



2022 – 2023 ANNUAL REPORT

Progress on: Changing the Relationship

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

If you would like this information in another official language, call us.

English

Si vous voulez ces informations en français, contactez-nous.

French

Kīspin ki nitawihtīn ē nīhīyawihk ōma ācimōwin, tipwāsinān.

Cree

Tłıç hq yatı k'èè, Dı wegodı newq dè, gots'o gonede.

Tłıç hq

ʔerihł'ís Dēne Sų́íné yatı t'a huts'elkēr xa beyáyatı theᓇ ʔat'e, nuwe ts'ēn yó łı.

Chipewyan

Edı gondı dehgáh got'ıę zhatıé k'éé edat'éh enahddhę nıde naxets'é edahłı.

South Slavey

K'áhshó got'ıne xədə k'é hederı ʔedıh tı'é yerııwę nıd é dú le.

North Slavey

Jii gwandak izhii ginjik vat'atr'ijáhch'uu zhit yınohthan jı' , diits'át ginohkhii.

Gwich'in

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.

Inuvialuktun

Ċ'đċ ħħ'ᓃᓃΔĊ ħıŁJΔıĊ Δᓃ'ħĊĊ'ᓃ'ıŁıħ'ı, ΔēĊħ'ᓃ'ᓃ' Δ'ᓃĊı'ᓃ'ᓃ'ħħ'.

Inuktitut

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.

Inuinnaqtun

1-866-561-1664

Contents

A Message from the Minister.....	4
Message de la ministre	6
Executive Summary	8
Changes Made in 2022-23.....	14
Part 2.....	19
Updates from Change Leaders in 2022-23.....	19
Part 3	37
Responding to the Calls for Justice: Progress Made in 2022-23	37
Culture and Language	38
Health and Wellness	57
Human Security	70
Justice.....	88

A Message from the Minister

This 2022-2023 annual report is the Government of the Northwest Territories' first report on progress towards the implementation of "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.

Over the past year, the GNWT has made important progress to help bring about the transformative change needed to begin to undo the effects of colonialism and racial and gendered discrimination in our territory.

I am proud to announce that the GNWT now provides free legal advice and representation to survivors of intimate partner and gender-based violence and sexual assault, under the newly established Independent Legal Advice and Representation Program. We are also now directly supporting Indigenous residents and families bridge cultural and language barriers in health care through the launch of the dedicated Indigenous Patient Advocate program. The program is active in acute health care facilities in Inuvik, Fort Smith, Hay River and Yellowknife.

A landmark event with the ability to effect change on all branches of government was the tabling of Bill 85 – United Nations Declaration on the Rights of Indigenous Peoples Implementation Act in the NWT Legislative Assembly this year. This overarching legislation is unique in Canada, as it was co-drafted with Indigenous governments. The Declaration serves as a framework for reconciliation and formalization of legal mechanisms for the GNWT to implement the Declaration's principles across all government activities.

I would like to recognize the efforts of Community Contacts – people with lived experience appointed by NWT Indigenous governments, as well as the Native Women's Association of the NWT and the Status of Women Council of the NWT. These organizations and Community Contacts have helped hold the GNWT accountable and supported the GNWT in taking a culturally safe, decolonized and trauma-informed approach to community engagement in the development of the GNWT's Action Plan in 2022. Together with these partners, we are also finalizing Terms of Reference for a MMIWG Advisory Committee to help guide the ongoing implementation of the Action Plan. The intent is to establish the MMIWG Advisory Committee by Fall of 2023.

I would also like to acknowledge the more than 4,500 GNWT employees who have already started or completed the GNWT's Indigenous Cultural Awareness and Sensitivity Training. The work of relationship building and cultural change takes time, and for many employees, this training is a starting point for reflecting on reconciliation, and for taking meaningful steps towards change in their departments and communities.

The progress documented in the six months since the release of “Changing the Relationship” demonstrates the GNWT’s commitment to significant action towards addressing systemic causes of violence, inequality, and racism so that all women, girls, and (2SLGBTQQA+) persons across the territory feel safe and empowered.

The Government of the Northwest Territories looks forward to continuing to work on implementing the GNWT MMIWG Action Plan and to continue working with our community partners on related initiatives with the aim of ending violence directed at Indigenous women, girls and 2SLGBTQQA+ persons.

