



2024 – 2025 ANNUAL REPORT

Three years 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 xádə k'é hederi ḡedjhtl'é yeriniwé ni dé dúle.
Dene Kádá

ɻerihɬ'is Dëne Sųliné yati t'a huts'elkér xa beyáyati theɻq ɻat'e, nuwe ts'ën yólti.
Dëne Sųliné

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

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

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.
Inuvialuktun

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.
Inuinnaqtun

kīspin ki nitawihtin ē nīhiyawihk ōma ācimōwin, tipwāsinān.
nēhiyawēwin

Tłjchö yati k'ęè. Dı wegodi newo dę, gots'o gonede.
Tłjchö

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A Message from the Minister

As Minister Responsible for the Status of Women, I am proud to report on three years of progress towards *“Changing the Relationship”*, the Government of the Northwest Territories (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.

In 2021, the GNWT made 94 commitments aimed at bringing about transformation of public services, and change in the relationship between the GNWT’s departments, agencies, employees, policies and processes, and their daily encounters with Indigenous women, girls and 2SLGBTQQIA+people. In three years of implementation, the GNWT has worked on implementing the 94 commitments to respond to the Calls for Justice, has completed 62% of these commitments, and is carrying out ongoing work towards the completion of the remaining actions during the lifetime of the 20th Legislative Assembly.

GNWT employees have taken an active role in this process of change to improve the safety and well-being of Northwest Territories Indigenous women, girls, and gender-diverse people. Currently, over 5,000 GNWT employees are enrolled in the GNWT’s Indigenous Cultural Awareness and Sensitivity 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.

More importantly, we are moving to ensure a public service reflective of the Indigenous population we serve, by replacing the 30-year-old Affirmative Action Policy with the new Indigenous Employment Policy focusing exclusively on Indigenous recruitment and career development. The GNWT has already reviewed and updated over 3,000 of its job descriptions for Indigenous cultural and social relevance; and every department of the GNWT is now required to develop an Indigenous Employment Plan to increase, develop, and maintain the number of Indigenous employees.

Across the GNWT, we have begun a sustained effort to ensure that GNWT departments, laws, regulations and policies help to implement the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission Calls to Action, and the Missing and Murdered Indigenous Women and Girls National Inquiry’s Calls for Justice.

At the department level, transformation of Health and Social Services is being implemented through the Office of Client Experience - Indigenous Patient Advocates, Primary Health Care Reform, and the Indigenous Advisory Committee. The Justice system has seen progress through the co-drafting and approval of an NWT *United Nations Declaration on the Rights of Indigenous Peoples Implementation Act* in partnership with Indigenous governments and the recent approval of the NWT *Missing Persons Act*.

The GNWT is taking unprecedented coordination across multiple departments to address homelessness, family violence, community wellness and addictions recovery through the construction of a new Wellness and Recovery Centre, the completion of 100 new affordable housing units, the opening of a new transitional housing program for addiction recovery; and the co-establishment of five Integrated Service Delivery sites with Indigenous governments to provide services to address homelessness.

We have also put in place an essential safety net for vulnerable women and girls, including critical funding for the Women's Shelter network; and core funding for the NWT Victim's Services Program, which connects victims of crime, survivors, and their families to supports and services when they need them most, delivered by the Native Women's Association of the NWT.

The GNWT is funding further key support services through a 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, through the establishment of the Independent Legal Advice and Representation Program, as well as a 24-hour support line for victims of violence to access Emergency Protection Orders. The GNWT also continues to deliver the federally funded Family Information Liaison Unit Program which gathers and provides information and support to families of missing and murdered Indigenous people.

The GNWT also recognizes that Indigenous peoples who identify as 2SLGBTQQIA+ continue to face societal stigma and discrimination in many areas including health care, education and employment. Outside the NWT, the past year has seen once progressive countries, and even provinces within Canada, targeting vulnerable people - transgender, non-binary, and gender nonconforming people – with discriminatory laws aimed at limiting access to health care, education and employment. The NWT is not one of those jurisdictions.

The GNWT is steadfast in its prioritization of the safety and well-being of all residents and recognizes the vulnerable position of 2SLGBTQQIA+ children and youth, some of whom may rely on schools for safety and acceptance. The GNWT values a diverse workforce where differences are embraced and leveraged. The GNWT is committed to continuing to provide respectful, dignified and gender-affirming health care services for two-spirit, transgender, non-binary, and gender non-conforming individuals, including children and youth.

As Minister Responsible for the Status of Women, I am encouraged by the changes that have been made in the government's programs and services; and I am confident that the public service will continue to be transformed through the efforts of its employees, the cooperation of Indigenous and territorial leadership, and the influence of the recently established MMIWG Advisory Committee.

The MMIWG Advisory Committee was established to provide ongoing advice and guidance to the GNWT on issues relating to Missing and Murdered Indigenous Women and Girls. This committee is comprised of appointed representatives from Indigenous governments along with representatives from key territorial organizations such as the Native Women's Association of the NWT, and the Status of Women's Council of the NWT to name a few, as well as senior representatives from GNWT departments.

Though societal change takes time, the 2024-2025 annual report shows that progress has been made, and will continue to be made to improve the safety and well-being of Northwest Territories Indigenous women, girls, and gender-diverse people. This is consistent with the GNWT mandate related to safety.



The Honourable Lucy Kuptana
Minister Responsible for the Status of Women

Message de la ministre

En tant que ministre responsable de la condition de la femme, je suis fière de rendre compte des progrès réalisés trois années après la publication de « *Changer les relations* », le plan d'action du gouvernement des Territoires du Nord-Ouest (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.

En 2021, le GTNO a pris 94 engagements afin de transformer les services publics et de modifier les relations entre les ministères, les organismes, le personnel, les politiques et les processus du GTNO ainsi que leurs interactions quotidiennes avec les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones. Au cours de ces trois années de mise en œuvre, le GTNO a travaillé à la réalisation de ses 94 engagements visant à donner suite aux appels à la justice. À ce jour, 62 % de ces engagements ont été menés à bien et les travaux se poursuivent en vue d'achever les mesures restantes au cours du mandat de la 20^e Assemblée législative.

Le personnel du GTNO a joué un rôle prépondérant dans ce processus de transformation visant à améliorer la sécurité et le bien-être des femmes, des filles et des personnes de diverses identités de genre autochtones des TNO. Actuellement, plus de 5 000 membres du personnel du GTNO suivent la formation dans le but de 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 de leurs collectivités.

Plus important encore, nous prenons des mesures pour que la fonction publique soit représentative de la population autochtone qu'elle sert, en remplaçant le Programme de promotion sociale vieux de 30 ans par la nouvelle Politique d'emploi des Autochtones, qui se concentre exclusivement sur le recrutement et le perfectionnement professionnel des personnes autochtones. Le GTNO a déjà revu et mis à jour plus de 3 000 de ses descriptions de poste afin de les adapter aux réalités culturelles et sociales autochtones, et chaque ministère doit désormais se doter d'un plan d'emploi des Autochtones pour augmenter l'effectif autochtone, le former et le fidéliser.

Dans l'ensemble du GTNO, nous avons entamé un effort soutenu pour veiller à ce que les ministères, les lois, les règlements et les politiques du gouvernement contribuent à la mise en œuvre de la Déclaration des Nations Unies sur les droits des peuples autochtones, les appels à l'action de la Commission de vérité et réconciliation du Canada et les appels à la justice de l'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées.

Au niveau des ministères, la transformation de Santé et Services sociaux est mise en œuvre par l'intermédiaire du Bureau de l'expérience client : défenseurs des intérêts des patients autochtones, réforme des soins de santé primaires et Comité consultatif autochtone. Le système de justice a quant à lui progressé grâce à la corédition et à l'adoption de la *Loi de mise en œuvre de la Déclaration des Nations Unies sur les droits des peuples autochtones* pour les TNO, en partenariat avec les gouvernements autochtones, et à l'approbation récente de la *Loi sur les personnes disparues* des TNO.

Le GTNO assure une coordination sans précédent entre plusieurs ministères pour aborder les questions

d'itinérance, de violence familiale, de mieux-être et de traitement des dépendances en milieu communautaire. Dans ce cadre, les mesures suivantes ont été prises : construction d'un nouveau centre de mieux-être et de rétablissement; achèvement de la construction de 100 nouveaux logements abordables; lancement d'un programme de logements de transition pour le rétablissement des dépendances; mise en place de cinq sites de prestation de services intégrés en collaboration avec les gouvernements autochtones pour fournir des services de lutte contre l'itinérance.

Nous avons également déployé un filet de sécurité essentiel pour les femmes et les filles vulnérables, notamment grâce au financement important versé au réseau des refuges pour femmes et au financement de base destiné au Programme de services aux victimes des TNO, qui met les personnes victimes de crimes, les personnes survivantes et leurs familles en relation avec les aides et les services quand elles en ont le plus besoin, et dont la prestation est assurée par l'Association des femmes autochtones des TNO.

Le GTNO finance d'autres services de soutien essentiels dans le cadre d'un partenariat avec le YWCA des TNO. Ce partenariat vise à donner un accès gratuit et amélioré à une représentation et à des conseils juridiques pour les victimes d'agressions sexuelles et de violence conjugale, grâce à la mise en place du [programme de conseils et de services de représentation juridiques indépendants](#) (en anglais) et d'une ligne de soutien ouverte en tout temps pour aider les victimes à présenter des demandes d'ordonnances de protection d'urgence. Le GTNO continue également d'offrir un accompagnement par l'Unité de liaison pour l'information à l'intention des familles. Ce programme, financé par le gouvernement fédéral, offre du soutien aux familles des personnes autochtones disparues ou assassinées et les aide à obtenir auprès de diverses sources l'information accessible dont elles ont besoin au sujet de leur être cher.

Le GTNO reconnaît également que les personnes autochtones qui s'identifient comme membres de la communauté 2ELGBTQQIA+ continuent de se heurter à une stigmatisation et à une discrimination sociale dans de nombreux domaines, notamment les soins de santé, l'éducation et l'emploi. En dehors des TNO, l'année écoulée a vu des pays autrefois progressistes, et même certaines provinces canadiennes, cibler des personnes vulnérables (personnes transgenres, non binaires et au genre non conforme) en adoptant des lois discriminatoires visant à limiter leur accès aux soins de santé, à l'éducation et à l'emploi. Les TNO ne suivent pas cette tendance.

Le GTNO continue d'accorder une priorité absolue à la sécurité et au bien-être de toute la population et reconnaît la vulnérabilité des enfants et des jeunes 2ELGBTQQIA+, qui comptent parfois sur les écoles pour assurer leur sécurité et leur acceptation. Le GTNO attache de l'importance au fait de disposer d'une main-d'œuvre diversifiée où les différences sont acceptées et mises à profit. Le GTNO s'engage à continuer de fournir des services de santé dans la dignité et le respect, ainsi que des soins d'affirmation de genre aux personnes bispirituelles, transgenres, non binaires et au genre non conforme, y compris les enfants et les jeunes.

En tant que ministre responsable de la condition de la femme, je me réjouis des changements apportés aux programmes et aux services gouvernementaux. Je suis convaincue que la fonction publique poursuivra sa transformation grâce aux efforts de son personnel, à la coopération des responsables autochtones et des responsables du territoire, et à l'influence du Comité consultatif sur les femmes et les filles autochtones disparues et assassinées récemment mis sur pied.

Ce comité a été créé pour fournir des conseils et des orientations au GTNO sur les questions relatives

aux femmes et aux filles autochtones disparues et assassinées. Il est composé de représentants nommés par les gouvernements autochtones, de représentants d'organisations territoriales clés comme l'Association des femmes autochtones des TNO et le Conseil sur la condition de la femme des TNO, pour n'en citer que quelques-unes, ainsi que de hauts représentants des ministères du GTNO.

Bien que les évolutions sociétales prennent du temps, le rapport annuel 2024-2025 montre que des progrès ont été réalisés et continueront d'être réalisés pour améliorer la sécurité et le bien-être des femmes, des filles et des personnes de diverses identités de genre autochtones des TNO. Nous nous conformons en cela au mandat du GTNO en matière de sécurité.



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. Recent statistics from the GNWT Department of Justice, the Royal Canadian Mounted Police, the NWT Bureau of Statistics and Statistics Canada reflect the ongoing seriousness of the situation.

This is what we know¹:

8,500 WOMEN were murdered in Canada between 1980 and 2023.

1,454 INDIGENOUS WOMEN were murdered in Canada between 1980 and 2022, an increase of 148 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 2023, an increase of 1 additional murdered Indigenous woman since the release of the National Action Plan in 2021.

As of March 31, 2025, RCMP “G” Division Historical Case Unit reported 79 open missing and murdered persons cases, including 17 females and 62 males. This includes unsolved homicides, as well as missing boaters/hunters etc. whose remains have yet to be recovered.

¹ The number of women homicide victims in Canada since 1980 can be found here: Statistics Canada. [Table 35-10-0156-01 Number, percentage and rate of homicide victims, by gender and Indigenous identity](#). This source only provides data on the number of Indigenous women homicide victims in Canada since 2014. Data sources prior to 2014 on Indigenous women who were victims of homicide were taken from: RCMP, [Missing and Murdered Aboriginal Women: Update to the National Operational Overview](#) (2015); and RCMP, [Missing and Murdered Aboriginal Women: A National Operational Overview](#) (2014).

Executive Summary

The 2024-2025 Annual Report describes three years of progress made on implementing 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)*.

In November 2022, 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 outlines the GNWT's intention 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.

In the three years since the approval of *Changing the Relationship*, the GNWT continues to implement its 94 commitments to respond to the Calls for Justice.

- The GNWT completed 23 of the 36 ACTIONS to Respond to Calls for Justice on Culture and Language, and is carrying out ongoing work towards the completion of the remaining 13 actions during the lifetime of the 20th Legislative Assembly.
- The GNWT completed 11 of the 17 ACTIONS to Respond to Calls for Justice on Health and Wellness, and is carrying out ongoing work towards the completion of the remaining 6 actions during the lifetime of the 20th Legislative Assembly.
- The GNWT completed 11 of the 21 ACTIONS to Respond to Calls for Justice on Human Security, and is carrying out ongoing work towards the completion of the remaining 10 actions during the lifetime of the 20th Legislative Assembly.
- The GNWT completed 14 of the 20 ACTIONS to Respond to Calls for Justice on the Justice System, and is carrying out ongoing work towards the completion of the remaining 6 actions during the lifetime of the 20th Legislative Assembly.

The annual report is presented in two parts:

PART 1 – Change Updates and Highlights

This section of the report highlights the work accomplished to date and provides a short status update for each of the 94 actions.

PART 2 - Responding to the Calls for Justice - Progress made in 2024-2025

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

Le rapport annuel 2024-2025 décrit les progrès accomplis au cours des trois années 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* ».

En novembre 2022, le 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 décrit la volonté du GTNO d'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 du milieu communautaire représentant les gouvernements 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 pour mieux comprendre les répercussions de la colonisation et la manière dont le racisme et la discrimination qui en découlent influent encore sur la perception et le traitement des personnes autochtones.

Au cours des trois années qui se sont écoulées depuis l'approbation du document « *Changer les relations* », le GTNO a poursuivi la mise en œuvre des 94 engagements qu'il avait pris en réponse aux appels à la justice.

