financial Assistance and approximately 1,261 students were approved for funding of which 44% are Indigenous.</p>

ACTION 63.	Support equitable access to culturally relevant early learning and childcare programming.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Early Learning and Child Care Division - supporting Licensed Early Learning and Childcare Programs

TIMELINE	Completion of the 2030 Early Learning and Child Care Strategy – Completed by 2022
UPDATE 2023-2024	<p>The GNWT released the 2030 Early Learning and Childcare Strategy in February 2022 with the intention to increase the availability and affordability of culturally relevant early learning and childcare in the NWT. In addition, the GNWT negotiated a 5-year (2021-2026) agreement with Canada titled “Canada- wide Early Learning and Child Care Agreement” (CW-ELCC Agreement) to bring the NWT an investment of \$49.5M over the five-year period.</p> <p>In 2023-2024, the GNWT provided \$18.9 million in grants and contributions and worked to improve early childhood development indicators for all children, and advance universal childcare by increasing availability and affordability.</p> <p>Highlights from these initiatives included:</p> <p>Child Care Fee Reduction Subsidy: In February 2024, the GNWT announced that the NWT will achieve an average of \$10-a-day child-care fees for children under 6 in licensed early learning and childcare programs by April 1st, 2024.</p> <p>Retention Incentive: In fall 2022, the GNWT implemented the Retention Incentive program funding to enhance wages for early childhood educators at licensed centre-based programs. This two-year transitional funding (2022-23, 2023-24), provided \$4.6 million in wage top ups for educators working directly with children in licensed programs.</p> <p>Early Childhood Infrastructure Fund: The GNWT has invested \$1M annually for the Early Childhood Infrastructure Fund to support the expansion and/or creation of licensed early learning and childcare spaces. The GNWT also provides capacity support to Indigenous governments, non-profits and community organizations through a Development Fund to develop infrastructure proposals, to hire consultants and pay fees for schematic drawings to support their proposals to the Early Childhood Infrastructure Fund.</p> <p>Early Childhood Scholarship: In 2023-2024 the GNWT distributed \$150,000 in scholarships to full time and part time students in post-secondary early childhood programs.</p> <p>Supporting Child Inclusion and Participation Fund: The GNWT allocates \$1.7M to eligible organizations to create community play-based ‘family and tot’ style programs and provides supports for children with developmental needs who require enhanced or individual assistance to safely and fully participate in early learning.</p>

ACTION 64.	Incorporating gender-neutral washrooms in all new infrastructure builds and major renovations.
DEPARTMENT	Infrastructure

PROGRAM	Gender-Neutral Washrooms and Changerooms
TIMELINE	Ongoing practice. Updates to Good Building Practice for Northern Facilities manual anticipated by 2023-2024
UPDATE 2023-2024	<p>Good Building Practice for Northern Facilities</p> <p>In 2022-23, the Department of Infrastructure reviewed the <u>Good Building Practice for Northern Facilities</u> manual which gives guidance on trans-gender washrooms. The updated manual will be released by the end of 2024.</p> <p>The use or inclusion of Gender-Neutral washrooms is a program and client-driven decision.</p> <p>Equity, Safety and Inclusion in Northwest Territories Schools</p> <p>NWT schools are required by the GNWT to provide a safe and caring environment for the school community. There are unique challenges 2SLGBTQQIA+ individuals face in experiencing equity, safety and inclusion.</p> <p>In 2020, the GNWT provided <u>Guidelines for Ensuring LGBTQ2S+ Equity, Safety, and Inclusion in Northwest Territories Schools</u>. The guidelines are intended to support Education Bodies and schools to establish promising practices that foster LGBTQ2S+ equity, safety and inclusion in all NWT schools and support the success of all students. These guidelines recommend that schools ensure that:</p> <ul style="list-style-type: none"> • All members of the school community have safe access to washroom and change-room facilities and or protocols that they are comfortable using and that correspond to their gender. This applies during school time and during school-related activities on and off school property. • Family members are able to access washrooms that are congruent with their gender identity and/or schools have a non-gendered washroom available if people desire more privacy.

ACTION 65.	Provide alternative forms of government issued identification to increase security of vulnerable people.
DEPARTMENT	Infrastructure
PROGRAM	Temporary Identification
TIMELINE	Implemented and ongoing Program
UPDATE 2023-2024	Beginning in November 2020, temporary identification cards were made available at Driver and Motor Vehicles Offices. At that time, images taken at the issuing office will also be enrolled into the facial recognition system. The GNWT continues to issue temporary Government Identification Cards on site at Drivers and Motor Vehicles Offices which has helped to address the need to wait for 4-6 weeks depending on community of residence for cards to arrive in the mail.

	From April 2, 2023, to March 12, 2024, INF issued 3,077 General Identification cards.
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ACTION 66.	Develop a whole of government response to family violence that will interrupt the cycle of family violence, change attitudes, and hold perpetrators accountable.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Addressing Family Violence
TIMELINE	Completion of Strategic Approach by 2022-2023
UPDATE 2023-2024	<p>The family violence framework entitled "Reclaiming the Capable Person: We Are All Capable Persons When We Have Community" was tabled in the NWT Legislative Assembly on October 4, 2023. The Gender Equity Division (GED) will work with GNWT departments to develop corresponding implementation plans.</p> <p>Gender-based violence, family violence, and Missing and Murdered Indigenous Women and Girls are overlapping and intersecting issues. To be effective, the GNWT's approach to family violence recognizes it must address each of these issues, as well as the underlying issues of gender equality and discrimination against 2SLGBTQQIA+ persons.</p> <p>The Gender Equity Division was also involved in the development of the National Action Plan to End Gender-based Violence (NAP GBV), which was coordinated by the federal department of Women and Gender Equality (WAGE). This National Action Plan received approval at the Annual Ministers' meeting in November 2022 and the contribution agreement for the implementation of the NAP GBV between the NWT and WAGE was signed on August 4, 2023.</p> <p>Two of the key initiatives funded by the GNWT through this agreement includes funding for the Women's Shelter network to provide enhanced annual funding and funding for the GNWT to undertake required renovations and repairs. \$700,000 has been allocated annually for this initiative over the life of the agreement. The other key initiative is a Community Initiatives Funding Program that can provide up to \$125,000 per project. \$851,000 has been allocated for 2023-2024 and \$818,000 for 2024-2025 for community-based projects to provide programs, services and initiatives in awareness and prevention throughout the NWT.</p> <p>Family Violence Programming</p> <p>The GNWT provides \$3.5 million per year (core funded) to the five NWT Family Violence Shelters. This represents one of the highest levels of support in Canada with more funding per bed and per capita.</p>