Marsi/mahsi/quana/quyanamiq

The Honourable Caroline Wawzonek
[Minister Responsible for the Status of Women](#)





Update on the Crisis

This is what we know as of today:

- o **7,871 WOMEN** Have Been Murdered in Canada between 1980 and 2020
- o **1,306 INDIGENOUS WOMEN** Have Been Murdered in Canada between 1980 and 2020
- o **60 INDIGENOUS WOMEN** Have Been Murdered in the NWT between 1980 and 2020

Message de la ministre

Le rapport annuel 2022-2023 est le premier rapport du gouvernement des Territoires du Nord-Ouest (GTNO) à rendre compte des progrès accomplis dans le cadre du plan d'action « Changer les relations », établi par le GTNO en réponse aux appels à la justice pour les femmes, les filles, et les personnes bispirituelles, lesbiennes, gaies, bisexuelles, transgenres, queers, en questionnement, intersexes et asexuelles (2ELGBTQQIA+) autochtones disparues et assassinées.

Au cours de l'exercice écoulé, le GTNO a réalisé d'importants progrès en vue d'aider à apporter le changement transformateur nécessaire pour commencer à défaire les effets du colonialisme et de la discrimination raciale et sexuelle au sein de notre territoire.

Je suis fière d'annoncer que le GTNO propose un nouveau programme gratuit de conseils et de services de représentation juridiques indépendants aux survivants de violences conjugales, de violences sexistes ou d'agressions sexuelles. Par ailleurs, nous aidons désormais directement les résidents autochtones et leurs familles à surmonter les barrières culturelles et linguistiques dans le contexte des soins de santé, grâce au lancement du Programme de défenseur des intérêts des patients autochtones, en vigueur dans les établissements de soins de santé de courte durée d'Inuvik, de Fort Smith, de Hay River et de Yellowknife.

Cette année a également été marquée par un événement phare, susceptible d'influer sur les trois pouvoirs gouvernementaux, à savoir le dépôt du projet de loi 85, *Loi de mise en œuvre de la Déclaration des Nations Unies sur les droits des peuples autochtones*, à l'Assemblée législative des Territoires du Nord-Ouest (TNO). Il s'agit d'une loi générale unique au Canada, dans la mesure où elle a été corédigée avec les gouvernements autochtones. La Déclaration des Nations Unies sur les droits des peuples autochtones sert de cadre de travail pour la réconciliation et l'officialisation de mécanismes juridiques qui doivent permettre au GTNO d'appliquer les principes de ladite Déclaration à travers l'ensemble des activités gouvernementales.

Je souhaite saluer les efforts fournis par les personnes-ressources communautaires (personnes au vécu pertinent nommées par les gouvernements autochtones ténois) ainsi que par l'Association des femmes autochtones des Territoires du Nord-Ouest et le Conseil sur la condition de la femme des TNO. Ces intervenants ont tous contribué à tenir le GTNO responsable et l'ont aidé à adopter une approche de la mobilisation communautaire qui soit respectueuse de la culture, adaptée aux traumatismes et axée sur la décolonisation, lors de la phase d'élaboration de son plan d'action en 2022. Avec ces partenaires, nous finissons de mettre au point le cadre de référence du comité consultatif sur les femmes et les filles autochtones disparues et assassinées (FFADA), ce qui permettra d'orienter et de poursuivre la mise en œuvre du plan d'action. Nous visons à créer le comité consultatif sur les FFADA d'ici l'automne 2023.

Enfin, j'aimerais remercier les plus de 4 500 employés du GTNO qui ont entamé la formation de sensibilisation aux réalités culturelles autochtones mise en place par le gouvernement territorial. Bâtir des relations et changer la donne culturelle prend du temps : pour beaucoup d'employés, cette formation constitue le point de départ d'une réflexion sur la réconciliation et marque le début d'efforts significatifs pour changer les choses au sein de leur ministère et de leur collectivité.

Les progrès documentés au cours des six mois qui ont suivi la publication du plan d'action « Changer les relations » témoignent de l'engagement du GTNO à prendre des mesures importantes pour s'attaquer aux causes systémiques de la violence, de l'inégalité et du racisme, et ce, afin que toutes les femmes, filles et personnes 2ELGBTQQIA+ du territoire se sentent en sécurité et en confiance.

Le GTNO entend poursuivre les efforts de mise en œuvre de son plan d'action pour les FFADA et continuer à travailler avec les partenaires communautaires sur des initiatives connexes, dans le but de mettre fin à la violence contre les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones.

Marsi/mahsi/quana/quyanamiq

L'honorable Caroline Wawzonek
Ministre responsable de la condition de la femme





Le point sur la crise

Voici ce que nous savons à l'heure actuelle :

- o 7 871 FEMMES ont été assassinées au Canada entre 1980 et 2020.
- o 1 306 FEMMES AUTOCHTONES ont été assassinées au Canada entre 1980 et 2020.
- o 60 FEMMES AUTOCHTONES ont été assassinées aux TNO entre 1980 et 2020.