- Le GTNO a mené à bien 23 des 36 MESURES pour répondre aux appels à la justice concernant la culture et la langue, et les travaux se poursuivent en vue d'achever les 13 mesures restantes au cours du mandat de la 20^e Assemblée législative.
- Le GTNO a mené à bien 11 des 17 MESURES pour répondre aux appels à la justice concernant la santé et le bien-être, et les travaux se poursuivent en vue d'achever les 6 mesures restantes au cours du mandat de la 20^e Assemblée législative.
- Le GTNO a mené à bien 11 des 21 MESURES pour répondre aux appels à la justice concernant la sécurité humaine, et les travaux se poursuivent en vue d'achever les 10 mesures restantes au cours du mandat de la 20^e Assemblée législative.
- Le GTNO a mené à bien 14 des 20 MESURES pour répondre aux appels à la justice concernant le système judiciaire, et les travaux se poursuivent en vue d'achever les 6 mesures restantes au cours du mandat de la 20^e Assemblée législative.

Le rapport annuel se divise en deux parties :

PARTIE 1 – Mise à jour sur les changements apportés et faits marquants

Cette section du rapport met en évidence le travail accompli à ce jour et fournit une brève mise à jour sur les progrès réalisés sur chacune des 94 mesures.

PARTIE 2 – Mises à jour sur les progrès accomplis en 2024-2025 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 sont commises des violations des droits de la personne. Ces quatre domaines ont été 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

Change Highlights

The Government of the Northwest Territories' 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.

This section of the report highlights the work accomplished to date and provides a short status update for each of the 94 actions.

Actions to Respond to Calls for Justice on Culture and Language

In the three years since the approval of *Changing the Relationship*, GNWT continues to action the 94 commitments in response to the Calls for Justice. Under the Culture and Language heading, of the 36 actions under this theme, GNWT has completed or continues to implement 23 actions, and is carrying out ongoing work towards the completion of the remaining 13 actions during the lifetime of the 20th Legislative Assembly.

Some of the highlights under this theme include:

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

An emphasis on Indigenous languages revitalization

In July 2024, the GNWT ratified a new *Canada-Northwest Territories Agreement on Indigenous Languages 2024-2027* which will see \$5.9 million a year flow to Indigenous governments, Indigenous organizations, education bodies, communications societies and community radio stations to support Indigenous language programs and initiatives. A 6th season of the Mentor-Apprentice Program also saw 51 pairs of learners-mentors in seven Indigenous languages selected for the program.

Indigenizing Junior Kindergarten to Grade 12 (JK-12) Education

Northern Studies 10 has been a mandatory graduation requirement for all NWT students since 2015. In 2024-2025 it was updated to include more specifics for Missing and Murdered Women and Girls and is now a grade 11 course and remains mandatory. A draft new Northern Studies 12 is now approved for use as an elective course. These courses are unique in Canada and focus on the history and legacy of residential schools, reconciliation, and northern governance.

\$12.274 million is provided annually to NWT schools to support Indigenous languages and education initiatives. Forty (40) of forty-nine (49) NWT schools offered Indigenous language programming as a second language and there are also now five (5) communities offering immersion Indigenous language programming in the primary grades. Eight (8) schools also participated in the Indigenous Language Instructor Employment Plan for the recruitment and retention of Indigenous language instructors.

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

Indigenous Employment

On March 31, 2025, the GNWT repealed the Affirmative Action Policy after nearly 30 years of implementation, and on April 1, 2025, implemented the Indigenous Employment Policy which focuses exclusively on Indigenous recruitment and career development. As of March 2025, Indigenous employees represent 28.7% of all GNWT employees including departments, councils, agencies and boards. 23% of senior management in the GNWT are Indigenous (62 out of 266 employees). As of March 31, 2025, over 4,600 active GNWT employees were enrolled in the GNWT's Indigenous Cultural Awareness and Sensitivity Training called [Living Well Together](#), representing 75.6% of the public service. As of March 31, 2025, the GNWT has reviewed and updated over 3,968 (over 50%) of its job descriptions to associate Indigenous cultural and social factors. Every department of the GNWT is now required to develop an Indigenous Employment Plan to increase, develop, and maintain the number of Indigenous employees within the GNWT and can be found [here](#).

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

February 2025 marks the two-year anniversary of the creation of the Office of Client Experience and Indigenous Patient Advocate program. In July 2024, Indigenous Patient Advocate Services were expanded to the Dehcho in the new Łíídlj Ké First Nation office building in Fort Simpson. Between January 16, 2023, and December 1, 2024, 1,564 requests for service were received. Approximately 60% of all requests (1,564 requests) came from residents who identified as either First Nations, Inuit, or Métis.

The NWT's Cultural Safety Design Collaborative was established between the NWT and Hay River Health Authorities, Tłı̨chǫ Community Services Agency, the Department of Health and Social Services and Indigenous Patient Advocates to address racism experienced by First Nations, Inuit, and Métis and foster cultural safety in the health system. The collaborative issued its report [Honouring the Voices of Indigenous Peoples](#) on May 30, 2025, and includes 13 Actions for Change to improve the healthcare experience of Indigenous residents of the NWT.

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.

As of March 31, 2025, women represent 64.6% of GNWT employees (approximately 4,279 women) and Indigenous women represent 20.4% of the GNWT workforce (approximately 1,353 Indigenous women). Women also represent approximately 61.3% of GNWT senior management and Indigenous women represent approximately 16.2% of GNWT senior management.

The GNWT is also committed to improving gender equity in appointments to territorial boards and agencies. As of October 2, 2024, 140 women were appointed to GNWT boards compared to 129 men. For the Chair positions, there are 17 men and 13 women.

The GNWT remains deeply committed to diversity and inclusion and supports equal opportunity for people of all genders. Initiatives that support diversity include discrimination-free education that enables 2SLGBTQQIA+ students through the implementation of the *Guidelines for Ensuring LGBTQ2S+ Equity, Safety, and Inclusion in Northwest Territories Schools*; and, the right to respectful, dignified, gender-affirming, life-saving health care supported by the GNWT's *Health Care for Transgender, Non-Binary, and Gender Nonconforming People: Guidelines for the Northwest Territories*

Actions to Respond to Calls for Justice on Health and Wellness

The GNWT actioned all of its commitments to respond to Calls for Justice on Health and Wellness. Of the 17 actions under this theme, the GNWT has completed or is continuing to implement 11 actions and is carrying out ongoing work towards the completion of the remaining six (6) actions during the lifetime of the 20th Legislative Assembly.

Some of the highlights under this theme include:

Building a Wellness and Recovery Centre to provide shelter and services to vulnerable people; transitional housing for addictions recovery

Wellness Centre and Transitional housing

The letter of award for the construction contract for the new Wellness and Recovery Centre was issued to Clarke Builders on July 3, 2024. The foundation work for the centre is currently underway. The construction is anticipated to be completed by the fall of 2026 and opened before the end of that year. The 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.

In 2024-2025, Housing NWT completed the building of 100 new affordable housing units including 10 Seniors specific units. Construction is on track to complete a total of 292 housing units by 2027. In February 2025, the GNWT announced a partnership with the Tł'chǫ Investment Corporation to deliver 10 new housing units in the Tł'chǫ Region. In March 2025, the GNWT, in partnership with the Salvation Army and the City of Yellowknife, announced the official opening of a new transitional housing program for addiction recovery in Yellowknife. This program provides a safe, sober living environment for individuals returning from treatment, including those who have completed on-the-land treatment programs, supporting their stability and reintegration into the community.

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.

Community Wellness and Addiction Recovery

In 2024-2025, the Community, Culture and Innovation division, in collaboration with Indigenous communities, supported communities to renew 28 Community Wellness Plans. In 2024-2025, \$6 million in funding to support Community Wellness Initiatives was distributed to 31 Indigenous governments and community organizations throughout the territory based on priorities identified in the Community Wellness Plans.

The Mental Wellness and Addiction Recovery Fund was established to prioritize Indigenous Governments in supporting the delivery of community-based and culturally relevant, mental wellness and addiction recovery programs. In 2024-2025, the GNWT distributed \$2.9 million to 17 Indigenous governments and community organizations throughout the territory, administered through multi-year block funding agreements.

The [Community Counselling Program](#) continues to serve as the backbone of community mental wellness and addictions recovery support services for individuals, families, and communities across the NWT and provides support to those experiencing family violence in their homes and communities. In addition to counselling services, the program is a key referral source for specialized services like Facility Based Addictions Treatment.

In 2024-2025, the GNWT had five (5) contracts with accredited addictions treatment facilities based in southern Canada that NWT residents can access free of charge. 297 applications were received in 2024-2025 for facilities-based treatment and 151 people have completed an addictions program.

Actions to Respond to Calls for Justice on Human Security

The GNWT has actioned all of its commitments to respond to Calls for Justice on [Human Security](#). Of the 21 actions under this theme, the GNWT has completed or is continuing to implement 11 actions and is carrying out ongoing work towards the completion of the remaining 10 actions during the lifetime of the 20th Legislative Assembly.

Some of the highlights under this theme include:

GNWT-Indigenous government cooperation on housing

A suite of 42 changes to Housing NWT's policies and programs was proposed to Indigenous governments through the NWT Council of Leaders Multilateral Forum (established between the GNWT, and Indigenous governments). These discussions resulted in a new mandate for Housing NWT, and in June 2023, the creation of the NWT Housing Forum, a body co-chaired by Housing NWT and an Indigenous Government to co-develop housing solutions. Housing NWT has also entered into four (4) bilateral agreements on housing with the Tłı̨chǫ Government, the Sahtu Secretariat, the Délı̨nę Got'ı̨ne Government, and the Gwich'in Tribal Council

Affordable housing in conjunction with wrap-around services.

Affordable Housing

The availability of safe and affordable housing is a cornerstone of helping to ensure that Indigenous women and girls are safe. Housing NWT has now completed all the 100 new affordable housing units it committed to in the Action Plan, including 10 Seniors specific units. Construction is currently on track to complete a total of 292 housing units by 2027. In February 2025, the GNWT announced a partnership with the Tłı̨chǫ Investment Corporation, to deliver 10 new housing units in the Tłı̨chǫ Region

Indigenous-Led Shelter Partnerships:

Housing NWT provides approximately \$2.9 million per year in operational funding and capacity-building support to several emergency shelters that are operated by or in partnership with Indigenous governments and organizations and operates two shelters in Inuvik.

On-The-Land Camp for People Experiencing Homelessness

In response to a projected lack of shelter spaces to meet the needs of people experiencing homelessness in Yellowknife, the Department of Executive and Indigenous Affairs (EIA) worked with community partners to

establish and run a land-based camp from November 15, 2024, to January 14, 2025 for people experiencing homelessness.

The primary objective of the camp was ensuring sufficient shelter space was available for individuals experiencing homelessness in Yellowknife and offering people a chance to take a break from substance use and connect with the land through being in nature and engaging in cultural activities and wellness programming.

A total of 39 men and 7 women attended the camp, with occupancy ranging from 4-21 people per night. The average length of stay was 17 nights, with individuals staying at the camp between 1 and 54 nights.

Actions to Respond to Calls for Justice on the Justice System

The GNWT made 20 broad commitments to respond to Calls for Justice on Justice. All of these commitments have been actioned and the GNWT has completed or is continuing to implement 14 actions and is carrying out ongoing work towards the completion of the remaining six (6) actions during the lifetime of the 20th Legislative Assembly.

Some of the highlights under this theme include:

Integrated case management services to assist vulnerable people access programs and services related to justice, health, social services, education, and housing and help address the overrepresentation of Indigenous people in the justice system.

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. 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. As of January 24, 2024, the Yellowknife Site received 764 referrals and there are currently 108 individuals working with Pathfinders.

In April 2025, the GNWT and Tłı̨chǫ Government agreed to implement a new Integrated Service Delivery site in Behchokǫ̀, and the GNWT is currently working towards establishing sites in Inuvik, Hay River, and Fort Simpson in partnership with Indigenous governments.

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.

The governments of Yukon, Northwest Territories and Nunavut are jointly supporting the creation of a permanent home for the National Centre for Truth and Reconciliation which will serve as a national and international gathering place for learning, reflection and healing. Each of the territories committed \$25,000 towards the project.

The GNWT and Indigenous governments also co-drafted the United Nations Declaration on the Rights of Indigenous Peoples Implementation Act and the GNWT is now working with the NWT Council of Leaders to develop an action plan identifying Indigenous priorities for UNDRIP implementation which is expected to be

completed by the Fall of 2025. The Act also requires that the GNWT assess all GNWT legislative initiatives for consistency with UNDRIP.

The GNWT remains deeply committed to reconciliation and has refocused efforts in response to the Call to Action #82 which calls for the building of a Residential Schools Monument in the capital city. The GNWT continues to collaborate with residential school survivors on this initiative.

The NWT's Missing Persons Act received Assent on June 13, 2024, and is a key to the continued implementation of the Truth and Reconciliation Commission Calls to Action and the Missing and Murdered Indigenous Women and Girls Inquiry Calls to Justice.

Policing

In 2024, the Minister of Justice invited Indigenous and community leaders to provide input on the new three-year overarching Ministerial Policing Priorities that are set for the RCMP. The new NWT Policing Priorities established for the RCMP in 2024-2027 were developed based on the feedback received and reflect the recommendations in the Truth and Reconciliation Commission's 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 Department of Justice has also signed a multiyear Framework Agreement supporting the expansion of the First Nation and Inuit Policing Program (FNIPP), adding 13 new RCMP positions in the NWT under the program over two years for a total of 22 positions. This includes the four (4) additional FNIPP positions funded in 2024-2025. As of March 2025, 20 of the 22 FNIPP positions are staffed.