ACTION 67.	Reduce poverty across the territory.
DEPARTMENT	Health and Social Services / Industry Tourism and Investment / Environment and Climate Change
PROGRAM	Poverty Reduction
TIMELINE	Ongoing
UPDATE 2023-2024	<p>The GNWT is taking steps to address poverty through programs targeted at income support, food security and homelessness. The Anti-Poverty Fund also provides annual contributions to community-based organizations to support local poverty reduction projects.</p> <p>The GNWT is working to reduce poverty in the Northwest Territories (NWT) by:</p> <ul style="list-style-type: none"> • The implementation of a new Income Assistance (IA) program for seniors and persons living with disabilities; [See Action 61] • Improving the existing Income Assistance program to ensure that the types and levels of benefits as well as income exemptions are meeting the basic needs of NWT residents; • Funding to address homelessness in smaller communities through the Northern Pathways to Housing and Supportive Housing Program in Aklavik, Behchokǫ, Fort Good Hope and Fort Simpson. [See Action 55] • Funding to support the Housing First program in Yellowknife and the Rapid Rehousing program in Inuvik and Yellowknife; and • Actions to address food security through supports to harvesting, agriculture and community gardening projects. <p><u>Anti-Poverty Fund</u></p> <p>In 2023-2024, the GNWT awarded \$1.75 million in funding to 58 projects through the Anti-Poverty Fund to Indigenous governments, community-based organizations and shelters supporting women and families, as well as non-profit organizations and friendship centres to support local poverty reduction projects. Since the fund was created, \$11.4 million in funding has gone directly to Indigenous and community poverty reduction initiatives.</p> <p>In 2023-2024, the GNWT transferred coordination of GNWT efforts to address poverty, food insecurity, and homelessness to the Integrated Service Delivery Team within the Department of Executive and Indigenous Affairs to create a single point of contact to engage with and build relationships with Indigenous governments, communities, and service providers.</p> <p>The GNWT is currently planning for the 9th annual Anti-Poverty Roundtable event to take place by the end of 2024.</p> <p><u>Homelessness</u></p> <p>In May 2023, the GNWT tabled in the NWT Legislative Assembly A</p>

	<p><u>Comprehensive Strategy to Address Homelessness in the Northwest Territories.</u></p> <p>The central element of the GNWT's strategy to address homelessness is the establishment of:</p> <ul style="list-style-type: none"> - a new Homelessness and Integrated Service Delivery unit in the Department of Executive and Indigenous Affairs in 2023-2024. This new unit is intended to provide a single point of contact for organizations outside the GNWT for collaboration on homelessness, coordinate GNWT social envelope departments, and coordinate frontline services to the homeless. - Five (5) new regionally based Integrated Service Delivery sites with services to address homelessness in partnership with Indigenous governments. <p>In January 2023, the GNWT began a series of planned engagement sessions with Indigenous governments focused on partnering with Indigenous governments to establish 5 new regionally based Integrated Service Delivery sites with services to address homelessness.</p>
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ACTION 68.	Consider the safety and security of Indigenous women, girls and 2SLGBTQQIA+ people at all stages of resource extraction planning, assessment, implementation, management and monitoring.
DEPARTMENT	Environment and Climate Change
PROGRAM	Securities and Project Assessment
TIMELINE	2022 and ongoing
UPDATE 2023-2024	In 2023-2024, there were no interventions where the consideration of Action #68 was required. ECC will continue to advocate for the inclusion of the Calls for Justice related to extractive industries and development activities as a standing agenda item for interdepartmental discussion of the Terms of Reference at the start-up of every environmental assessment, and for their consideration when preparing GNWT interventions.

ACTION 69.	Provide the public, communities and first responders with effective emergency communications services for access to police, fire, rescue and medical services when immediate action is required.
DEPARTMENT	Municipal and Community Affairs
PROGRAM	NWT 9-1-1 Service
TIMELINE	A report is tabled annually as per legislative requirements.

UPDATE 2023-2024	<p>Alert Ready:</p> <p>A Public Alerting system for the NWT was fully implemented. GNWT and its partners have the ability to issue intrusive alerts that push to all mobile devices, televisions, and radio broadcasts in the NWT. GNWT and their partners can also issue non-intrusive alerts that can be viewed at nwtalert.ca or the Alterable smartphone application.</p> <p>Next Generation 9-1-1:</p> <p>Next Generation 9-1-1 is a national initiative led by the CRTC aimed at updating 9-1-1 service infrastructure to improve public emergency communications services. These upgrades will make it possible for callers to provide additional details about emergency situations through expanded communications, including location accuracy, video and text messaging. This project requires significant infrastructure and network updates by telecommunication companies. The GNWT will continue to advocate for these key upgrades that will enable enhanced 9-1-1 services across the territory. In preparation for enhanced 911 services, MACA and Finance are collaborating with community governments to guide the development of addressing, and this information is being captured in a geographic information system that will be used for call routing.</p> <p>Data collection:</p> <p>The GNWT is legislated, through the Northwest Territories 9-1-1 Act, to report statistical, financial, and performance information related to the operation of territory-wide 9-1-1 services. This information is tabled annually in the Legislative Assembly. Between April 1, 2022, and March 31, 2023, NWT 9-1-1 received 17,184 calls and processed 12,354 emergency calls: 13% (2,297) were for emergency medical services, 55% (9,439) were for policing services, 1% (223) were for fire/rescue services, 2% (395) were for a combination and 28% (4,830) were non-emergent, including hang-ups. Call volume and processing data for 2023-2024 will be available in late Fall 2024.</p>
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ACTION 70.	Ensure compassionate and culturally sensitive by-law enforcement and community safety.
DEPARTMENT	Municipal and Community Affairs
PROGRAM	School of Community Government - By-Law Enforcement Officer Course
TIMELINE	Ongoing delivery at request of community governments.
UPDATE 2023-2024	<p>In 2022-2023, MACA revised and modernized the online, self-directed by-law enforcement officer course for delivery on a new Learning Management System, Brightspace. The course is available online and self-directed (learners can start anytime and take as long as they need).</p> <p>During the 2023 calendar year, twenty-five learners registered for the Municipal Bylaw course. Of those 25, two (8%) completed the course, 16 (64%)</p>

	learners are still working on it, and seven (28%) have not yet started the course.
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ACTION 71.	Review the GNWT's approach to Indigenous participation in contracting and procurement based on recognition of rights, respect, cooperation and partnership.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Government Contracting, Economic Measures and Procurement Review
TIMELINE	Completed Review: 2023-2024
UPDATE 2023-2024	<p>The independent panel completed its review of GNWT procurement policies in 2021 and the results were shared with Indigenous Modern Treaty and Self Government Partners and the NWT Council of Leaders.</p> <p>The GNWT is currently working with Indigenous governments on progress towards Economic Reconciliation with Indigenous peoples through the development of an Indigenous Procurement Policy; and the implementation of Economic Measures obligations in Land Claim and Self-Government Agreements.</p> <p>Economic Measures</p> <p>The Gwich'in, Sahtu, Tłı̨chǫ and Inuvialuit Agreements have economic measures chapters that are intended to strengthen the traditional economy and achieve economic self-sufficiency. Efforts are currently underway bilaterally with these Indigenous governments, the GNWT and Canada through Implementation Committees to review the effectiveness of programs related to economic measures.</p> <p>In 2020, the Tłı̨chǫ Government and the GNWT reached an agreement to improve cooperation on procurement related to infrastructure needs in the region. In this agreement, the GNWT has committed to directly negotiating contracts with Tłı̨chǫ Businesses for infrastructure located on Tłı̨chǫ lands and in Tłı̨chǫ communities. Where direct negotiations are not possible, the GNWT has committed to including minimum Tłı̨chǫ labour and contracting requirements in its competitive tenders for infrastructure located on Tłı̨chǫ lands and in Tłı̨chǫ communities.</p> <p>Indigenous Procurement Policy</p> <p>During meetings on June 26, 2023, February 21, 2024, and March 19, 2024, GNWT Officials provided further description and clarification regarding policy mechanisms initially presented on March 7, 2023 and May 5, 2023, and described for NWTCOL members in correspondence from Minister Wawzonek on June 9, 2023. A description of the proposed policy mechanisms, the GNWT procurement principles, and shared procurement principles drafted by NWTCOL</p>

	<p>officials is attached.</p> <p>Changes, reflecting the comments of NWTCOL officials, have been incorporated in the proposed definition of Indigenous business. There has been no substantive feedback regarding the other policy mechanism proposed by the GNWT. The last meeting of NWTCOL officials occurred on May 9, 2024, during which some officials confided they were not familiar with the proposed policy mechanisms and requested the GNWT engage with NWTCOL members individually</p>
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ACTION 72.	Review the GNWT's approach to negotiating Socio-Economic Agreements to increase the success of these agreements for meeting socio-economic objectives, maximizing benefits and increasing opportunities for equity participation with local and Indigenous governments in economic development projects.
DEPARTMENT	Industry, Tourism and Investment
PROGRAM	Socio-Economic Agreements (SEA)
TIMELINE	The results of the review and renewed approach to be completed by 2022.
UPDATE 2023-2024	<p>In March 2023, the Department of Industry, Tourism and Investment tabled a report to the Legislative Assembly with the results of the completed review of existing Socio-Economic Agreements (SEA) for mines operating in the NWT.</p> <p>The review identified several areas for improvement that will address women, gender equity and diversity and Indigenous participation for the entire life of a SEA, from negotiation to ongoing performance review, and with closure considerations.</p> <p>Recommendations were made to the GNWT for the redesign of the SEA Program and the development of regulations under the NWT Mineral Resources Act to support the maximization of local benefits from resource development projects going forward.</p> <p>Considerations from the program redesign are being reviewed by SEA departments. Redesign work is nearing completion and scheduled to be finalized in 2024.</p> <p>As of July 2024, there are four Socio-Economic Agreements for active mining and mines undergoing remediation projects in the NWT: Ekati (Burgundy Diamond Mines), Diavik (Diavik Diamond Mines Inc.), Gahcho Kué (De Beers Canada) and Snap Lake (De Beers Canada).</p> <p>Women in Mining</p> <p>Through SEA, the GNWT seeks to promote equitable participation by Indigenous and NWT resident women in various training programs (e.g. Introduction to the Mining Industry, Safety Boot Camp, as well as prospecting, geoscience field</p>

	<p>assistant, and surface mining courses). These training programs are funded through joint investment from the GNWT, the Government of Canada, and the mining industry.</p> <p>The GNWT will continue to support regular Women in Mining events at resource conferences and at other relevant opportunities.</p> <p>Equity participation opportunities</p> <p>Beginning with AME Roundup in January 2023, the GNWT has hosted a series of events that support efforts of NWT Indigenous Governments to meaningfully participate in resource development projects. A particular focus has been on encouraging and increasing access to capital, and equity ownership and participation by Indigenous Governments in major NWT resource projects and facilities.</p>
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ACTION 73.	Create equitable opportunities for women and non-binary persons.
DEPARTMENT	Environment and Climate Change
PROGRAM	Firefighters Training for women and non-binary persons
TIMELINE	Ongoing, annual course offering dependent on uptake.
UPDATE 2023-2024	<p>The GNWT trains and maintains back-up wildfire firefighters who can take on basic wildfire fighting duties on an as-needed basis.</p> <p>Women and non-binary folks have been traditionally under-represented on wildfire teams across the country. Beginning in 2021, the GNWT began offering Extra Fire Fighter training specifically targeted to these groups.</p> <p>Training was offered in 2021 and 2022. Due to the intensity of the fire season, this training was not able to occur during the 2023 summer.</p>