Part 2

Responding to Calls for Justice: Progress Made in 2024 - 2025

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> <ul style="list-style-type: none"> a) Renewed Funding Agreement b) Develop an NWT Indigenous Languages Diploma c) Continue to deliver an Indigenous Language Mentor-Apprentice Program
DEPARTMENT	Education, Culture and Employment
PROGRAM	Indigenous Languages Secretariat - Canada-NWT Agreement on Indigenous Languages
TIMELINE	<ul style="list-style-type: none"> a) Renewed funding agreement [COMPLETED] b) Indigenous Languages Diploma [ONGOING] c) Mentor-Apprentice Program [COMPLETED] with ongoing annual delivery.
UPDATE 2023-2024	<p>The Government of Canada and the Government of the Northwest Territories signed a new <i>Canada-Northwest Territories Agreement on Indigenous Languages from 2024-25 to 2026-27</i>.</p> <p>Under the new agreement, \$5.9 million will be invested per fiscal year, for a total of \$17.7 million over three years. The funding is provided to Indigenous governments, Indigenous organizations, education bodies, communications societies and community radio stations to support their Indigenous language programs and initiatives.</p> <p>The agreement targets language learning and development, community cultural programs and resources, Indigenous media and broadcasting and Indigenous governments affirming their right to lead and manage their own language revitalization efforts. The GNWT recognizes the importance of these programs and initiatives and remains committed to the implementation of educational opportunities for Indigenous languages.²</p> <p>Mentor Apprentice Program</p> <p>The Department of Education, Culture and Employment completed its sixth delivery of the Mentor Apprentice Program in March 2025. 65 applications were received for the 2024-2025 year's delivery, and 51 pairs of learners-mentors were selected by a committee of GNWT and Indigenous government representatives from eight 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>In 2024-2025, ECE delivered the Mentor Apprentice Program in partnership with</p>

² News Release: GNWT and Canada sign \$17.7 million three-year agreement for Indigenous languages

	<p>seven Indigenous Governments: Inuvialuit Regional Corporation, Gwich'in Tribal Council, Sahtu Dene Council, Dehcho First Nations, Tłı̨chǫ Government, NWT Métis Nation, and Akitcho Territory Government.³</p> <p>Indigenous Language Revitalization Scholarship</p> <p>Between 2018 to 2024, there have been 71 Indigenous Language Revitalization Scholarships of \$5,000 awarded to students completing a certificate, diploma or degree program with an Indigenous language focus.</p> <p>In February 2025, new Indigenous Language Services Standards (Standards) were approved. The Standards establish the minimum requirements GNWT departments must follow for verbal greetings, in-person services, telephone services, voicemail, email, public events, digital and online services as well as forms and signage. A phased implementation of the Standards will begin in Fall 2025 and is expected to be complete by Fall 2026.</p> <p>Indigenous Languages Diploma</p> <p>The Aurora College Board of Governors is responsible for operational matters of the College and decisions around programs which are delivered. The Department of Education, Culture and Employment continues to work with Aurora College to develop an Indigenous Languages Diploma pilot program.</p> <p>Work has advanced in the development of an Indigenous Languages Diploma program proposal and it is anticipated this initiative will be further developed in 2025-2026.</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 Secretariat - Official Languages Act
TIMELINE	[COMPLETED]

³ ECE-May/June 2024, Session BN – Indigenous Language Revitalization

UPDATE 2024-2025	<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 (ILCG)</i> were released and are being implemented across government. The ILCG outlines ways to increase the presence of Indigenous languages by ensuring that Indigenous languages are visible and celebrated by their use in public information materials. The companion <i>Indigenous Languages Services Standards</i> were completed in February 2025. This document lays out foundational Indigenous languages service standards that each department and agency must adhere to. These standards will be phased into implementation through 2025-2026.</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 Secretariat.</p>
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ACTION 3.	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.
DEPARTMENT	Education, Culture and Employment
PROGRAM	JK-12 Education System Services - Northern Studies Curriculum
TIMELINE	[COMPLETED]

UPDATE 2024-2025	<p>Northern Studies 11, formerly known as Northern Studies 10, has been a mandatory graduation requirement for all NWT students since 2015. To align with the BC curriculum structure—which requires Social Studies 10 for graduation—the course has been revised and will now be offered as a Grade 11 course beginning in the 2025–26 school year. It continues to be delivered in alternating years depending on school schedules and student populations.</p> <p>In 2024–25, Northern Studies 11 was further updated to include more detailed and specific content on Missing and Murdered Indigenous Women and Girls (MMIWG), building on earlier updates made in 2021. This ensures that students engage with current and meaningful content that reflects the lived experiences of Indigenous communities in the North.</p> <p>Northern Studies 12 (NNST12), formerly Northern Studies 30, has been approved as an elective course for graduation. Specific question for reflection on Mention of Missing Murdered Indigenous Women and Girls was also added to this course in the elaborations. During the curriculum renewal process and considering the JK–12 transition to an adapted BC curriculum, the decision was made to focus on developing a Grade 12 course only, with no new Grade 11 (20-level) course planned.</p> <p>NNST12 has been recognized by several post-secondary institutions as equivalent to Alberta’s Social Studies 30-1 and Aboriginal Studies 30. These institutions include the 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, supporting students’ post-secondary pathways.</p>
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ACTION 4.	<p>Renewal of the NWT Junior Kindergarten to Grade 12 curriculum to ensure an alignment with NWT Indigenous perspectives, culture, and languages.</p>
DEPARTMENT	Education, Culture and Employment
PROGRAM	JK-12 Education System Services - JK-12 Curriculum Renewal
TIMELINE	<p>[ONGOING] Implementation of new adapted BC curriculum began in 2022 through to 2026.</p>
UPDATE 2024-2025	<p>A Ministerial Decision to partner with the British Columbia (BC) Ministry of Education was made in December 2022. Following this decision, the Government of the Northwest Territories (GNWT) released a timeline for the phased implementation of the new curriculum, beginning in 2023.</p> <p>In the 2023–2024 school year, draft NWT versions of the BC curriculum—adapted to reflect the NWT context and Indigenous perspectives—were introduced in Grades 4, 5, 6, and 9 across the territory. This marked the first year of the transition.</p>

	<p>The second year of implementation took place in the 2024–2025 school year, expanding the use of the draft curriculum to Grades 4 through 10. This continued the territory’s commitment to aligning curriculum content with local cultures, languages, and worldviews.</p> <p>In the 2025–2026 school year, the third year of the transition will see the draft curriculum implemented in Grades 1 through 11. Curriculum adaptation and implementation efforts remain ongoing to ensure that the content is meaningful and relevant to NWT students, particularly in reflecting Indigenous knowledge and experiences.</p> <p>To support this work, Indigenous governments and education partners are invited to provide input, feedback, and suggested edits to the draft curriculum before it is finalized. In addition, the Department of Education, Culture and Employment (ECE) is revising its engagement approach for the 2025–2026 school year to include optional virtual sessions with Indigenous governments, creating more opportunities for collaboration and dialogue.</p>
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ACTION 5.	<p>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.</p>
DEPARTMENT	Education, Culture and Employment
PROGRAM	Curriculum Development and Student Assessment - Northern Distance Learning
TIMELINE	[COMPLETED]
UPDATE 2024-2025	<p>Northern Distance Learning Program (NDL) is currently available in 22 small communities and served 69 students in the 2024-2025 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 NDL 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 implemented only BC courses at the Grade 10 level, along with Alberta courses for Grades 11 and 12.</p>

ACTION 6.	Implement the new mandatory curriculum for JK-12 Indigenous language
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	instruction within all NWT schools.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Jk-12 Education System Services - Our Languages Curriculum
TIMELINE	[COMPLETED]
UPDATE 2024-2025	<p>All NWT schools that offer Indigenous language programming have now implemented the Our Languages Curriculum.</p> <p>Forty (40) of 49 schools offered Indigenous language programming as a second language in the 2024-2025 school year.</p> <p>There are also now six (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, Déljnë • Chief T'Seleye School, Fort Good Hope • Colville Lake School ⁴ <p>In 2024-2025, the GNWT provided funding of \$12.274 million for Indigenous languages and education initiatives in schools.⁵ Of this amount, \$8.705 million is for Indigenous languages instructors and Regional Indigenous language coordinators and \$2.817 is for resource development to support Indigenous language instruction and Indigenous education.</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	JK-12 Education System Services – JK-12 Indigenous Languages and Education Policy
TIMELINE	a) Provide sustainable funding for Indigenous languages [COMPLETED]

⁴ ECE-May/June Session BN – Indigenous K-12 Education

⁵ 2025-26 Main Estimates

	b) Provide professional development for Indigenous language instructors [COMPLETED]
UPDATE 2024-2025	<p>The GNWT provides stable, ongoing funding for Indigenous languages in schools. In 2024-2025, the GNWT continued to provide funding of \$12.274 million for Indigenous languages and education initiatives in schools.</p> <p>2024-2025 was the second year of piloting the Indigenous Language Instructor Employment Plan with seven (7) schools participating. This program was initially launched in 2023-2024 in the Beaufort Delta and Dehcho regions for the recruitment and retention of Indigenous language instructors. Trainees work alongside a current mentoring language instructor to improve language proficiency and instructor training.</p> <p>The GNWT's Indigenous Languages Education Policy requires NWT schools 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>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 Development.</p>

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	Education, Culture and Employment
PROGRAM	Aurora College – Strengthened Governance System
TIMELINE	[COMPLETED]

UPDATE 2024-2025	<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>
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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	[COMPLETED] The Program Reviews of the Social Work Diploma and Bachelor of Education programs were completed in May of 2022
UPDATE 2024-2025	<p>The Bachelor of Education and Bachelor of Social Work Programs are planned to begin delivery by Aurora College in fall 2027. A General Studies Diploma Program which will be delivered beginning in fall 2025 will allow students to complete course requirements for the first two years of the Education and Social Work Programs.</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 and a Bachelor of Social Work, or to obtain post-secondary credits that are transferable to Aurora College degree and diploma programs or to other post-secondary institutions.</p> <p>Based on program review policy, all instructional programs delivered by Aurora College are scheduled for review on a regular basis with programs undergoing review at least once every five (5) years to support the student learning experience and to meet appropriate quality standards.</p>

ACTION 10.	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.
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DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - Indigenous Cultural Awareness and Sensitivity Training
TIMELINE	[ONGOING] 98 -100% of employees by 2023-2024
UPDATE 2024-2025	<p>The GNWT's Indigenous Cultural Awareness and Sensitivity Training called <u>Living Well Together</u> 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, 2025, 75.6% (4618) active employees have started the training and 59.7% (3650) active employees have completed all eight (8) modules</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> <p>As of September 30, 2024: 77.4% of active employees enrolled in training. and 64.1% of active employees have completed the training.</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> <ul style="list-style-type: none"> • 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 • Develop an Indigenous employment implementation plan for each GNWT department.
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - Indigenous Recruitment and Retention Framework
TIMELINE	<ol style="list-style-type: none"> a) Indigenous Recruitment and Retention Framework [COMPLETED] b) Review of job descriptions [ONGOING] c) Indigenous employment plans [COMPLETED]

UPDATE 2024-2025	<p>As of December 2024, the GNWT has reviewed and updated 3,024 (approximately 47%) of job descriptions to associate Indigenous cultural and social factors. Each Indigenous Employment Plan includes a target for the review of job descriptions over the next 3 years.</p> <p>In 2023-2024, a process was implemented for Indigenous Aboriginal applicants to request Indigenous representation on hiring committees.</p> <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>Each department of the GNWT is now required to develop an Indigenous Employment Plan to increase, develop, and maintain the number of Indigenous employees within the GNWT. This will allow departments to review recruitment and retention practices to ensure barriers to employment for Indigenous peoples are identified and addressed. Departmental Indigenous Employment Plans have been submitted over two fiscal years and can be found here: https://www.fin.gov.nt.ca/en/services/diversity-and-inclusion/indigenous-recruitment-and-retention-framework</p>
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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	[COMPLETED] (with ongoing annual uptake).
UPDATE 2024-2025	<p>A total of 18 secondments between Indigenous governments and the GNWT have been supported since the program was implemented in 2021.</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> <p>In 2024-2025, eight secondments are supported through the BCIG Program including two secondments with the Sahtu Secretariat Incorporated, one with the Gwich'in Tribal Council, four secondments with the Tł'chǫ Government, and one secondment with the Smith's Landing First Nation.</p> <p>In 2024-2025 secondments included:</p> <ul style="list-style-type: none"> • A GNWT employee from the Department of Environment and Climate Change seconded to the Gwich'in Tribal Council.

	<ul style="list-style-type: none"> • A GNWT employee from the Department of Education, Culture and Employment seconded to the Tlicho Government. • A GNWT employee from the Department of Municipal and Community Affairs seconded to the Tlicho Government. • A GNWT employee from the Northwest Territories Health and Social Services Authority seconded to the Sahtu Secretariat Incorporated. • A GNWT employee from the Department of Infrastructure seconded to the Sahtu Secretariat Incorporated. • A GNWT employee from the Department of Environment and Climate Change seconded to the Smith's Landing First Nation. • A GNWT employee from the Legislative Assembly seconded to the Tlicho Government. • A GNWT employee from the Northwest Territories Health and Social Services Authority seconded to the Tlicho Government.
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ACTION 13.	Complete a review of the Affirmative Action Policy in cooperation with Indigenous governments and with the goal of achieving a truly representative public service.
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion – Affirmative Action Policy
TIMELINE	[COMPLETED] Affirmative Action Policy now replaced by the Indigenous Employment Policy

UPDATE 2024-2025	<p>On March 31, 2025, the GNWT repealed the Affirmative Action Policy after nearly 30 years of implementation, and on April 1, 2025, implemented the Indigenous Employment Policy which focuses exclusively on Indigenous recruitment and career development. These measures aim to empower Indigenous employees to build meaningful, long-term careers within the GNWT and ensure a public service that reflects the population it serves.</p> <p>Indigenous Aboriginal employees currently make up 29% of the GNWT workforce, compared to 49.6% of the NWT population.</p> <p>The Indigenous Employment Policy will establish preferred hiring status for Indigenous peoples:</p> <ol style="list-style-type: none"> 1. Primary consideration is given to those who are recognized members and descendants of First Nations, Métis, or Inuit peoples indigenous to the present boundaries of the Northwest Territories. 2. Additional consideration will be given to Indigenous peoples who are recognized members and descendants of a First Nations, Métis, or Inuit peoples indigenous to areas of Canada outside of the present boundaries of the Northwest Territories.
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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	[COMPLETED] Ongoing, monthly course offering
UPDATE 2024-2025	As of March 31, 2025, a total of 452 employees and 471 managers completed the training representing approximately 14% of the public service. 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.

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	[COMPLETED] Ongoing, monthly course offering

UPDATE 2024-2025	<p>As of March 31, 2025, 792 participants completed this training representing approximately 12% of the public service. This training is facilitated in partnership with the Northern Mosaic Network of Yellowknife.</p> <p>This percentage is due to limited spots being available in this in-person facilitated training and is 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	[COMPLETED] training delivered on an ongoing basis to all health authority and department staff.
UPDATE 2024-2025	The Cultural Safety and Anti-Racism Training Framework was completed in 2022 and continues to be implemented and refined as a living document. Since that time training has been delivered on an ongoing basis each year. 11 trainings were delivered in 2022-23, 10 in 2023-24, and 2 in 2024-25. The Training was paused in early 2024 to obtain race-equity-facilitation training, develop accountability measures for staff/participants engaging in conversations about racism, and make revisions to content. Updated training program will resume in 2025/26.

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 [ONGOING] – expected fall 2025.
UPDATE 2024-2025	A Wise Practice Guidebook for Engaging with Indigenous People and NWT communities is currently under peer-review and is expected to be published by fall 2025. The engagement toolkit, complimentary to the guidebook, is in development. Some components of the toolkit have been piloted to support hands-on training with the health and social services staff. The intention is to support cultural safety, trauma-informed, relationship-based and equitable engagement processes and decision-making.

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	Establish Cultural Safety and Anti-Racism division [COMPLETED] Leading a system wide shift [ONGOING]
UPDATE 2024-2025	<p>The new Cultural Safety and Anti-Racism division was successfully established in 2022-2023. The Division is currently staffed with eight (8) positions to lead the system-wide efforts to tackle anti-Indigenous racism and systemic racism and is responsible for the development, continuous improvement, and delivery of cultural safety and anti-racism training.</p> <p>The Indigenous Advisory Body (with representatives from each Indigenous government, the Department of HSS, and the three Health and Social Services Authorities) approved the Terms of Reference in 2023-2024 to establish a Community of Practice to support Indigenous staff across the health and social services system. The First Indigenous community of practice meeting took place February 2025 for the HSS system and will be hosted on a quarterly basis.</p> <p>An approach to transform the primary and community health care system by centering equity, cultural safety, and anti-racism is being led by the Community, Culture, and Innovation division in partnership with Indigenous Governments, Indigenous organizations, and health and social services staff. In 2024-2025, work was underway to develop a strategic framework with performance measurement plan through a co-design approach that includes engagement, research, health system data, and learning from existing Indigenous-centered models of primary health care.</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	Establish Indigenous Advisory Body [COMPLETED] Quarterly meetings [ONGOING]
UPDATE 2024-2025	In 2024-2025, the Indigenous Advisory Body held three meetings; April 2024; June 2024; Nov 2024. The fourth meeting scheduled in February 2025 was cancelled due to limited availability. Planning for an April 2025 in-person meeting was

	<p>postponed due to fiscal restraint but planning for a virtual meeting in April is in progress.</p> <p>In 2023-2024, the Indigenous Advisory Body held three quarterly meetings in May/June 2023; Nov 2023; Jan/Feb 2024. The in-person quarterly meeting was pushed back to April 3-5, 2024.</p> <p>The Indigenous Advisory Body was established to provide advice and guidance to the HSS system on ways to infuse Indigenous knowledge and healing approaches.</p> <p>The Body includes appointed representatives from each NWT Indigenous Government, the Department, and the three Health and Social Services Authorities.</p>
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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	Office of Client Experience and Indigenous Patient Advocate Program [COMPLETED] with ongoing implementation.
UPDATE 2024-2025	<p>The Office of Client Experience and Indigenous Patient Advocate Program was established in January 2023 and was designed specifically to meet the needs of Indigenous residents, in a culturally safer and respectful manner. Indigenous Patient Advocate positions are now in place in the acute care units in Inuvik Regional Hospital, Fort Smith Health Centre, Hay River Regional Health Centre, and Stanton Territorial Hospital, and a new term position is located in Fort Simpson.</p> <p>In July 2024, Indigenous Patient Advocate Services was expanded to the Dehcho region. The office is in the new Łíidlįj Kúé First Nation office building in Fort Simpson.</p> <p>Between April 1, 2024 - March 31, 2025, 950 requests for service were received. Approximately 58% of all requests came from residents who identified as either First Nations, Inuit, or Métis.</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>

ACTION 21.	Insured Health Services: Eliminate “either-or” gender option on health forms and
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	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	Initial scoping of work [COMPLETED] Complete review of all forms [ONGOING]
UPDATE 2024-2025	<p>All client forms used by the department of Health and Social Services continue to be reviewed to identify where updates can be made to eliminate “either-or” gender option on forms and include gender-inclusive.</p> <p>This review is taking longer than anticipated due to the sheer number of forms and varying uses, with some forms intended for use by the public and others for operational purposes. After the initial review, HSS will determine if, when, and how changes can be made to the forms. Some forms are set out in legislation and would require amendments, while others require engagement with epidemiologists to see what options are available on our electronic systems and the effects of any form changes on our data collection and reporting.</p> <p>Since 2017, individuals born in the NWT may apply to change the gender on their birth registration without first 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	[COMPLETED] ongoing implementation
UPDATE 2024-2025	<p>During 2023-2024, 22 of 26 adoptions in the NWT were Custom Adoptions. [Note: data not yet available for 2024-2025]</p> <p>Videos are being created to showcase Indigenous systems of care. Filming concluded in March 2025 and final products are anticipated by August 2025. The aim is to communicate important Indigenous practices that contribute to keeping children and youth safe through storytelling.</p> <p>Through working with Indigenous Governments, six additional Custom Adoption Commissioners were appointed in 2024-2025 (bringing the total to 10 Commissioners across the NWT). A commissioner training event is scheduled for spring 2025 to support knowledge and skills in facilitating custom adoptions; create a supportive network among commissioners and provide feedback to improve administrative processes.</p>

ACTION 23.	Develop culturally informed Foster Care Practice Standards
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services – Foster Care
TIMELINE	ONGOING] implementation beginning in 2025.
UPDATE 2024-2025	<p>The Department is implementing the HEART and SPIRIT training and assessment tools (developed by an Indigenous Child and Family Wellbeing Organization in Ontario) for foster placements and caregivers to meet the needs of First Nations, Métis, and Inuit children, youth, and families in the NWT.</p> <p>In 2023-2024, Child and Family Services worked with the Cultural Safety and Anti-Racism Division to review the HEART and SPIRIT program resources and adapt these tools to meet the needs of caregivers and First Nations, Métis, and Inuit children, youth and families in the Northwest Territories. Following this work, a customization session was held in October 2024. Participants included knowledge holders, foster caregivers, representatives from the Foster Family Coalition of the NWT; staff from the Cultural Safety and Anti-Racism Division, CFS staff from the Department and Authorities.</p> <p>Phased implementation of HEART and SPIRIT will take place over the next three years with the first pilot implementation site starting in Fall 2025.</p> <p>The work being advanced by the Working Group "Care Rooted in Indigenous Practices"" to re-design respite and foster care services will also guide the implementation of HEART and SPIRIT and together will inform the revision of foster care standards.</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	[ONGOING] 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 2024-2025	<p>A Working Group entitled "Care Rooted in Indigenous Practices" was launched in February 2024 to guide a multi-year initiative to re-design respite and foster care services. A facilitated in-person gathering was held in early May 2024 to further scope the project with key partners and Elder advisors.</p> <p>A key recommendation from the in-person gathering was to gather previous</p>

	<p>engagement and existing models prior to engaging with communities. An RFP was awarded in December 2024 for a proponent to propose a series of models for delivering “foster care”, “respite” and other approaches that support and promote Indigenous systems of care within the NWT. Models will be based on previous engagement activities in the NWT, research, and grey literature with a focus on Indigenous contexts.</p> <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>Additional work has also been completed to support this action:</p> <ul style="list-style-type: none"> • In October 2023, the GNWT released “The Child, Youth and Family Services Strategic Direction and Action Plan (2023-2028) to help address the longstanding overrepresentation of Indigenous children and youth in the Child and Family Services system in the NWT. • In collaboration with the Cultural Safety and Anti-Racism division a training course was developed to focus on harmful historical and present-day policies that have contributed to anti-Indigenous racism and systemic barriers for clients in Child and Family Services. • The department also continues to implement Cultural Support Plans⁴ (a tool used to maintain a child’s connection with their family and culture).
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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 2024-2025	<p>In July 2024, the Department reached out again 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>The Department participated in Coordination Agreement discussions with the Inuvialuit Regional Corporation and the federal government from April 2022 to September 2024. The trilateral Coordination Agreement was signed on September 30, 2024. As part of this Agreement, Maligaksat will be providing voluntary support services and to Inuvialuit children, youth, and families 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	[COMPLETED] Ongoing, annual call for funding.
UPDATE 2024-2025	<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.</p> <p>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> <p>In 2024-25, a total of 54 applications were approved for funding for a total of \$1,154,000 by the Collaborative. An additional 23 projects for a total of \$392,000 were funded indirectly through referrals to Collaborative funding partners.</p>

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 [ONGOING]
UPDATE 2024-2025	<p>The Traditional Knowledge Policy recognizes Aboriginal traditional knowledge and is a valid and essential source of information about the natural environment and its resources, the use of natural resources, and the relationship of people to the land and to each other. The GNWT incorporates traditional knowledge into government decisions and actions where appropriate.</p> <p>This Policy along with best practices for applying the Policy, an Implementation Framework, and an Implementation Plan are available publicly online at: https://www.gov.nt.ca/ecc/en/services/traditional-knowledge</p>

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	[COMPLETED] Ongoing, annual calls for funding
UPDATE 2024-2025	<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 2SLGBTQIPA+ families, single-parent families and multigenerational families are considered eligible. In 2024-25, 16 organizations were funded a total of \$155,000 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 2024-25, 45 NWT schools and IGO's delivered Take a Kid Trapping programming with the participation of approximately 600 youth across all regions of the territory.</p>

ACTION 29.	Preserving areas of cultural importance to Indigenous peoples through establishing and maintaining territorial protected areas.
DEPARTMENT	Environment and Climate Change
PROGRAM	Conservation Network Plan
TIMELINE	[ONGOING]
UPDATE 2024-2025	<p>In December 2024, the GNWT enacted the Northwest Territories Indigenous-Led Conservation Fund Establishment Act (Act). The Act was developed in partnership with 23 NWT Indigenous governments and Indigenous organizations. The Act establishes a not-for-profit body corporate called the “Our Land for the Future Trust” to manage the initial \$300 million investment made by the Government of Canada and \$75 million from private donors, and any future contributions in accordance with The Our Land for the Future Agreement (Agreement). The fund will be used to support Indigenous-led conservation, stewardship and related economic diversification activities in the Northwest Territories, including the establishment and management of Indigenous Protected and Conserved Areas.</p> <p>The conservation network now covers 17.6% of NWT land and waters.</p> <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. These areas are dually designated as Indigenous Protected and Conserved Areas. A third candidate territorial protected area,</p>

	<p>Dìnàgà Wek'èhodì, is currently in the establishment process.</p> <p>Currently, 17.3% 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. These jobs are all filled by Indigenous people and of that, 35 are filled by Indigenous women.</p> <p>Indigenous employment opportunities within the NWT conservation network are expected to increase significantly as Dìnàgà Wek'èhodì and the Dehcho Candidate Protected Areas advance towards being established as protected areas. The GNWT is also in discussions with the Délı̨nę Got'ı̨nę Government to support the creation of Sahtú K'aowe Indigenous Protected and Conserved Area.</p>
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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	On the Land
TIMELINE	[COMPLETED]
UPDATE 2024-2025	<p>The program supports 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>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.</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>The Trapper Mentorship Program provides an opportunity to pass on traditional skills, knowledge and experience related to trapping.</p> <p>The Hunters and Trappers Compensation program provides compensation to traditional harvesters in the Northwest Territories who have suffered loss or damage to equipment or assets because of a natural disaster.</p>

ACTION 31.	<p>Prioritize Gender and Diversity in budgets, policies and programs.</p> <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>a) Develop culturally relevant tools [COMPLETED]</p> <p>b) Assess impacts [ONGOING] Gender and Diversity criteria were incorporated into all GNWT decision making instruments.</p>
UPDATE 2024-2025	<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>Gender Based Analysis Plus training is available to all GNWT employees on the HRIS platform, 797 GNWT employees have registered to date."</p> <p>The Gender Equity Division is coordinating the development of a toolbox for departments to use in applying a GBA+ lens to new projects and policies. This work began in September 2024 and is expected to conclude in August 2025. GBA+ analysis provides a lens to critically consider how government activities impact diverse groups of people, which the GNWT can apply to allow it to better serve all populations across the territory.</p> <p>As of March 31, 2025, women represent 64.6% of GNWT employees (approximately 4,279 women) and Indigenous women represent 20.4% of the GNWT workforce (approximately 1,353 Indigenous women). Women also represent approximately 61.3% of GNWT senior management and Indigenous women represent approximately 16.2% of GNWT senior management.</p> <p>The GNWT is also committed to improving gender equity in appointments to territorial boards and agencies. As of October 2, 2024, 140 women were appointed to GNWT boards compared to 129 men. For the Chair positions, there are 17 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"
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	curriculum for Campaign Schools for Women.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Women in Leadership
TIMELINE	[COMPLETED] ongoing implementation
UPDATE 2024-2025	<p>The Gender Equity Division received approval to extend its current Women in Leadership federal funding initiative to end of May, 2025 to continue to offer the Campaign School for Women workshops in communities across the NWT and to empower women in political leadership.</p> <p>This funding was also used to promote the use of online eLearning modules through the She Can website, and broadly strive to strengthen and empower NWT women in political leadership in alignment with federal Gender Equality Framework objectives to increase women and gender-diverse people's democratic and political participation and territorial acknowledgment of the Calls for Justice to support and promote the role of Indigenous women, girls, and 2SLGBTQQIA+ people in governance and leadership.</p> <p>A program review of the Women in Leadership program was also completed in the fall of 2024. The recommendations from the review were adopted to incorporate youth engagement and consistent with that approach, the program was presented to two high schools in Yellowknife to promote Campaign Schools for Women.</p> <p>The GNWT also partnered on two “Women in Leadership” events with Equal Voice, a national organization dedicated to electing more women to all levels of political office in Canada which is currently setting up a chapter in Yellowknife spearheaded by Mayor Rebecca Alty. The kick-off meeting was held on October 30, 2024, in the Great Hall at the Legislative Assembly.</p> <p>Two Campaign School for Women workshops were scheduled for the Beaufort-Delta in Inuvik and Tuktoyaktuk in 2024-25 but rescheduled due to low registration and general scheduling conflicts and shifting government priorities including the GNWT-wide spending restraints imposed in January 2025.</p>

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	<p>a) Establish a MMIWG Advisory Committee in partnership with Indigenous governments [ONGOING]</p> <p>b) Table annual reports on the GNWT response to the Calls for Justice [COMPLETED]</p>
UPDATE 2024-2025	<p>Letters were sent to all those organizations and Indigenous governments with seats on the MMIWG Advisory Committee inviting them to submit names of their appointees by December 2024. To date, the GED is still waiting on six (6) Indigenous governments to appoint their representative. The first meeting of this Committee is being planned for late May or early June.</p> <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>A 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>

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	[COMPLETED]

UPDATE 2024-2025	<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>The Gender Equity Division continues to work closely with both these territorial organizations and will collaborate on projects, as and when needed.</p>
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ACTION 35.	Make funding available to support programs for Indigenous women and 2SLGBTQQIA+ people
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Grant Programs
TIMELINE	[COMPLETED] Grant funding advertised on an annual basis.
UPDATE 2024-2025	\$100,000 was available for distribution in 2024-2025. Both grants were fully subscribed. This continues to be a popular program.

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	[COMPLETED] Ongoing core funding and health benefit funding.
UPDATE 2024-2025	<p>As of July 2025, there are 1,616 individuals registered with the Métis Health Benefits program and the GNWT budgeted \$3 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</p>

	<p>in the NWT.</p> <p>Under the Core Funding For Métis Locals Policy, the GNWT provides annual core funding to 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>In 2024-2025, the GNWT has funding agreements in place with:</p> <ul style="list-style-type: none">• Fort Providence Métis Council• Fort Smith Métis Council• Inuvik Métis Council• Norman Wells Land Corporation• Hay River Métis Local 51• North Slave Métis Alliance• Hay River Métis Government Council• Fort Resolution Métis Council <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>
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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	[ONGOING] Construction began in 2024 with expected occupancy in 2026-27
UPDATE 2024-2025	<p>Letter of award for the construction contract was issued to Clarke Builders on July 3, 2024. The foundation work for the centre is currently underway. The construction is anticipated to be completed by the fall of 2026 and opened before the end of that year.</p> <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>

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	[COMPLETED] Ongoing Implementation
UPDATE 2024-2025	<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 <i>Health Care for Transgender, Non-Binary, and Gender Nonconforming People: Guidelines for the Northwest Territories</i>. The NWT Guidelines set out the transgender, non-binary, and gender nonconforming</p>

	<p>health care services that are covered by the NWT Health Care Plan.</p> <p>The Guidelines were developed with input from health care providers with experience in providing care for transgender, non-binary, and gender nonconforming people and were reviewed and revised by the Northern Mosaic Network prior to being finalized.</p> <p>The Guidelines acknowledge that Indigenous people face the added barriers of racism and colonialism within the healthcare system.</p> <p>HSS will be undertaking a thorough review of the Guidelines, in collaboration with the Northern Mosaic Network, within the life of the 20th Assembly.</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 outside the NWT to access necessary and appropriate gender affirming health services.</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	[COMPLETED] Results from the 2024 NWT Mental Wellness and Addictions Recovery Survey were analyzed and a public report was made available in May 2025.
UPDATE 2024-2025	<p>In 2024-2025, the GNWT had five (5) contracts with accredited addictions treatment facilities in southern Canada that NWT residents can access free of charge.</p> <p>In 2024-2025, the GNWT approved a \$923,000 increase in budget for the Facilities Based Addictions Treatment program with a total budget of \$3.019 million for the year. 297 applications were received in 2024-2025 for facilities-based treatment and 151 people completed an addictions program.</p> <p>The average wait time from application to entrance into a program between the period of April 1, 2024 to September 30, 2024 was 35 days.</p> <p>Current treatment facilities include:</p>