ACTION 74.	Increase access to country foods by delivering culturally appropriate harvester support programs.
DEPARTMENT	Environment and Climate Change
PROGRAM	Food Security
TIMELINE	<p>Ongoing, annual funding programs to harvesters</p> <p>Community Harvesters Assistance Program review complete in 2022</p>

UPDATE 2023-2024	<p>Community Harvesters Assistance Program</p> <p>In 2023-24, \$1,424,000 in funding was provided to 33 Indigenous governments and organizations through the Community Harvesters Assistance Program with regional distribution as follows:</p> <ul style="list-style-type: none">- Beaufort Delta: \$304,000- Sahtu: \$281,000- Dehcho: \$218,000- North Slave: \$390,000- South Slave: \$231,000 <p>Note: for more information on the Community Harvesters Assistant Program, see reporting under Action 30.</p> <p>Trapper Training for Vulnerable Populations</p> <p>In 2022, the Department of Environment and Climate Change in partnership with the Department of Justice launched a new pilot Trapper Training Program which was delivered to inmates at the North Slave Correctional Centre and now runs every two weeks in six-session cycles. This training helped participants learn about trapping regulations, the Genuine Mackenzie Valley Fur Program, how to set traps and prepare pelts, as well as a variety of on the land and survival skills. This is not only an opportunity to reconnect with traditional lifestyles, but also develops practical skills that participants can use upon returning to their community. In 2023-24, a total of 8 Trapper Training workshops were held with 90 participants.</p>
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Justice

We call upon provincial and territorial governments to:

- immediately and dramatically transform Indigenous policing,
- provision of support to Indigenous victims of crime and families and friends of Indigenous murdered or missing persons:
 - access to financial support and trauma care;
 - culturally relevant and accessible victim services;
 - legislated paid leave and disability benefits;
 - access to independent legal services; and
 - independent victim services
- fund the provision of policing services within Indigenous communities in northern and remote areas,
- enact missing persons legislation,
- ensure that protection orders are available, accessible, promptly issued, effectively serviced and resourced
- recruit and retain more Indigenous justices of the peace,
- expanding restorative justice programs and Indigenous Peoples' courts,
- increase Indigenous representation in all Canadian courts,
- expand and adequately resource legal aid programs,
- address the over-incarceration of Indigenous women, girls, and 2SLGBTQQIA+ people, and
- thoroughly evaluate the impacts of Gladue principles
- resource research on men who commit violence against Indigenous women, girls, and 2SLGBTQQIA+ people.

Actions to Respond to Calls for Justice on Justice

ACTION 75.	Develop missing persons legislation
DEPARTMENT	Justice
PROGRAM	Missing Persons Legislation
TIMELINE	Completed legislation by 2023-2024
UPDATE 2023-2024	<p>On February 23, 2024, Bill 2 Missing Persons Act was introduced in the Legislative Assembly. As part of its review of the legislation, the Standing Committee on Government Operations conducted public hearings in Aklavik, Inuvik, and Yellowknife, and also heard from the RCMP.</p> <p>Bill 2 Missing Persons Act had Third Reading on June 7, 2024, and received Assent on June 13, 2024. The legislation requires the development of regulations before it can come into effect. This work is underway and will involve public engagement at the appropriate time.</p> <p>Missing persons legislation is intended to add to the investigative powers the RCMP have at their disposal when undertaking an investigation for a missing person, especially when there is no evidence of criminal activity.</p>

ACTION 76.	Provide integrated service support to assist vulnerable people with accessing programs related to justice, health, social services, education, and housing and to help address the overrepresentation of Indigenous people in the justice system.
DEPARTMENT	Justice – the program was transferred to the Department of Executive and Indigenous Affairs in 2021.
PROGRAM	Yellowknife Integrated Service Delivery Demonstration Site
TIMELINE	The program is now an indeterminately funded GNWT program
UPDATE 2023-2024	<p>In 2023-2024, the GNWT established a new Integrated Service Delivery unit in the Department of Executive and Indigenous Affairs and tasked this unit with leading “A Way Home”, the GNWT’s homelessness strategy. This new unit is intended to provide guidance and oversight on government wide initiatives to implement service integration, with an initial focus on homelessness. The unit will act as a single point of contact for organizations outside the GNWT for collaboration on homelessness, coordinate GNWT departments, and coordinate frontline services to the homeless.</p> <p>In May 2023, the GNWT tabled in the NWT Legislative Assembly A Comprehensive Strategy to Address Homelessness in the Northwest Territories.</p>