	<p><u>Fresh Start Recovery Centre</u> a gender-specific facility-based centre that provides alcohol and drug treatment for men. It is located in Calgary, Alberta.</p> <p><u>Aventa Treatment Foundation for Women</u> a gender- specific facility providing addiction treatment for women. It is located in Calgary, Alberta.</p> <p><u>Renascent</u>, two gender-specific addiction treatment facilities in Toronto, Ontario.</p> <p><u>Edgewood Treatment Centre</u> a co-ed addiction treatment centre located in Nanaimo, British Columbia. [Note: contract with this facility ended March 31, 2025]</p> <p><u>Sunrise Healing Lodge</u>, a co-ed Indigenous addictions treatment facility outside of Calgary, Alberta.</p> <p>In January 2024, 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.</p> <p>The Department continues 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>
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ACTION 40.	<p>Provide community-based, culturally safe counselling and addictions recovery support to all residents.</p> <ul style="list-style-type: none"> a) Community Counselling positions in all regions b) Update program standards to reflect person- and family-centred, recovery-oriented approach c) Establishment of Child and Youth Care Counsellors in NWT schools and communities d) Support for the Dene Wellness Warriors' Indigenous Professional Counsellor Training Program
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery - Community Counselling Program
TIMELINE	[COMPLETED] The CCP is an ongoing permanent program with continuous quality improvement efforts taking place through activities such as regular data

	collection, the bi-annual Mental Wellness and Addictions Recovery survey, bi-annual audits and other program improvement initiatives.
UPDATE 2024-2025	<p>Community Counselling Program</p> <p>The Community Counselling Program continues to serve as the backbone of community mental wellness and addictions recovery support services for individuals, families, and communities across the NWT and provides support to those experiencing family violence in their homes and communities. Counsellors are available across all regions, with telephone 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>In 2024-2025, the GNWT invested approximately \$14.347 million annually in the Community Counselling Program. This includes the \$3.689 million for the Child and Youth Counsellor initiative.</p> <p>Standards</p> <p>The Community Counselling Program standards were updated in response to the Office of the Auditor General's recommendations to enhance cultural safety. The cultural safety review occurred in partnership with the Cultural Safety and Anti-Racism Division of the Department of Health and Social Services. The updated CCP Standards were also reviewed by the Mental Wellness and Addictions Recovery Advisory Group, which is made up of individuals with lived/living expertise from across the NWT. The updated CCP standards included an enhanced focus on cultural safety and anti-racism, accessibility, and quality of care.</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 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, 55% of the program funding was allocated directly to the education bodies so they can directly provide mental health supports for children and youth in schools, particularly for prevention and early intervention services.</p> <p>The NWT health and social services authorities retained the remaining 45% of the</p>

	<p>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 looks different in each region, as each education body receives funding to hire its own mental health providers and determine how services are delivered in their regions to ensure that students have continued access to mental health supports.</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 2025.</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 (Mental Wellness and Addictions Recovery- On-The-Land Healing Fund for Mental Health and Addictions)
TIMELINE	[COMPLETED] Annual funding, and multi-year funding agreements are in place.
UPDATE 2024-2025	<p>The Mental Wellness and Addiction Recovery Fund was established in 2023-2024. This fund combines the On-the-land healing fund, addictions recovery and aftercare fund, and peer 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.</p> <p>The decision to combine funding sources into a single fund for community wellness and addictions recovery has cut down on the administrative burden of applying for multiple funds and provides 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 to receive confirmation of funding prior to the start of the new fiscal year.</p> <p>In 2024-2025, the GNWT distributed \$3.05 million to 17 Indigenous governments and community organizations throughout the territory for community wellness initiatives. The funding is administered through both annual and multi-year block funding agreements.</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	<ul style="list-style-type: none"> a) Yellowknife site [COMPLETED] b) Inuvik site [In Progress] c) Additional sites [ONGOING]
UPDATE 2024-2025	<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>This model of transitional home offers stability to residents, while they continue their recovery journey. By providing structured support, this initiative reduces the risk of relapses and helps residents build sober relationships, work towards education and employment goals, and transition to safe housing.</p> <p>Yellowknife</p> <p>In March 2025, the GNWT in partnership with the Salvation Army and the City of Yellowknife, announced the official opening of a new transitional housing program for addiction recovery in Yellowknife. This program provides a safe, sober living environment for individuals returning from treatment, helping them rebuild stability and reintegrate into the community.</p> <p>Recognizing the gap in aftercare services, the GNWT secured \$1.3 million in federal funding through the City of Yellowknife's partnership with Canada's Reaching Home strategy to purchase and renovate the home. Housing NWT owns and maintains the property, while Salvation Army operates the program, providing emotional support, life skills development, and recovery programming.</p> <p>The home is expected to begin accepting clients early in the spring of 2025.</p> <p>Inuvik</p> <p>A second site in Inuvik, operated by the Inuvialuit Regional Corporation, is set to open later in 2025. Once the Inuvik site is established, work will begin with other communities to develop service delivery models and identify resource needs to support budgeting decisions.</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	[COMPLETED] Ongoing annual funding to communities for programming.
UPDATE 2024-2025	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 were combined into one Community Wellness and Addictions Recovery Fund in 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	[COMPLETED] Network is in place. Funding programs are advertised on an annual basis.
UPDATE 2024-2025	<p>The rate of suicide in the NWT is approximately twice the national average.</p> <p>The GNWT Department of Health and Social Services and Northwest Territories Health and Social Services Authority have developed a Suicide Prevention and Crisis Response Network focused on three key areas to address suicide: Prevention, Intervention, and Crisis Response.</p> <p>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.</p> <p>Community Suicide Prevention Fund</p> <p>The Community Suicide Prevention Fund was established to support community-based suicide prevention projects, including groups, workshops, after school programs and land-based programs.</p> <p>In 2023-2024, the Community Suicide Prevention Fund was increased by \$500,000, and in 2024-2025, nine suicide prevention projects received funding for a total of \$795,000.</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.

	<ul style="list-style-type: none"> - 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.
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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	[ONGOING] – currently offered through Yellowknife Women’s Society Spruce Bough facility and Stanton Territorial Hospital.
UPDATE 2024-2025	<p>A community based Managed Alcohol Program (MAP) was implemented in Yellowknife during the COVID-19 pandemic in 2020 with results from this initiative informing the development of Territorial standards.</p> <p>Since May 2020, the Department has supported the Yellowknife Women’s Society to operate the Spruce Bough (formerly Arnica Inn) a 42-bachelor unit complex for at-risk men and women. Since Spruce Bough opened in April 2020, approximately 35 previous shelter users gradually transitioned from street homelessness to supported housing. During 2024/25 building renovations, unit capacity has been reduced by 18 rooms.</p> <p>In 2024-2025, the GNWT provided \$328,000 in federal Northern Wellness Agreement funding to the Yellowknife Women’s Society so they could continue to provide a Managed Alcohol Program as part of the Spruce Bough supported housing program.</p> <p>In 2024-2025, 10 people accessed a managed alcohol program (MAP) at Spruce Bough. The MAP has supported the recovery of four (4) residents to sobriety.</p> <p>Inpatient Managed Alcohol Programming is also available at Stanton Territorial Hospital to help manage the symptoms of alcohol withdrawal for people admitted to hospital for reasons unrelated to their alcohol use.</p> <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>

ACTION 46.	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.
DEPARTMENT	Health and Social Services
PROGRAM	Mental Health and Addictions Recovery Supports - Medical Detox Program
TIMELINE	<p>[COMPLETED] Phase 1 (hospital-based medical detox) completed; Program is currently operational.</p> <p>[IN PROGRESS] Phase 2 (community medical detox) is not yet rolled out: commitment for six (6) communities to have access to community based medical detox by 2026.</p>
UPDATE 2024-2025	<p>A program model has been developed for the provision of Medical Detox that includes acute care and community components.</p> <p>The <i>Substance Use Health Program</i> is currently being rolled out across NWT by the NWT Health and Social Services Authority. Phased roll out began with acute care medical detox beds, and the second phase will expand to community-based withdrawal management.</p> <p>In 2024, hiring commenced for new positions including staff to lead training across multiple service areas on new policies, programming, and referral processes for substance use care.</p> <p>The initial implementation phase includes:</p> <ul style="list-style-type: none"> • Two designated inpatient medical detox beds at Stanton Territorial Hospital. • Referrals for these medical detox beds will initially be accepted through the Facility-Based Addiction Treatment (FBAT program) as part of a phased regional roll out beginning with the Fort Smith, Sahtu and Dehcho regions; and currently working with Hay River HSSA and Tlicho Community Services Agency in preparation for the next regional roll-out. • Expert support from the Substance Use Medicine team, offering consultation and guidance on best practices for withdrawal management. • Integration with existing services, complementing the five-partner medical detox services available at Out-of-Territory Treatment Facilities <p>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> <p>Inpatient medical detox services are 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. Medical detox is also available at southern treatment facilities</p>

	to NWT residents attending a facility-based addictions treatment program.
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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	[ONGOING] During the 20th Legislative Assembly
UPDATE 2024-2025	<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 Child and Family Services Act. 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 for amendments to the <i>Child and Family Services Act</i> to be introduced in the House during the 20th Legislative Assembly.</p> <p>In addition to its work to proposed amendments to the Act, the Department is also participating in the Child Welfare League of Canada's pilot project on the Equitable Standards for Transitions to Adulthood for Youth in Care. Based on a baseline assessment and previous youth engagement, the Department is developing a work plan with tangible actions to improve programs and services for youth transitioning out of care. Furthermore, the Department is participating on interdepartmental working groups to support service integration and youth development.</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	[COMPLETED] - Ongoing renewal of five-year funding agreements with communities.

UPDATE 2024-2025	<p>Supporting Indigenous-led priorities across the NWT continues to be a priority for the Department of Health and Social Services. In 2024-2025, the Community, Culture and Innovation division, in collaboration with Indigenous communities, supported communities to conduct extensive review, engagement and renew 28 Community Wellness Plans, which are published on the Departments website: Wellness Plans. 25 out of 28 Renewed Community Wellness Plans are published as of March 2025.</p> <p>In 2024-2025, \$6 million in funding to support Community Wellness Initiatives was distributed to 31 Indigenous governments and community organizations throughout the territory based on priorities identified in the Community Wellness Plans. Community Wellness Initiatives are funded through an agreement with Indigenous Services Canada. A new agreement is being negotiated based on priorities identified in renewed Community Wellness Plans for 2025-2029. The previous agreement expired March 31, 2024.</p> <p>Throughout 2024-2025, communities have hosted their own “mini” wellness gatherings and in February 2025, an Indigenous Men’s Gathering was hosted to continue the conversation about Indigenous Men’s health and wellness.</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 Hotiì 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>a) Evaluation of the transition to Integrated Care Teams [COMPLETED]</p> <p>b) Creation of Integrated Care Teams: 3/6 [COMPLETED]</p> <p>c) Creation of Integrated Care Teams: 2/6 [ONGOING]</p>

UPDATE 2024-2025	<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 them.</p> <p>In 2024-2025, work was underway to develop a strategic framework with performance measurement plan through a co-design approach that includes engagement, research, health system data, and learning from existing Indigenous-centered models of primary health care. A co-design toolkit that will support implementation of the framework and guide community-based multidisciplinary teams on how to design and execute transformative change initiatives in primary and community health care was also drafted. The final versions of the framework and co-design toolkit are expected in 2025/26.</p> <p>At the same time, we continue to learn from the implementation and improvement of integrated care team models in Yellowknife and Sahtu regions:</p> <p><u>Integrated Care Teams (Yellowknife)</u></p> <p>In May 2024, primary care services moved into the new Łiwegǫtì facility, and the previous 10 teams were consolidated into four integrated care teams</p> <p>In July 2024, a multi-disciplinary committee of physicians, nurse practitioners, licensed practical nurses, community health nurses, holistic wellness advisors, and program assistants was established as the <i>Integrated Primary Care-Yellowknife Regional Team</i>. They are responsible for working collaboratively to design, plan, implement, and evaluate regional/local primary care initiatives that enable a new way of working.</p> <p>A point-of-care patient experience survey was launched within the Łiwegǫtì clinic and extended same day access clinic in Yellowknife in March 2025. The survey provides insight on clients' experience of safety, dignity and respect when accessing primary care services.</p> <p><u>Virtual Integrated Care Team (Fort Good Hope)</u></p> <ul style="list-style-type: none"> • Launched in December 2020, the project aims to test a model of integrated care teams with virtual physician oversight. • The team has scaled the model to Déljnè and Tulita and is working on further improvements. <p>Additional initiatives are testing approaches to Indigenous-centered health promotion and disease prevention:</p> <p><u>Chronic Disease Management (Tłı̨chǫ and Dehcho)</u></p> <ul style="list-style-type: none"> • The project focuses on intergenerational prevention and management of type II diabetes; with activities that will be driven by community priorities and needs. • The Department has been working with the Tłı̨chǫ Government, the Tłı̨chǫ Community Services Agency, the Dehcho First Nations and the NTHSSA-Dehcho Region to develop an approach and plan for implementation by 2025. <p><u>Evaluation of transition to Integrated Care Teams</u></p>
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	<p>The Department of Health and Social Services partnered with Hotìì 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. The evaluation findings and recommendations will inform the development of the framework that will guide the transformation of primary and community health care by embedding equity, cultural safety, and anti-racism within team-based care models.</p> <p>The report is currently available in English, Tłı̨chǫ, Dëne Sųłiné Yatié, and French.</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]
UPDATE 2024-2025	<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 2024, midwives in Fort Smith completed 19 courses of care, while those in Hay River completed 28. Of these, there were a total of 11 Midwifery-led community births through Fort Smith, and 4 through the Hay River program. In addition, the Fort Smith Midwifery Program provided episodic care to 95 clients and the Hay River Midwifery Program serviced 86 clients. Episodic care includes visits such as preconception and contraception visits, abortion services, and screening and treatment of STIs outside of the standard prenatal, intrapartum, and postpartum care.</p> <p>The Fort Smith and Hay River Midwifery Programs continue to offer full midwifery services to their home and surrounding communities. Hay River continues to provide outreach services through travel clinics to the community of Deninu Kųé - Fort Resolution. Further expansion of outreach services to the Deh'Cho region are planned pending staffing levels. The Department of Health and Social Services is working with the Health Authorities and midwifery leaders to develop a plan to expand midwifery services to two additional communities that do not have birthing services.</p> <p>The GNWT budget for 2024-2025 was approved June 2024 and provided a budget of \$2.133 million towards the territorial midwifery program with 7.75 funded midwifery positions in Fort Smith, Hay River, and the Beaufort Delta, and part-time administrative support in Hay River and Fort Smith. Additionally, this funding</p>

	<p>includes two positions in Territorial Operations and the Senior Midwifery Consultant at the Department.</p> <p><u>Midwifery Regulations</u></p> <p>Work continues on the midwifery regulations under the Health and Social Services Professions Act (HSSPA), guided by an advisory committee with representatives from the Midwives Association of the NWT in partnership with the Department. The midwifery regulations are anticipated to come into force in 2027.</p> <p>These regulations would modernize how midwifery is regulated in the NWT by bringing the profession under the Health and Social Services Professions Act. This Act supports consistent rules for licensing, registration, and professional accountability for health and social services professions.</p> <p>Highlights of the proposed regulations include:</p> <ul style="list-style-type: none"> • Expanding the scope of practice to include sexual and reproductive health services for the public. • Allowing registered midwives to provide sexual and reproductive healthcare and well-child care beyond the pregnancy/perinatal period. • Creating new registration categories: General, Student, Provisional, Courtesy, and Expanded. <p>Providing a new route of registration for graduates of approved Indigenous community-based education programs.</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	<p>Indigenous birthwork model of care [ONGOING]</p> <p>Indigenous Doula Training Program [ONGOING]</p> <p>Training for caregivers [ONGOING]</p>

	Healthy Family Program [COMPLETED]
UPDATE 2024-2025	<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 Department has developed and successfully piloted Canada's only module-based e-learning program on culturally safe infant feeding care and lactation care for health care providers with a planned launch in Spring 2025.</p> <p>The Baby Bundle was designed and implemented in 2022 and has been sustainably delivered to all new and expectant parents in every community of the NWT. The Baby Bundle ensures that every expectant parent receives perinatal essential newborn care items and parenting resources. By providing this to every family in the NWT, the program ensures that every family has access to basic needs for a child's first 6 months of life. The program was developed as an outcome from community engagement; A framework for community-based perinatal education is drafted and work is underway to finalize.</p> <p>The Community, Culture and Innovation division is conducting research to inform the development of establishing 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.</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> <p>Healthy Family Program (see Action 52 update)</p>

ACTION 52.	Deliver Indigenous centered parenting programs <ul style="list-style-type: none"> a) Expand the delivery of the Healthy Family Program to an additional five communities through a phased approach b) Implement a new robust, peer-reviewed, made-in-the north curriculum
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation – Healthy Family Program
TIMELINE	<ul style="list-style-type: none"> a) Program Expansion: [COMPLETED] b) Made-in-the-North Curriculum: [COMPLETED] c) Implementation of the renewed Healthy Family Program and impact evaluation by 2025. [ONGOING]

UPDATE 2024-2025	<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's Calls to Action and the Missing and Murdered Indigenous Women and Girls National Inquiry's Calls for Justice 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>The Healthy Family Program provides contributions to 19 communities to improve their early childhood development programs with program resources, supplies and events.</p> <p>The program expansion was completed in 2024-2025 and 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, Délîné, 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> <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>
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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	[COMPLETED] Program supports are in place and indicators are improving.