	<p>The Strategy proposes nine areas of action that fall under four themes: 1) Community-Driven Solutions; 2) Shelter and Housing; 3) Needs-Based Services, and 4) Governance and Accountability.</p> <p>Although the implementation of the Strategy is being led by the ISD Unit, the strategy is a Whole of Government Approach that will seek additional input from Indigenous Governments, community government, external partners and members of the public throughout its implementation.</p> <p>Engagement with leadership from all regional Indigenous governments took place in 2023-2024 on the establishment of the five (5) regionally based delivery sites in partnership with Indigenous governments.</p> <p>In 2023-2024, the GNWT secured \$3.2 million in funding from Public Service Canada to support the establishment of the five (5) regionally based Integrated service Delivery Sites and to provide wrap around services in the NWT.</p> <p>Yellowknife Integrated Service Delivery Site</p> <p>A multi-year pilot program was established in Yellowknife by the Department of Justice to assist individuals with complex needs and who are frequent government service users. Pathfinders coordinate and liaise with other government services to help participants achieve self-identified life goals.</p> <p>With the creation of the ISD Unit at EIA, the Yellowknife ISD site was shifted from Justice to EIA to fall under the direction of the ISD Unit.</p> <p>As of January 24, 2024, the Yellowknife Site has received 764 referrals and there are currently 108 individuals working with Pathfinders at the Yellowknife Site, and 28 waiting to be assigned to a Pathfinder.</p>
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ACTION 77.	Bridge the gap between community safety needs and the role of the RCMP
DEPARTMENT	Justice
PROGRAM	Community Safety Officer Pilot Program
TIMELINE	<p>Program implementation: 2021-2022 and 2022-2023; extended until March 31, 2026</p> <p>Program evaluation and review: 2025-2026</p>
UPDATE 2023-2024	<p>The Community Safety Officer program pilot in Fort Liard is designed to provide a proactive, sustainable, trauma-informed, holistic approach to community safety, and bridge the gap between community safety needs and the role of the RCMP. A three-year funding agreement was originally signed in July 2021, which was amended in January 2024, extending the agreement to March 31, 2026. A new Bilateral Contribution Agreement with Public Safety Canada is now in place, with cost sharing since 2023 and ongoing for the duration of the remainder of the pilot. A program evaluation is planned to take place in 2025-</p>

	<p>2026.</p> <p>The Community Safety Officer program continues to immediately respond to non-criminal safety concerns raised by residents, agencies, and the council. The CSO program and RCMP have been working more closely together as the program becomes more established in the community of Fort Liard.</p> <p>The Program has built partnerships with Acho Dene Koe First Nation through numerous community safety events since inception of the program in 2021:</p> <ul style="list-style-type: none"> • working with the Fort Liard Volunteer Fire Department on Fire Prevention week and responding to Fire Calls to provide safe scene/security. • working with Environment and Climate Change Officers regarding wildlife concerns. • assisting RCMP in search and rescue, responding to dog concerns, RCMP referrals and wellness checks, RCMP roadside check stops. • collaborates with high-risk groups such as elders and youth to develop initiatives responsive to their perspectives and needs. <p>In 2023-2024, the Community Safety Officer program reported that the Community Safety Officers supported 199 incidents and 108 calls for service. Most calls were related to the provision of safe rides, mental health checks and support for intoxicated people.</p>
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ACTION 78.	Provide multi-year stable funding for Indigenous-led, preventative approaches to support men's healing as a means to reduce intimate partner/family violence.
DEPARTMENT	Justice
PROGRAM	Men's Healing Fund
TIMELINE	Ongoing annual funding with multi-year funding opportunities
UPDATE 2023-2024	<p>The Men's Healing Fund is aimed at increasing community-led programs that focus on men's healing as a preventative approach to addressing family violence. The Department of Justice has increased the total funding for the Men's Healing program from \$292,000 to \$589,000 in 2023. The increased amount is made available annually to communities until 2027, through the funding provided by the federal department of Women and Gender Equality for the implementation of the NAP GBV.</p> <p>In 2023-2024 seven (7) men's healing projects were developed and delivered in and by communities through multi-year (2021 to 2024) funding to Behchokò, Fort Simpson, Fort McPherson, Aklavik, Somba Kéé, the Gwich'in Tribal Council, and Tulita.</p> <p>The Department of Justice expects to spend the full amount of \$589,000 to support existing and new men's healing programs in 2024-2025. The Department</p>

	has multi-year agreements underway for 2024-2025.
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ACTION 79.	Implement a new correctional model to assist eligible resident inmates in making a change in their behaviour, with a goal to reduce their contact with the criminal justice system and transition back to NWT communities.
DEPARTMENT	Justice
PROGRAM	Correctional Centre – Therapeutic Community
TIMELINE	Full implementation by 2021-2022. Program evaluation will be conducted 3-5 years from implementation.
UPDATE 2023-2024	<p>Corrections is evolving toward greater emphasis on the rehabilitation and reintegration of offenders. The South Mackenzie Correctional Centre Therapeutic Community became fully operational on November 5, 2021. A monitoring and evaluation framework has been developed in partnership with the Department of Finance. This is to help monitor and track the effectiveness of the therapeutic community initiative to affect gradual meaningful change for offenders and their communities.</p> <p>The Corrections Northern Recruit Training Program being delivered as of January 2024 includes Therapeutic Community training for new Corrections Officers at the South Mackenzie Correctional Centre. This training provides new Corrections Officers with a foundational understanding of the Therapeutic Community model and philosophy.</p> <p>It is anticipated that the department will evaluate the program in 2027, which would allow for five years of data collection.</p> <p>Program statistics from becoming fully operational November 5, 2021, to November 4, 2023 (2 years) are as follows:</p> <ul style="list-style-type: none"> • Number of individuals admitted into the Therapeutic Community program: 41 • Number of individuals who completed Phase 1 (Pre-Treatment Healing Program): 32 • Number of individuals completed all 3 phases (that take place in custody): 22

ACTION 80.	Assists communities in developing an alternative to the criminal justice system
DEPARTMENT	Justice
PROGRAM	Community Justice Program

TIMELINE	New multi-year agreements will be provided as of 2022-2023
UPDATE 2023-2024	<p>The Department of Justice works with Community Justice Committees to ensure community-led programming options such as diversions are available through referrals from RCMP or the Public Prosecution of Canada office for minor offences. The Department of Justice continues to provide support and assistance to local community justice coordinators and committees to provide diversion programs, community service options and crime prevention activities. Multi-year agreements are offered to every agreement holder. All 33 communities have access to the program.</p> <p>In 2023-2024, 27 of 33 NWT communities received funding to deliver Community Justice programming. All 33 communities have access to the program.</p> <p>In 2023-2024, 27 of the 33 NWT communities received funding to deliver Community Justice programming and restorative justice activities. Through these 27 agreements, a total of 134 pre- and post-charge diversions were conducted.</p> <p>In 2023-2024, Community Justice Programs lead a total of 204 crime prevention programs or activities throughout the NWT.</p>