UPDATE 2024-2025	<p><u>Early childhood development indicators</u></p> <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>The most recent data on early childhood development indicators is for the 2022-2023 school year. This data suggests:</p> <ul style="list-style-type: none"> • There has been an increase in the percentage of children who are developmentally ON TRACK in Kindergarten. The percentage of children who are IN FLUX and VULNERABLE has decreased. • 38% 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, • 26% were IN FLUX and may be in need of some additional supports, • 36% were VULNERABLE and having challenges that without supports, these children could experience difficulties in later years. <p>Programs and Supports:</p> <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 GNWT also worked with Hotiì 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.</p> <p>Key programs and supports dedicated to improving early childhood development outcomes include:</p> <p>Healthy Family Program workers deliver culturally based, proactive, outreach-oriented, and strength-focused supports for families and caregivers.</p> <p>Family Preservation workers assist families and caregivers in stabilizing access to basic necessities, navigating systems and services, and working towards their goals. These services are tailored to children, youth and families with complex needs.</p> <p>In partnership with the DeBeers Group, the Baby Bundle is distributed to all parents and caregivers and includes essential items and resources for newborn care during the first six months of life, along with critical parenting information.</p> <p>The Midwifery program supports midwives to provide care throughout pregnancy, birth, and the postpartum period, enabling pregnant individuals to give birth closer to home and within communities.</p>
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	<p>The Well Child Program provides a series of health visits from birth to school age. These visits offer comprehensive health assessments, parenting resources and connection with other supports.</p> <p>In addition, two funding programs are intended specifically to support the inclusion of children with enhanced developmental needs in early learning and child care:</p> <p>The Supporting Child Inclusion and Participation funding for centre-based programs: 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. A portion of this funding was allocated towards community programming on a two-year cycle (2023-2024 and 2024-2025) in response to feedback from stakeholders.</p> <p>A special needs rate is also available through the Home-based Operational Funding.</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	[COMPLETED] Ongoing work with Indigenous governments through the GNWT - Intergovernmental NWT Housing Forum
UPDATE 2024-2025	<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>As part of Housing NWT's renewal, a proposal was put forward by the Yellowknives Dene First Nation (YKDFN) for an Indigenous Government to co-lead an NWT Housing Forum.</p> <p>The NWT Housing Forum, a body co-chaired by Housing NWT and an Indigenous Government, was established in June 2023 to promote coordination and collaboration among participating NWT governments in the housing sphere.</p> <p>The NWT Housing Forum met virtually nine times in 2023, 2024 and 2025, with the most recent virtual meeting of the NWT Housing Forum being held on May 8, 2025. These meetings covered a wide range of topics including a smoking ban in Housing NWT units, Core Need Income Thresholds and rental rates, and the Territorial Housing Needs Assessment. The NWT Housing Forum also held a special engagement session with the Federal Government on the Urban, Rural and Northern Indigenous Housing Strategy. An NWT Housing Symposium was held January 22-23, 2025, in Yellowknife.</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><i>Name of tenant on Tenancy Agreement</i></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>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	<p>a) Supported Housing Projects [ONGOING]</p> <p>b) Develop a transitional housing model [COMPLETED]</p> <p>c) Implementation of the Transitional Housing Program [ONGOING]</p>
UPDATE 2024-2025	<p>Housing NWT has taken key steps to address the intersection of housing insecurity and the needs of Indigenous women, girls, and 2SLGBTQQIA+ people, including those impacted by trauma, addiction, and chronic homelessness.</p> <p><u>Transitional Housing</u></p> <p>Housing NWT continues to fund and support the development of permanent supported housing initiatives across the territory, particularly in Yellowknife, Inuvik, and Hay River. These programs prioritize access for Indigenous women and others who have experienced long-term homelessness, often as a result of intergenerational trauma, violence, or addiction. 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>The Yellowknife site construction was completed in December 2024, and the first Transitional Housing for Addictions Recovery Program residence opened in</p>

	<p>Yellowknife in March 2025 and is operated by the Salvation Army. [SEE ACTION 42].</p> <p>A second site in Inuvik, operated by the Inuvialuit Regional Corporation, is set to open later in 2025. These programs will provide safe, stable housing and recovery-focused support for individuals who have completed addictions treatment.</p> <p><u>Supported Housing</u></p> <p>In 2024-2025, the GNWT allocated funding toward supported housing and shelter services including:</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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 greater community, this may include their home community or current community.</p> <p>The Northern Pathways to Housing program is currently being delivered in Aklavik, Behchokǫ, Fort Good Hope and Fort Simpson. Since April 1st, 2024; Housing NWT has expanded the number of participants in the Northern Pathways program which has led to the creation of 15 new beds in Yellowknife, and 2 in Aklavik.</p> <p>Shelter Enhancement Fund: A program to assist shelter operators with upgrades to existing shelters or to purchase equipment required for continued shelter program delivery.</p> <p>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.</p> <p>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>
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	<p>In addition, the Department of Justice provides transitional and temporary housing support through:</p> <p>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 correctional facilities and/or the provision of short-term support while longer term solutions are finalized.</p> <p>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> <p>The Northwest Territories Health and Social Services Authority provides separate funding to community partners operating housing supports:</p> <p>Home Base Emergency Youth Shelter Home Base Youth Housing Home Base Specialized Support Salvation Army Transitional Housing (Bailey House) YWCA Lynn's Place</p>
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ACTION 56.	Support service delivery at NWT Emergency Shelters in partnership with Indigenous governments.
DEPARTMENT	Housing NWT and Executive and Indigenous Affairs
PROGRAM	Housing NWT – Emergency Overnight Shelters
TIMELINE	[COMPLETED] – with ongoing support to Emergency Shelters
UPDATE 2024-2025	<p><u>Indigenous-Led Shelter Partnerships:</u></p> <p>Housing NWT provides operational funding and capacity-building support to several emergency shelters that are operated by or in partnership with Indigenous governments and organizations and operates two shelters in Inuvik. These partnerships ensure that shelter environments are trauma-informed, culturally safe, and responsive to the unique needs of Indigenous women, girls, and gender-diverse people.</p> <p>In 2024-2025, GNWT provided approximately \$2.9 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

	<ul style="list-style-type: none">• 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/OVERNIGHT 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 projects, for the purpose of supporting capital repairs and equipment purchases in the form of a forgivable loan.</p> <p>Support for Culturally Appropriate Programming:</p> <p>In collaboration with shelter operators, Housing NWT encourages the integration of traditional healing, Elder support, land-based programming, and Indigenous cultural practices into shelter services. These culturally grounded approaches help foster trust and healing for those affected by violence, trauma, and displacement.</p> <p>Capacity Building and Training:</p> <p>Housing NWT works with shelter staff and partners to provide training on gender-based violence, Indigenous cultural awareness, harm reduction, and mental wellness. These efforts aim to enhance service quality and ensure that shelters are safe and supportive spaces.</p> <p>On-The-Land Camp for People Experiencing Homelessness</p> <p>In response to a projected lack of shelter spaces to meet the needs of people experiencing homelessness in Yellowknife, the Department of Executive and Indigenous Affairs worked with community partners to establish and run a land-based camp for people experiencing homelessness from November 15th, 2024, to January 14th, 2025.</p> <p>The primary objective of the camp was ensuring sufficient shelter space was available for individuals experiencing homelessness in Yellowknife and offering people a chance to take a break from substance use and connect with the land through being in nature and engaging in cultural activities and wellness programming.</p> <p>A total of 39 men and 7 women attended the camp, with occupancy ranging from 4-21 people per night. The average length of stay was 17 nights, with individuals staying at the camp between 1 and 54 nights.</p>
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ACTION 57.	Shift towards community and Indigenous driven housing solutions through the
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	development of community and Indigenous government led housing plans for every community.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Community Housing Plans
TIMELINE	[ONGOING]
UPDATE 2024-2025	<p>Housing NWT is committed to supporting a shift toward self-determined housing solutions by empowering Indigenous governments and communities to lead local housing planning</p> <p>This shift aligns with Housing NWT's broader commitment to reconciliation and the National Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice. By supporting Indigenous-led housing planning, Housing NWT ensures that future housing developments are not only culturally appropriate but also part of a long-term strategy for healing and empowerment.</p> <p>Community Housing Planning Initiative:</p> <p>Housing NWT continues to deliver the Community Housing Planning (CHP) initiative, which supports Indigenous governments and communities in creating customized housing plans that reflect local needs, cultural values, and priorities. These plans guide future investments and policy directions in housing.</p> <p>As of March 2025, 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 Tłı̨chǫ Government and Inuvialuit Regional Corporation to support their development of Housing Strategies for their respective land claim regions.</p> <p>Over 20 communities have engaged in housing planning activities to date, with several Indigenous governments taking a leadership role in identifying goals such as improved housing for women and families, transitional housing for those exiting violence or treatment, and supportive housing for vulnerable populations.</p> <p>Housing NWT also provides funding, planning tools, and technical support to assist Indigenous governments in conducting needs assessments, community engagement, and long-term housing strategy development.</p> <p>Territorial Housing Needs Assessment:</p> <p>Housing NWT is advancing the development of a Territorial Housing Needs Assessment (THNA), which will assess core housing needs of all Indigenous communities across the NWT. This assessment integrates statistical data with community insights to provide a comprehensive and regionally informed overview of housing needs.</p> <p>The THNA will serve as a tool to support evidence-based decision-making and is</p>

	<p>expected to increase access to federal housing investments. Housing NWT is actively engaging with Indigenous leadership and communities across the territory, with the goal of completing discussions in as many communities as possible.</p> <p>As of July 2025, engagement sessions have been completed in thirteen communities, with an additional seven scheduled. The engagement process is expected to conclude by the end of September 2025. The final report will be completed and shared with Indigenous governments and communities in December 2025.</p> <p>Once finalized, the THNA will be available to all levels of government, Indigenous and non-governmental organizations, and private individuals and developers to support housing projects. By identifying current gaps and future needs, the THNA will help guide investment priorities and inform strategies to address housing challenges throughout the territory.</p>
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ACTION 58.	Develop 100 affordable housing units.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Affordable Housing
TIMELINE	100 new units by end of 2024 [COMPLETED]
UPDATE 2024-2025	<p>In 2024-2025, Housing NWT completed 100 incremental public housing units, in communities outside of Yellowknife. These new 100 units include 60 units specifically designed for singles, 10 units designed for seniors with input from seniors, and 30 units for families. These units added new housing options in communities, diversified the composition of the portfolio and increased options for those most in need, including women and children.</p> <p>These units are now being operated within the public housing inventory, increasing the number of affordable public housing units by 100 in the NWT, the first expansion of the public housing program in decades.</p> <p>Housing NWT involved Indigenous governments directly in the planning and construction of these units.</p>

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 [ONGOING]

UPDATE 2024-2025	<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 2024-2025 the GNWT budgeted \$2.0 million and 147 NWT participants accessed the Canada-NWT Housing Benefit. Housing NWT is currently accepting new applications for the 2025-2026 fiscal year with no wait list.</p>
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ACTION 60.	<p>Supports Indigenous and northern women, interested in a career in the trades through the development of a Women in Trades Program.</p>
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. Aurora College also delivered programming in 2025. [COMPLETED] Ongoing initiatives.
UPDATE 2024-2025	<p>Education, Culture and Employment continues to work on initiatives that will encourage more women to enter the trades.</p> <p>WeldHER+ Workshop</p> <p>In 2024-2025, Aurora College's School of Trades and Industrial Training partnered with the Native Women's Association of the NWT to host the first WeldHER+ Workshop. The workshop was delivered in April 2025 at Thebacha Campus in Fort Smith. Five women from across the territory completed 54 hours of hands-on introductory training in welding and joining. WeldHER+ is part of the Canadian Welding Bureau (CWB) Foundation's Women of Steel™ initiative, which encourages women to explore careers in welding and the skilled trades. Participants developed technical skills, earned online micro-credentials, enhanced employability, and became eligible for job placements — all at no cost. The Native Women's Association sponsored travel, while Aurora College and CWB covered training costs.</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 NWT, and the Department of 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 November 17 to 27, 2022. A second placement took place June 19 – 29, 2023. Due to budgetary constraints, De Beers paused this program for 2024. Education, Culture and Employment and DeBeers are currently exploring another delivery of the Women in Trades program for summer 2025.</p>

ACTION 61.	Review and renew the Income Assistance program.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Income Security Programs Division – Income Security Programs
TIMELINE	Review and reprofiled programs [COMPLETED]
UPDATE 2024-2025	<p>Following a comprehensive review of the Income Assistance program, the Department of Education, Culture and Employment launched a new, tailored program for seniors and persons with disabilities while enhancing the existing program to remove barriers and ensure residents receive the financial assistance, they need to achieve stability and security.</p> <p>During the 2024-2025 fiscal year, the Income Assistance program assisted approximately 3,012 households. In 2024-2025, the GNWT budgeted \$36.8 million towards Income Assistance.</p> <p>Two (2) Types of Income Assistance Programs</p> <p>The GNWT now offers two distinct Income Assistance programs to meet the diverse needs of residents. One program is an annual program specifically designed for seniors and persons with disabilities, while the other program is a month-to-month program that provides support for adults facing financial hardship. Both programs provide assistance to residents to meet their basic needs to help residents maintain financial stability, funding is based on family income and community. The programs also assist with actual costs for shelter and utilities</p> <p>Enhancements made to the Income Assistance Program:</p> <p>2023</p> <p>Changes made to recognize the significant role Indigenous governments play in assisting residents. The GNWT implemented an exemption for additional income received from Indigenous governments from the calculation of Income Assistance benefits as a further step towards advancing reconciliation. These additional exemptions include income from:</p> <ul style="list-style-type: none"> ○ Treaty payments ○ Per Capita Distribution and/or Impact Benefit Agreements ○ Agricultural benefits (also known as Cows and Ploughs) ○ Residential Schools / Day Schools ○ Sixties Scoop <p>The program continues to exclude 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 Benefit; Foster parent payments; Registered Disability Savings Plan; Jordan's Principle funding and Child First Initiative funding.</p>

	<p>2024</p> <ul style="list-style-type: none"> Issued a one-time benefit to eligible Income Assistance recipients in March 2024. This one-time additional benefit ranged from \$343 to \$717 depending on the community the applicant resides in. The benefit was distributed to 1,893 clients, and the total cost was \$878,067. Enhancements the re-profiled Income Assistance program includes: <ul style="list-style-type: none"> Intended for adults aged 19-59. Focused on integrated, client centered services. Benefits will be aligned with the Northern Market Basket Measure Earned income exemption has been increased to \$500 + 25% per adult with earned income. Unearned income exemption has been increased from \$1,200 annually to \$350 per month per household. No longer require applicants to be in a Productive Choice, nor will clients be penalized based off employment status or readiness; Less punitive; Less administrative on the applicant. New Income Assistance for Seniors and Persons with Disabilities implemented for seniors aged 60+ and individuals with a permanent or long-term disability. This is an annual program. <p>2025</p> <ul style="list-style-type: none"> In March 2025, the GNWT also removed the requirement for all Seniors and Persons with Disabilities to apply for public or low-cost housing. Housing NWT and Education, Culture and Employment agreed that eliminating this waitlist requirement will help ease public housing waitlist pressures while aligning with Housing NWT's Action Item to improve housing accessibility. As of July 1, 2025, seniors and persons with disabilities are able to choose whether they want to apply for benefits under the Income Assistance for Seniors and Persons with Disabilities program or the Income Assistance program. The program also excludes income that is intended for children, including:
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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 2024-2025	<p>Student Financial Assistance program enhancements were implemented in the 2023-2024 academic 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>As of November 1, 2024, the maximum student loan limit under the NWT Student Financial Assistance program has increased from \$60,000 to \$90,000.</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's Calls for Justice, and the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>In 2024-2025 the GNWT budgeted approximately \$17.2 million for Student Financial Assistance. There were 1,883 applicants who applied for the 2024-2025 academic year, of which, 47% of applicants were Indigenous NWT residents. 19% of applicants are attending Aurora College.</p>
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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	<p>Completion of the 2030 Early Learning and Child Care Strategy – [COMPLETED]</p> <p>Support for Licensed Early Learning and Childcare Programs [COMPLETED]</p> <p>Ongoing implementation.</p>
UPDATE 2024-2025	<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 2024-2025, GNWT provided approximately \$29.8 million in grants and contributions and worked to improve early childhood development indicators for all children, and advance universal childcare by increasing quality availability and affordability.</p> <p>Highlights from these initiatives included:</p> <p>Child Care Fee Reduction Subsidy: In February 2024, the GNWT announced the achievement of NWT wide average of \$10 per day fees for childcare through</p>

	<p>licensed providers. This change has been implemented as of April 1st, 2024.</p> <p>Wage Grid: On November 15, 2024, the GNWT implemented a wage grid for early childhood educators to support higher wages. The original wage amounts implemented in November were further enhanced in March 2025 when the GNWT announced an additional \$3.5M to further increase wages. The wage grid has a geographical component to increase wages in communities where costs of living are higher and has an allowance that recognizes Indigenous knowledge.</p> <p>Certification Process: On November 15, 2024, the GNWT implemented a certification process to acknowledge and recognize the skills and knowledge that early childhood educators have in the NWT. Certification is a requirement for educators in a centre-based facility and supports attainment of increased early childhood development knowledge by educators.</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. Between 2023-2024 through 2025-2026 the Government of Canada will provide \$7.8M to the GNWT to support new ELCC infrastructure development.</p> <p>Early Childhood Scholarship: In 2024-2025 the GNWT distributed \$184,000 in scholarships to full time and part time students in post-secondary early childhood programs.</p>
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ACTION 64.	<p>Incorporating gender-neutral washrooms in all new infrastructure builds and major renovations.</p>
DEPARTMENT	Infrastructure
PROGRAM	Gender-Neutral Washrooms and Changerooms
TIMELINE	Updates to Good Building Practice for Northern Facilities manual [COMPLETED] Ongoing practice.
UPDATE 2024-2025	<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 in summer 2025. Meanwhile, these guidelines have already been approved internally and are currently being utilized for all GNWT projects if directed by the client groups.</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 <i>Guidelines for Ensuring LGBTQ2S+ Equity, Safety, and Inclusion in Northwest Territories Schools</i>. 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.
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ACTION 65.	Provide alternative forms of government issued identification to increase security of vulnerable people.
DEPARTMENT	Infrastructure
PROGRAM	Temporary Identification
TIMELINE	[COMPLETED] Implemented and ongoing Program
UPDATE 2024-2025	<p>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.</p> <p>Between March 12, 2024 and February 12, 2025, the GNWT issued 2,583 Government Identification Cards. The department does not track the reasons an individual is applying for this identification.</p> <p>Since 2017, the GNWT has provided the option of choosing an X gender identity marker for people who do not use male or female pronouns. To date, the GNWT has issued 185 driver's licenses and 47 Government Identification Cards with the X gender marker.</p>

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	Strategic Approach [COMPLETED], ongoing work across the GNWT.
UPDATE 2024-2025	<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 increase their core funding and 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. \$818,000 has been allocated 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 2024-2025	<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 2024-2025, the GNWT awarded \$1.75 million in funding to 49 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, \$10.75 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 initiating a complete review of the Anti-Poverty Fund and the NGO Stabilization Fund in partnership with Indigenous governments in 2025-2026. Through the review, the GNWT is focused on aligning these programs with commitments to address trauma and improve housing suitability, accessibility, and affordability, as well as efforts to tackle interconnected issues such as poverty, food insecurity, and homelessness.</p>

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	Impact Assessment and Security Management
TIMELINE	[ONGOING]
UPDATE 2024-2025	<p>In 2024-2025, Action 68 was considered by the GNWT during participation in two environmental assessment proceedings. In 2022-2023 and 2023-2024, there were no proceedings where the consideration of Action 68 was required. These proceedings are infrequent as they are initiated by development projects entering into the environmental review process.</p> <p>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.</p>

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	[ONGOING] A report is tabled annually as per legislative requirements.

UPDATE 2024-2025	<p>Alert Ready:</p> <p>A Public Alerting system for the NWT has been 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>MACA continues to prepare for the next generation of 9-1-1 (NG-911) functionality. 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.</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.</p> <p>The latest report indicates that between April 1, 2023 and March 31, 2024, a total of 17,238 calls were processed:</p> <ul style="list-style-type: none"> ○ 2297 – emergency medical services (13%) ○ 9152 – policing services (53%) ○ 392 – fire/rescue services (2%) ○ 285 – combination (2%) ○ 5102 – non-emergent calls (30%)
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ACTION 70.	Ensure compassionate and culturally sensitive by-law enforcement and community safety.
DEPARTMENT	Municipal and Community Affairs
PROGRAM	Community Government Learning and Development - By-Law Enforcement Officer Course
TIMELINE	[ONGOING] - Training is delivered at request of community governments.

UPDATE 2024-2025	<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>Since the beginning of the 2023 calendar year, 61 learners have registered for the Municipal Bylaw course. Of those, 14 have completed and passed the course.</p>
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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	Industry, Tourism and Investment
PROGRAM	Government Contracting, Economic Measures and Procurement Review
TIMELINE	<p>Review of procurement policy [COMPLETED]</p> <p>[ONGOING] Development of Indigenous Procurement Policy</p>
UPDATE 2024-2025	<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>Indigenous Procurement Policy</p> <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 in the process of developing an <i>Indigenous Procurement Policy</i> aimed at providing preference in GNWT public procurement opportunities for Indigenous businesses in the Northwest Territories' (NWT).</p> <p>The two main components of the policy are:</p> <ol style="list-style-type: none"> 1. Defining an NWT Indigenous business. 2. Identifying approaches to provide an advantage to NWT Indigenous businesses in GNWT procurement opportunities. <p>The drafting of this policy needs the collaboration and input of Indigenous governments as it intends to provide preferential treatment to NWT Indigenous businesses and Indigenous persons in government contracts, ensuring alignment with treaty obligations and existing procurement. The GNWT continues to engage in further discussions with the NWT Council of Leaders, and with NWT Modern Treaty and Self-Government Partners.</p> <p>Economic Measures</p> <p>The Gwich'in, Sahtu, Tłı̨chǫ and Inuvialuit Agreements have economic measures</p>

	<p>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>
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ACTION 72.	<p>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.</p>
DEPARTMENT	Industry, Tourism and Investment
PROGRAM	Socio-Economic Agreements (SEA)
TIMELINE	[COMPLETED]
UPDATE 2024-2025	<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 Socio-economic Agreement, from negotiation to ongoing performance review, and with closure considerations.</p> <p>Recommendations were made to the GNWT for the redesign of the Socio-economic Agreement 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>The Department of Industry, Tourism and Investment is currently working in partnership with Indigenous governments of the NWT Intergovernmental Council to co-develop regulations under the NWT Mineral Resources Act that will reflect the recommendations of the review.</p> <p>As of March 2025, there are six SEA's in place:</p> <ul style="list-style-type: none"> • Dominion Diamond Corporation (DDC), Ekati Diamond Mine (Ekati), signed October 1996

	<ul style="list-style-type: none"> • Diavik Diamond Mines (2012) Inc. (Diavik), signed October 1999, amended January 2015 • De Beers Canada Incorporated (De Beers), Snap Lake Mine (Snap Lake), signed May 2004 • Mackenzie Gas Project, signed January 2007 • Canadian Zinc Corporation (CZN), Prairie Creek Mine, signed August 2011 • De Beers, Gahcho Kué Project, signed June 2013 <p>Women in Mining</p> <p>Through socio-economic agreements, the GNWT seeks to promote equitable participation by Indigenous women in various training programs and networking events. The GNWT encourages equitable participation by supporting Women in Mining and Energy events including the society's Annual General Meeting during the Yellowknife Geoscience Forum.</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 and intensity of fire season.
UPDATE 2024-2025	<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, 2024 or 2025 summer seasons.</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>Annual funding programs to harvesters [ONGOING]</p> <p>Community Harvesters Assistance Program review [COMPLETED]</p>

UPDATE 2024-2025	<p>Community Harvesters Assistance Program</p> <p>In 2024-25, \$1,681,000 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: \$384,000;• Sahtu: \$281,000;• Dehcho: \$263,000;• North Slave: \$449,000;• South Slave: \$304,000. <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-week 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.</p> <p>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.</p> <p>In 2024-25, a total of 9 Trapper Training Community workshops were held with 100 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	Legislation [COMPLETED]. Regulations [IN PROGRESS].
UPDATE 2024-2025	<p>On February 23, 2024, Bill 2 Missing Persons Act was introduced in the Legislative Assembly. The Legislative Assembly conducted three public hearings on the legislation which were held in Aklavik, Inuvik, and Yellowknife. The Legislative Assembly also heard from the RCMP.</p> <p>The Missing Persons Act received Assent on June 13, 2024, and the Department of Justice is currently drafting regulations to bring the Act into force. It is anticipated that the regulations will be posted publicly for a 30-day engagement period in Spring 2025.</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	Program transferred to the Department of Executive and Indigenous Affairs
PROGRAM	Yellowknife Integrated Service Delivery Demonstration Site
TIMELINE	<p>Yellowknife Integrated Service Delivery Demonstration Site [COMPLETED]</p> <p>The program is now an indeterminately funded GNWT program with ongoing program implementation. [ONGOING]</p> <p>Program expansion to 4 additional sites:</p> <ul style="list-style-type: none"> • Fort Simpson [ONGOING] • Inuvik [ONGOING] • Hay River [ONGOING] • Behchokǫ̀ [ONGOING]
UPDATE 2024-2025	In 2023-2024, the GNWT established a new Homelessness and Integrated Service Delivery unit in the Department of Executive and Indigenous Affairs. This new unit

	<p>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.</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 central element of the GNWT's strategy to address homelessness is the establishment of five (5) new regionally based Integrated Service Delivery sites with services to address homelessness in partnership with Indigenous governments.</p> <p>Update on five regional service integration sites:</p> <p>1. Yellowknife</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>Wraparound training was provided to GNWT and NGO frontline staff in November 2024. Wraparound training is a holistic, team-based approach to supporting individuals—often those with complex needs by creating a coordinated plan that integrates services across multiple areas like housing, mental health, and income support.</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> <p>2. Fort Simpson</p> <p>Wraparound training was provided to GNWT, Indigenous Government and NGO frontline staff in November 2024.</p> <p>Integration of Family Preservation Services with legislated Child and Family Services occurred in November 2024. This is supported by co-location of employees and the development of policies and procedures to support and increase service integration.</p> <p>3. Inuvik</p> <p>Wraparound training was provided to GNWT, Indigenous Government and NGO frontline staff in December 2024.</p> <p>4. Hay River</p> <p>Wraparound training for Hay River will be planned for later in the 2025-2026 fiscal year.</p> <p>5. Behchokǫ</p> <p>In April 2025, the GNWT and Tłı̨chǫ Government agreed to implement a new Integrated Service Delivery site in Behchokǫ. The GNWT and Tłı̨chǫ Government are currently planning for the role out of services.</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: [ONGOING]</p> <p>Program evaluation and review: 2025-2026</p>
UPDATE 2024-2025	<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 signed on July 30, 2021, which was amended in January 2024, extending the agreement to March 31, 2026. With the extension of the agreement, the program evaluation will now occur in 2025-2026.</p> <p>The RCMP and Community Safety Officer program continue to consolidate their relationship increasing opportunities to work together more effectively as the program becomes more established in the community of Fort Liard.</p> <p>The Program has built partnerships with Acho Dene Koe First Nations through numerous community safety events since inception of the program in 2021.</p> <p>Community Safety Officers in Fort Liard have:</p> <ul style="list-style-type: none"> - responded to 600 incidents from September 2021 to December 2024, primarily for safe rides, mental health checks, and supports for intoxicated persons. - assisted with many community partnership activities, including flood assistance, wildfire evacuations, RCMP check stops, and the Elders support program. - regularly attend community events in partnership with the RCMP. <p>RCMP calls for service fluctuate but continue to rise:</p> <ul style="list-style-type: none"> - 763 in 2020, - 626 in 2021, - 913 in 2022, - 938 in 2023, and - 864 in 2024. <p>RCMP prisoners held were:</p> <ul style="list-style-type: none"> - 0 in 2020 and 2021 due to COVID-19. - 132 prisoners held in 2022, - 140 in 2023, and

	<ul style="list-style-type: none"> - 105 in 2024 <p>The department meets with the Hamlet regularly to identify and address challenges, including training, advertising and hiring staff, creating bylaws and policies for the community.</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	[COMPLETED] Annual funding with multi-year funding opportunities
UPDATE 2024-2025	<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 to \$589,000 ongoing (from \$292,000 prior to 2023). The increased amount is made available through the funding provided by the federal department of Women and Gender Equality for the implementation of the National Action Plan on Gender Based Violence and is available annually to communities until 2027.</p> <p>Seven Men's Healing programs in seven communities were approved for funding in 2024-2025. Five of the seven programs are receiving multi-year funding. The funded programs are operated by Tlicho Leagia Ts'iili Ko (Behchokǫ), Gwich'in Tribal Council (Inuvik), Łídl̨ Ł Ké (Lídl̨ Ł Ké), Tulita Dene Band (Tulita), Aklavik Indian Band (Aklavik), Teetl'it Gwich'in Band Council (Fort McPherson) and Fort Providence Metis Council (Fort Providence).</p> <p>Men's Healing programming is based on principles of community cultural competence, self-determination, and collaboration.</p>

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	Implement correctional model [COMPLETED]. Program evaluation planned for 2027 to allow for five (5) years of data collection and analysis.