ACTION 81.	Develop an enhanced, holistic, comprehensive approach for the provision of support to Indigenous survivors of crime and families and friends of Indigenous murdered or missing persons.
DEPARTMENT	Justice
PROGRAM	Victims Services
TIMELINE	Victim services are ongoing and agreements with community service providers are multiyear.
UPDATE 2023-2024	<p>The NWT Victim Services Program is a community-led person-centered service delivered based on client needs that connects victims of crime, survivors, and their families to support and services when they need them most.</p> <p>The GNWT and the RCMP have a protocol in place that formalizes the referral of victims to community victim services providers.</p> <p>The Native Women's Association of the NWT is the Victim Services provider for Yellowknife, Ndilo, Dettah, and Łutselk'e and receives additional funding for 24/7 on-call Victim Services and a stipend for volunteers. The Inuvik Justice Committee is the Victim Services provider for the communities of Inuvik, Paulatuk, Sachs Harbour, Tuktoyaktuk and Ulukhaktok.</p> <p>Funding currently supports 10 community-based Victim Service programs, employing 13 Victim Services workers. The 2023-2024 budget for Victim Services providers was \$1,721,000. The federal Victims Service Agreement (2021-26) amount has been amended to increase funding over the agreement term from \$3.75M to \$6.3M to support the provision of Independent Legal Advice and Representation to victims of domestic violence and victims of sexual assault.</p>

ACTION 82.	Provide survivors of crime with access to information about a convicted offender who is incarcerated
DEPARTMENT	Justice
PROGRAM	Victim Notification Program
TIMELINE	Current directives, policies and forms will be revised as required by the new Corrections Act that came into force in late October 2021

UPDATE 2023-2024	The Victim Notification Program has transitioned from an application process to a registration process that is initiated at the request of the survivor. Victim Services Providers offer registration for victim notification programs through in-person contact or telephone outreach. The language used in the program has been amended to reflect the principles of the new Corrections Act, including guidance and policy that further outlines the processes for establishment, administration and maintenance of a program for survivors.
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ACTION 83.	Complete a review of the use of Emergency Protection Orders and how they are supporting people experiencing family violence.
DEPARTMENT	Justice
PROGRAM	Emergency Protection Orders
TIMELINE	2023-2024
UPDATE 2023-2024	<p>Emergency Protection Orders are a legal tool intended to be part of the overall safety planning to support survivors of family violence. They are not intended to be the only safeguard in place.</p> <p>The GNWT contracts the YWCA NWT to provide 24-hour support to help survivors of violence access Emergency Protection Orders as well as aftercare support and general safety planning. In 2023, the GNWT amended the agreement with the YWCA NWT to include delivery of a new Independent Legal Advice and Representation program funded through Justice Canada. The program supports survivors in their navigation through the criminal justice system so they can make informed decisions related to their unique circumstances. The GNWT also increased the term of the agreement to five years (2021-2027), provided additional funding to help stabilize programming, provided consistent training, and supported strategic planning. The retention of program staff allowed for consistent delivery of Emergency Protection Orders.</p> <p>According to YWCA program data in the fiscal year to September 30, 2024, a total of 154 Emergency Protection Orders applications were submitted and 148 cases were filed with the Supreme Court, of which 148 were confirmed by a Supreme Court Judge.</p> <p>In 2020, the YWCA commissioned <i>Case Study: Review of the Experience of Victims Accessing Emergency Protection Orders (EPO)</i>. In response to the case study, the Department of Justice and the YWCA have been working to address five main recommendations from the report. Actions underway include:</p> <ol style="list-style-type: none"> 1) To improve EPO consistency and breaches, the YWCA is developing EPO training and offering training sessions. 2) To increase education and awareness toward trauma-informed family violence responses from service providers, the YWCA has trained all Independent Legal Advice and Representation Service lawyers, some RCMP

	<p>members and Justices of the Peace.</p> <p>3) To support residents of the 11 communities without RCMP detachments, EPO applicants can receive advice from an Independent Legal Advice and Representation Service lawyer about their legal options, and from the YWCA over the phone regarding safety planning.</p> <p>To address stalking, the Independent Legal Advice and Representation program provides legal supports to those impacted by online or in-person stalking, on a case-by-case basis.</p>
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ACTION 84.	Ensure the ability of persons to be able to present evidence and participate in Indigenous language when appearing before the court.
DEPARTMENT	Justice
PROGRAM	Court Interpretation and Translation Services
TIMELINE	Ongoing Essential Service
UPDATE 2023-2024	This is an established part of court operations. The Courts continue to provide interpretation services for Indigenous languages to facilitate testimony.

ACTION 85.	Provide access to independent legal services and advice to vulnerable individuals facing the threat of domestic violence.
DEPARTMENT	Justice
PROGRAM	Services of the Legal Aid Commission and the new Independent Legal Advice and Representation Program
TIMELINE	Ongoing Program
UPDATE 2023-2024	<p>The Legal Aid Commission operates an Outreach Legal Aid Clinic providing up to three (3) hours of legal information services in 2023-2024 to members of the public without requiring a legal aid application. Outreach Legal Aid applies a priority process to ensure that those clients who are most vulnerable are served. The Outreach services relate to civil matters affecting an individual's livelihood, their physical or mental health, or their ability to provide food, clothing and shelter for themselves or their families.</p> <p>Independent Legal Advice and Representation Program</p> <p>In March 2023, the Department of Justice partnered with the YWCA NWT to deliver enhanced access to free legal advice and legal representation for survivors of sexual assault and intimate partner violence through the establishment of the Independent Legal Advice and Representation Program. The program also expands access to free legal advice and representation for survivors of intimate</p>