UPDATE 2024-2025	<p>Corrections are 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>From implementation of the Therapeutic Community in November 2021 to April 23, 2025, a total of 68 participants were admitted into the Therapeutic Community program. Of these,</p> <ul style="list-style-type: none"> • 59 participants completed Phase 1, the orientation phase, and • 43 participants completed all 3 phases of the program.
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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 [COMPLETED AND ONGOING]
UPDATE 2024-2025	<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.</p> <p>In 2024-2025, the GNWT provided approximately \$2.7 million in contribution funding to Community Justice Committees and Projects. The department now anticipates having 22 to 25 contribution agreements in place in 2025-2026. In 2024-2025 there were a total of 108 diversions reported across the NWT and a total of 245 coordinator-led community crime prevention activities were held.</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	<p>Multi-year agreements with community service providers. [COMPLETED AND ONGOING]</p> <p>Provision of Victim Services Program [ONGOING]</p>
UPDATE 2024-2025	<p>The NWT Victim Services Program is a community-led person-centered service based on client needs connecting victims of crime, survivors, and their families to support and services when they need them most.</p> <p>Most Victim Services Program work involves helping victims of intimate partner or family violence and advocating for their access to housing, income assistance, medical, and mental health and addictions supports.</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, Ndilq, Dettah, and Łutselk'e. The Inuvik Justice Committee is the Victim Services provider for the communities of Inuvik, Paulatuk, Sachs Harbour, Tuktoyaktuk and Ulukhaktok. These organizations also receive additional funding to provide 24/7 on-call Victim Services and a stipend for volunteers.</p> <p>Funding currently supports 10 community-based Victim Service programs, employing 13 Victim Services workers. The 2024-2025 budget for Victim Services providers was \$1,716,000 including \$750,000 from the federal government that flows directly to Victim Services community programs.</p> <p>NWT Victim Services programs reported they received 502 new client referrals in 2024-2025 and provided 1,150 brief service calls and 174 community-based activities in response. Victim Services workers were involved in 208 community events, some in partnership with the Community Justice programs.</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	Victim Notification Program policy update [COMPLETED]. The program is

	ONGOING.
UPDATE 2024-2025	<p>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 <i>Corrections Act (2019)</i>, including guidance and policy that further outlines the processes for establishment, administration and maintenance of a program for survivors.</p>

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	<p>Review [COMPLETED]</p> <p>Amendments to Protection Against Family Violence Act [IN PROGRESS]</p>
UPDATE 2024-2025	<p>The Department of Justice contracts the YWCA to provide 24-hour support for victims of violence to access Emergency Protection Orders with clients as well as aftercare support and general safety planning.</p> <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 has amended the agreement with YWCA NWT for Emergency Protection Orders to include funding for the delivery of an Independent Legal Advice and Representation Service with federal funding through Justice Canada; and increased the term of the agreement to five years (2021-2027) with predictable funding to help to stabilize programming, strategic planning and retain program staff for consistent delivery of Emergency Protection Orders.</p> <p>According to YWCA 2024-2025 year-end program data a total of 159 Emergency Protection Order cases were filed with the Supreme Court, and 149 of those were confirmed by a Supreme Court Judge.</p> <p>In 2020, the YWCA commissioned the <i>Case Study: Review of the Experience of Victims Accessing Emergency Protection Orders (EPO)s</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> <ul style="list-style-type: none"> ➤ Improving EPO service delivery consistency through the development of EPO training. ➤ Providing education and awareness for trauma-informed family violence responses to service providers including lawyers, RCMP and Justices of

	<p>the Peace. The new expansion of the Independent Legal Advice and Representation (ILAR) program provides training for lawyers.</p> <ul style="list-style-type: none"> ➤ More support for communities without RCMP detachments. The new expansion of ILAR allows lawyers to provide advice for legal options and over the phone safety planning. ➤ The new ILAR program provides legal supports to those impacted by online or in-person stalking. The Department is also working to address stalking in legislation. <p>Having an effective tracking system for EPO breaches, the circumstances surrounding breaches and the outcomes, to improve the current system.</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 2024-2025	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
TIMELINE	<p>[COMPLETED AND ONGOING] Independent Legal Advice and Representation Program</p> <p>[ONGOING] Legal Aid Outreach Program</p>

UPDATE 2024-2025	<p>The Outreach Legal Aid Clinic provides up to one hour of legal advice for anyone seeking it. Many of the Clients that attend the Legal Aid Outreach Clinic and who are helped by Family Law Lawyers are dealing with legal issues that arise from the threat, impact, and outcomes of domestic violence on their family unit. For example, Family Lawyers provide help with separation, access, and custody matters, and the Outreach Lawyer provides free legal advice and has information resources to provide information on legal and family matters.</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 creation of the Independent Legal Advice and Representation Program. The program also expands access to free legal advice and representation for survivors of intimate 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>The program is available for anyone who has experienced family violence, sexual violence, or has legal concerns about an Emergency Protection Order. The program matches the survivor with a panel lawyer and provides up to 4 hours of free legal advice diverse clients experiencing family violence. As of May 2025, the program has a panel of 13 lawyers to provide ILAR services.</p> <p>In response to feedback received from clients, since July 2024, clients can also receive up to 6 free therapy sessions from a panel of 4 therapists who provide counselling supports as needed.</p> <p>In 2024-25, 86 NWT residents, including 62 Indigenous persons, accessed ILAR services including for:</p> <ul style="list-style-type: none"> • Mental health (16) • Family violence (41) • Sexual violence (38) • EPOs (13) • Separation and divorce (18) <p>In 2024-25, the ILAR program conducted 9 community information sharing sessions, and 5 community visits to promote ILAR services.</p>
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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	Create a dedicated Women's Unit. [COMPLETED]

	Services specific to the needs of women offenders [ONGOING]
UPDATE 2024-2025	A modern dedicated Women's Unit has been established, and operations are ongoing. The Fort Smith Correctional Complex (FSCC) Women's Unit opened in November 2019 and female inmates were moved there from the old duplexes previously used for female inmates at the FSCC. The new facility design reflects the current and future needs of adult female inmates in the Northwest Territories and provides for 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 Boards for each of the NWT's correctional facilities.
DEPARTMENT	Justice
PROGRAM	Corrections Facilities – Community Advisory Boards
TIMELINE	Establishment of Community Advisory Boards [COMPLETED]
UPDATE 2024-2025	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. Community applicants are encouraged to join Community Advisory Boards through the expression of interest posted on the Department of Justice website.

ACTION 88.	Help families find information about their missing loved ones.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	NWT Family Information Liaison Unit Program
TIMELINE	Establishment and permanent funding of the NWT Family Information Liaison Unit Program [COMPLETED] . Current funding secured to 2030.

UPDATE 2024-2025	<p>The Northwest Territories Family Information Liaison Unit (FILU) gathers and provides information and support to families of missing and murdered Indigenous people. The unit works to increase awareness of services to families and will ensure interagency collaboration to support families who need to access other government services.</p> <p>In March 2025, Justice Canada announced on-going funding for FILUs in all provinces and territories, and that the GNWT contribution agreement would be extended to 2030. The funding for this program includes three positions: Project Manager, FILU Coordinator and a Family Information / MMIWG Program Analyst.</p> <p>The FILU office increased access to information through developing and creating the FILU library for families of missing and murdered loved ones. The books are all based on trauma and grief with activity books for families including children. As of March 2025, the library includes 37 books and 4 workbooks.</p> <p>The FILU is working with GNWT Infrastructure to locate a storefront location to appropriately provide confidential and sensitive services, including a gathering room for clients including families and their children.</p> <p>The FILU staff are continuously traveling the NWT and engaging communities. In 2024-25, the unit traveled into 23 out of 26 NWT communities and traveled upon request from client families and to do follow-up as requested.</p> <p>Commitments within the five (5) Year Funding agreement include a territory-wide advertising campaign and establishing regional presence across NWT, as a vast expansive of area to travel to and to try to build positive relationships with the people of the NWT.</p> <p>Program statistics for 2024-2025 include:</p> <p>Number of inquiries received - 21 Number of inquiries responded to - 5 Number of family members helped – 5</p>
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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	<p>Program reviews [COMPLETED]</p> <p>Program renewal [IN PROGRESS]</p>

UPDATE 2024-2025	<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 completed the 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>In January 2024, Specialized Courts introduced various Indigenous based on-the-land activities to participants in the Intimate Partner Violence Option stream, the Drug Treatment Court Program, and the Wellness Court Stream as well as to recent graduates of the programs as aftercare. On-the-land programming is offered by contract, including with Yellowknives Dene First Nation in March 2024.</p> <p>The Department is working to staff a mental health and addictions counselor position. Recently, the staffing complement was increased to add an additional Case Manager position and an Intake and Program Support Coordinator position to augment services to clients and better inform wellness plans.</p> <p>As of April 24, 2025:</p> <ul style="list-style-type: none"> • 212 individuals have been referred to Wellness Court, of which 109 participated in the program for some length of time, and 27 completed their wellness plan and graduated from the program. • 248 participants have successfully completed the Intimate Partner Violence Treatment Option Court program, of which 82 percent were male identified, while 18 percent were female identified. There continues to be an increase in female referrals, and the feasibility of a female-only virtual session is being considered. <p>Since the inception of virtual sessions of the Intimate Partner Violence Treatment Option Court program, five (5) sessions have been delivered online, with participants graduating in 10 communities.</p>
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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 online for 18/19 detachments [IN PROGRESS]</p> <p>Remote Docket Appearances online for Hay River, Inuvik and Fort Smith [COMPLETED AND ONGOING]</p>
UPDATE 2024-	Remote bail appearances are now live in 18 communities and numerous remote bail hearings are completed virtually on a regular basis from those communities.

2025	<p>The department is actively engaged with the RCMP in installing video connections and equipment in 19 detachments and coordinated work is still required to bring the one remaining detachment online.</p> <p>Remote Docket Appearances have been piloted in Hay River, Inuvik and Fort Smith and deemed suitable by the Court to continue.</p>
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ACTION 91.	Deliver culturally relevant programs to support offender rehabilitation and reintegration
DEPARTMENT	Justice
PROGRAM	Corrections Programming and Traditional Spaces
TIMELINE	[ONGOING] Program delivery integrating culture, traditions, and knowledge-sharing at all correctional facilities.
UPDATE 2024-2025	<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 and Maintenance program continues to be offered at each of the correctional facilities to harmonize with core criminogenic programming and to address the specific background and needs of Indigenous inmates. Northern Sessions support clients 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>Staff at the North Slave Correctional Complex (NSCC) have completed training in the Multi-Target Sex Offender Program (MTSP) through the Corrections Service of Canada. Initial MTSP was delivered at the NSCC in summer of 2025.</p> <p>In 2024-2025, 31 criminogenic programs were delivered with 88 participant completions. Overall, from 2020 to spring 2025, 167 criminogenic programs have been delivered with 427 participant completions.</p> <p>In 2024-2025, the Department of Justice initiated work on a Justice Navigator program to be implemented starting in summer 2025. This voluntary program aims to increase community-led aftercare supports for people released from the criminal justice system through a voluntary referral to the community-based Justice navigator program. The program is funded by the Department of Justice under the Guns and Gangs Agreement with the federal government.</p>

ACTION 92.	Set policing priorities in partnership with community and Indigenous governments
DEPARTMENT	Justice
PROGRAM	Community Policing Action Plans
TIMELINE	2024-2027 Ministerial Policing Priorities established [COMPLETED] All 33 communities serviced by RCMP have community policing priorities. [COMPLETED].
UPDATE 2024-2025	<p>As per article 6 of the TPSA the Minister of Justice sets the objectives, priorities, and goals of the territorial police service to guide the Commanding Officer in the policing services for NWT residents. In 2024, the Minister invited Indigenous and community leaders to provide input on the current three-year Territorial Ministerial Policing Priorities. The Minister of Justice tables the progress on the 2024-2027 Policing Priorities each year in the fall sitting.</p> <p>Each detachment commander meets and sets local policing priorities with community annually. RCMP report locally on the progress of these priorities through monthly policing reports.</p> <p>RCMP in the NWT provide enhanced policing through the First Nations Inuit Policing Program (FNIPP). The FNIPP funding supports RCMP officers to provide enhanced policing that are over and above core policing duties of law enforcement. This includes working with local Community Justice Committees (CJC) to develop Letters of Collaboration (LOCs), LOCs are living documents that establish joint crime prevention and policing services activities that are informed by and important to the community. In 2024-2025, there were 13 Letters of Collaboration signed by RCMP and CJCs.</p> <p>NWT Policing Priorities and (LOC)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>

ACTION 93.	Support a professional, dedicated and culturally responsive policing service to Indigenous communities
DEPARTMENT	Justice
PROGRAM	First Nations Policing Program Agreement
TIMELINE	In 2023, the Department of Justice signed a multiyear Framework Agreement with the federal government supporting the expansion of the First Nation and Inuit Policing Program (FNIPP) from 9 to total of 22 FNIPP RCMP positions. GNWT has expanded the funding for FNIPP positions from nine (9) in 2021 to 22 fully funded positions in

	2024-2025 [COMPLETED]. The GNWT continues to work closely with the RCMP and Public Safety Canada (PSC) on the development of FNIPP. [ONGOING]
UPDATE 2024-2025	<p>The FNIPP funding supports RCMP officers to provide enhanced policing that are over and above core policing duties of law enforcement. The NWT geography often has RCMP as the only mobile, 24/7, service provider in many communities. As result all RCMP often deal with many social issues identified within FNIPP as enhanced policing.</p> <p>As of December 2024, 20 of the 22 First Nation and Inuit Policing Program positions are staffed. These positions are in Inuvik, Behchokò, Fort Simpson, Fort Good Hope, Fort McPherson and Tulita.</p> <p>FNIPP requires that Community Justice Committees meet with their respective RCMP Officers to set joint policing and crime prevention priorities with community stakeholders and document these shared priorities through letters of collaboration required under the FNIPP. As of February 2025, the Department of Justice has hosted 21 in-person meetings with RCMP and Community Justice Coordinators, with 13 Letters of Collaboration that identify policing priorities and crime prevention activities.</p> <p>Currently, the GNWT is working with Public Safety Canada and the RCMP to support the development of tripartite agreements which are agreements held between the federal government, the GNWT Department of Justice and Indigenous governments that give Indigenous communities a role in supporting the policing services in their communities.</p>

ACTION 94.	Communications Strategy and Plan
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Changing the Relationship Action Plan
TIMELINE	[COMPLETED] 4 years of annual reporting posted to date.
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. Four years of reporting are currently available 2021-2022, 2022-2023, 2023-2024, and 2024-2025.</p> <p>In December 2021, the Department of Executive and Indigenous Affairs launched a Missing and Murdered Women and Girls webpage: https://www.eia.gov.nt.ca/en/priorities/missing-and-murdered-indigenous-women-and-girls</p> <p>The webpage provides an overview of the GNWT's participation in, and response to the National Inquiry. It also includes:</p> <p>Background information on the National Inquiry into Missing and Murdered Women and Girls.</p>

	<ul style="list-style-type: none">▪ 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▪ 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.
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