	<p>partner and gender-based violence, and sexual assault to support their navigation through the criminal justice system and make informed decisions related to their unique circumstances.</p> <p>As of April 2024,</p> <ul style="list-style-type: none"> • The ILAR program had completed 24 community information or awareness events. • 65 survivors had accessed independent legal advice and representation services, of whom 48 self-identified as Indigenous. • Services provided addressed legal issues related to sexual violence, family violence, separation and divorce, emergency protection orders, and sexual exploitation.
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ACTION 86.	Provide for direct supervision of sentenced women offenders and facilitates holistic healing in a safe, secure environment.
DEPARTMENT	Justice
PROGRAM	Dedicated Women's Correctional Unit
TIMELINE	The dedicated Women's Unit has been established.
UPDATE 2023-2024	The dedicated Women's Unit has been established and operations are ongoing. The Fort Smith Correctional Complex Women's Unit opened in 2019 and provides direct supervision of inmates as a key method to facilitate holistic healing in a safe, secure environment. Program areas are provided for education, training and counselling as well as for culturally appropriate spiritual support.

ACTION 87.	Establish independent Community Advisory Board's for each of the NWT's correctional facilities.
DEPARTMENT	Justice
PROGRAM	Corrections Facilities – Community Advisory Boards
TIMELINE	Establishment of Community Advisory Boards began in the winter of 2022. The Boards are established at each of the correctional facilities.
UPDATE 2023-2024	Community Advisory Boards can review and make recommendations on the administration of the <i>Corrections Act</i> in correctional facilities, specifically on any program for inmates that is established or to be established, or service that is to be provided under the legislation. Community Advisory Boards have been established and are functioning in all correctional facilities in the NWT. The GNWT has an open expression of interest for committee members for the

	<p>Community Advisory Boards associated with the correctional facilities in Hay River, Fort Smith and Yellowknife. Residents are encouraged to apply to join Community Advisory Boards through the expression of interest posted on the Department of Justice website. In the period from inception of the Boards in January 2022 to March 31, 2024, Corrections received a total of 26 applications from community residents wanting to join a Community Advisory Board.</p>
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ACTION 88.	Help families find information about their missing loved ones.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	NWT Family Information Liaison Unit Program
TIMELINE	Ongoing funding to 2023 – program extended indefinitely by the federal department of Justice
UPDATE 2023-2024	<p>The NWT Family Information Liaison Unit (FILU) is part of a nationally funded program helping families of Missing and Murdered Indigenous Women and Girls, 2SLGBTQQIA+ people and recently expanded to include men and boys. This unit helps by gathering information and providing support for missing and murdered loved ones.</p> <p>In February 2023, Justice Canada announced that the GNWT's contribution agreement to support the NWT Family Information Liaison Unit would be extended for an additional two years to 2025 and that the program itself will now be permanently funded. With this support, the NWT Family Information Liaison Unit becomes a permanent resource for Indigenous families in search of information on their missing or murdered loved ones. This extension of funding includes men and boys. The funding for this program includes two positions: Project Manager and a FILU Coordinator.</p> <p>In May of 2023, Justice Canada announced that they are expanding services to now include MMIWG2S+, men and boys and allocated additional funding of \$150,000 in 2023-2024 to the GNWT for this expansion.</p> <p>The Family Information Liaison Unit office has recently initiated and completed a data management system to store and retrieve confidential information about individuals to families of Missing and Murdered Indigenous People.</p> <p>In November 2023, FILU staff began their Community Outreach visits and to date have visited Inuvik, Aklavik, Hay River, Kátł'odeeche First Nation, Kakisa, Fort Resolution and Fort Smith. Community outreach visits are also planned for the Sahtu Region and Dehcho region along with a visit into Lutselk'e in June. The Community outreach visits have been well received by the local RCMP Detachments, Victim Services Departments, Friendship Centres, Health and Social Services Department staff, Probation Officers, First Nations Offices, Wellness Departments and Corrections. FILU will also be reaching out to Aurora Colleges and women's shelters.</p>

ACTION 89.	<p>Review and renew specialized courts:</p> <p>a) Conduct a review of Domestic Violence Treatment Options Court</p> <p>b) Conduct a review of the Wellness Court</p>
DEPARTMENT	Justice
PROGRAM	Specialized Courts
TIMELINE	Completion of program reviews by 2023
UPDATE 2023-2024	<p>The Wellness Court and Intimate Partner Violence Treatment Option Court are alternatives to conventional court that function on the premise of therapeutic intervention to address the underlying causes of anti-social behaviour. In 2023-2024, the Department of Justice arranged for an independent review of the Wellness Court and Intimate Partner Violence Court programs. The Department of Justice and the Specialized Courts Steering Committee (comprised of Territorial Court judges and members of the bar) are analyzing the results of the Specialized Courts programs review, and the draft report.</p> <p>The Wellness Court Program has also recently entered into partnership with a local Indigenous organization to allow participants to attend an on the land healing camp. Participants and the Indigenous partner both reported exceptionally positive experiences.</p> <p>As of April 23, 2024:</p> <ul style="list-style-type: none"> 208 individuals have been referred to Wellness Court, of which 106 participated in the program for some length of time and 22 completed their wellness plan and graduated from the program. 224 participants have successfully completed the Intimate Partner Violence Treatment Option Court program. 88 percent of participants were male identified, while 12 percent were female identified. There has recently been an increase in female referrals and the feasibility of a female only virtual session is being considered.

ACTION 90.	Implement remote court via telephone or videoconferencing to minimize the impacts of delayed justice to families and communities.
DEPARTMENT	Justice
PROGRAM	Remote Court Appearances and Technologies

TIMELINE	<p>Remote Bail Appearances will be piloted commencing in September 2021 with a view to full implementation by the end of the 2021 – 2022 fiscal year. Remote Docket Appearances had been deferred during pandemic restrictions.</p>
UPDATE 2023-2024	<p>As of 2023-2024, remote bail appearances are live in 18 communities and numerous remote bail hearings are completed virtually regularly from those communities. Work is still required to bring one remaining detachment online.</p> <p>The Territorial Court has asked the Department to consider “Remote Docket Appearance” circuits. Remote Docket Appearances have been piloted in Hay River, Inuvik, and Fort Smith and the court determined that it was suitable to continue to hold court in this manner. This initiative had been deferred for communities outside of Hay River, Inuvik, and Fort Smith.</p>

ACTION 91.	<p>Deliver culturally relevant programs to support offender rehabilitation and reintegration</p>
DEPARTMENT	Justice
PROGRAM	Corrections Programming and Traditional Spaces
TIMELINE	Ongoing program delivery integrating culture, traditions, and knowledge-sharing
UPDATE 2023-2024	<p>Corrections programs integrate Indigenous culture and traditions in the way they are delivered. Traditional knowledge sharing, counseling, and support services continue to be provided in all NWT correctional facilities through Traditional Counselors and Liaison Officers are on staff at each of the correctional facilities and deliver programs both inside and outside correctional facilities. Elder visits are coordinated for all facilities (adult and youth) to help offenders stay connected to their culture and their communities.</p> <p>The Northern Sessions continues to be offered at each NWT correctional facility and addresses the specific background and needs of Indigenous inmates. The Northern Sessions are interwoven within the delivery of core criminogenic programs and support offenders through addictions treatment and maintenance of that support as they transition out of the corrections facility and back into the community. The Indigenous Pre-Treatment Healing Program also continues to be delivered at the South Mackenzie Correctional Centre Therapeutic Community.</p> <p>Programs delivered by NWT correctional staff are designed to take into consideration the needs of Indigenous offenders and include evidence based criminogenic programs with psychoeducational components (e.g. substance use, violence and sexual offending), educational/vocational programs, and life skills programs. In 2023-2024, there were 37 program deliveries offered across Corrections, with 89 client completions. These totals do not include participation in</p>

	programming specific to sexual offences and educational programming offered in NWT correctional facilities.
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ACTION 92.	Set policing priorities in partnership with community and Indigenous governments
DEPARTMENT	Justice
PROGRAM	Community Policing Action Plans
TIMELINE	Policing priorities are reported on a monthly basis throughout the year through C Mayor and Chief's Monthly Reports.
UPDATE 2023-2024	<p>NWT Policing Priorities are reflective of relationships with NWT communities, and the need for service-delivery that is consistent with the Truth and Reconciliation Commission Calls to Action, the Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice, and the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>The Minister sets policing priorities annually through consultation with community leaders to reflect changing dynamics and expectations that communities have for the policing services they receive. In 2023-24 the Department completed seven regional engagements sessions to discuss current policing priority setting processes to understand what is working well and what needs improvement.</p> <p>The priority areas for 2023-2024 were:</p> <ul style="list-style-type: none">• Priority #1: Enhance policing responses to target and disrupt the availability of illicit drugs and alcohol.• Priority #2: Build and strengthen relationships with Indigenous communities to understand and establish community driven policing needs and services.• Priority #3: Provide policing services that are responsive to the needs of Indigenous women, girls, families, and children experiencing family, intimate partner, and sexualized violence in the NWT.• Priority #4: Improve community knowledge and understanding about local policing services. <p>in 2024-25, the Department engaged with community leaders to develop three-year Ministerial Policing Priorities covering the period 2024 to 2027. The Minister of Justice has sent out letters and has invited discussion with Indigenous leaders and community leaders to provide input on the new priorities.</p>

ACTION 93.	Support a professional, dedicated and culturally responsive policing service to Indigenous communities
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DEPARTMENT	Justice
PROGRAM	First Nations Inuit Policing Program Agreement
TIMELINE	Four regional agreements in place by 2021-2022 that formally recognize the community's role in shaping the policing they receive
UPDATE 2023-2024	In December 2023, the GNWT signed a multiyear Framework Agreement supporting the expansion of the First Nation and Inuit Policing Program in the NWT and received approval from Public Safety Canada for an increase from the current nine (9) positions to add a further 13 positions phased in over 2023-2024 and 2024-2025. The total 22 First Nation and Inuit Policing Program positions provide policing services aligned with reconciliation by region. The Framework Agreement requires tripartite agreements to be signed with First Nation and Inuit bodies, the Department of Justice, and Public Safety Canada. A new template for these agreements has been developed by Public Safety Canada and the Department is currently working to update the template to ensure it is relevant to the NWT.

ACTION 94.	Communications Strategy and Plan
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Changing the Relationship Action Plan
TIMELINE	A three-year (2022 – 2024) communication strategy
UPDATE 2023-2024	<p>Annual reports on the GNWT's progress towards implementing the Action Plan are posted on the GNWT's Missing and Murdered Women and Girls Website. Three years of reporting are currently available 2021-2022, 2022-2023, and 2023-2024.</p> <p>In December 2021, the Department of Executive and Indigenous Affairs launched a Missing and Murdered Women and Girls website:</p> <p>https://www.eia.gov.nt.ca/en/priorities/missing-and-murdered-indigenous-women-and-girls</p> <p>The website provides an overview of the GNWT's participation in, and response to the National Inquiry. It also includes:</p> <ul style="list-style-type: none"> ▪ Background information on the National Inquiry into Missing and Murdered Women and Girls. ▪ Access to publications from the National Inquiry including "Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls", and a summary document of the 231 Calls for Justice. ▪ Access to the National Action Plan and Federal Pathway documents

	<ul style="list-style-type: none">▪ Access to GNWT publications in response to the 231 Calls for Justice including the Action Plan.▪ A “What We Heard” report from community and preliminary engagements.▪ Links and contact information for victims’ services, emotional assistance, funding support for survivors and families, shelters, and the Family Information Liaison Units. <p>The GNWT’s Missing and Murdered Women and Girls website will be updated on an ongoing basis during community engagement on the Draft Action Plan.</p>
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