Executive Summary

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

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

The 2022-2023 Annual Report describes the progress that has been made in the first year of implementation of the GNWT’s action plan to address the Calls for Justice presented in *Reclaiming Power and Place: Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)*. The annual report is presented in three parts:

PART 1 - Changes Made in 2022-2023:

This section highlights major initiatives carried out in 2022-2023 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. These highlights focus on 10 broad commitments made by the GNWT in the action plan:

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

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

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

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

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

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

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

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

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

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

PART 2 - Updates from Change Leaders in 2022-2023:

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

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

PART 3 - Responding to the Calls for Justice - Progress made in 2022-2023

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*:

- Progress on Actions to Respond to Calls for Justice on Culture and Language
- Progress on Actions to Respond to Calls for Justice on Health and Wellness

2022-23 Annual Report of the GNWT in Response to Calls for Justice on Missing and Murdered Indigenous Women and Girls

- Progress on Actions to Respond to Calls for Justice on Human Security
- Progress on Actions to Respond to Calls for Justice on Justice.

In the November 2022 Action Plan “*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. This first annual progress report, and subsequent reports will continue to provide a summary of the most current statistics available to the GNWT Department of Justice, Royal Canadian Mounted Police and NWT Statistics Bureau.

Sommaire

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

Composé de 94 mesures, ce plan d'action vise à amorcer le processus nécessaire pour lutter contre le colonialisme ainsi que la discrimination raciale et sexuelle à tous les ordres de gouvernement et dans toutes les institutions publiques.

L'Association des femmes autochtones des TNO, le Conseil sur la condition de la femme des TNO ainsi que des *contacts* communautaires représentant les gouvernements et les organisations autochtones des TNO ont aidé à orienter l'approche du gouvernement pour mettre au point son plan d'action. Les échanges avec ces intervenants de premier plan ont permis de recueillir des observations essentielles et d'ainsi mieux comprendre quelles sont les séquelles de la colonisation et comment le racisme et la discrimination qui en découlent influent sur la perception et le traitement des personnes autochtones, hier comme aujourd'hui.

Le rapport annuel 2022-2023 décrit les progrès accomplis au cours de la première année de mise en œuvre du plan d'action du GTNO pour répondre aux appels à la justice présentés dans le document intitulé « Réclamer notre pouvoir et notre place : le rapport final de l'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées ». Ce rapport annuel se divise en trois parties :

PREMIÈRE PARTIE – Les changements apportés en 2022-2023

Cette section met en lumière les grandes initiatives menées en 2022-2023 pour changer les relations des ministères, des organismes et des employés du GTNO lors des rencontres courantes avec les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones, ainsi que les politiques et les processus du GTNO sur le sujet. Cette partie s'articule autour de dix grands engagements pris par le GTNO dans le cadre de son plan d'action :

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

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

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

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

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

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

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

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

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

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

DEUXIÈME PARTIE – Mises à jour de la part des leaders du changement en 2022-2023

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

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

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

TROISIÈME PARTIE – Mises à jour sur les progrès accomplis en 2022-2023 pour répondre aux appels à la justice

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

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

Dans son plan d'action « Changer les relations » datant de novembre 2022, le GTNO a commencé par reconnaître la crise de violence qui sévit actuellement au Canada et aux TNO et qui touche les femmes et les enfants autochtones. Le premier rapport annuel sur les progrès accomplis ainsi que ceux à venir résumeront les dernières statistiques dont disposent le ministère de la Justice du GTNO, la Gendarmerie royale du Canada et le Bureau de la statistique des TNO.

Part 1

Changes Made in 2022-23

The Government of the Northwest Territories' (GNWT) 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 describes 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 (2SLGBTQQA+) people.

In 2022-23, Changing the Relationship Started with:

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

In 2022-2023, **11 Cultural Safety and Anti-Racism Training sessions** were delivered to health and social services staff and health care workers, including three regional sessions in Inuvik, Fort Smith, and Norman Wells. 181 HSS staff participated in 2022-23 and 13 cultural safety and anti-racism training sessions are scheduled from February 2023 to March 2024.

Four (4) Indigenous Patient Advocates have been hired, oriented, and trained to work in NWT acute care facilities in Inuvik, Fort Smith, Hay River, and Yellowknife. The Indigenous Patient Advocates began providing services on January 9, 2023, supporting Indigenous clients to address their concerns and questions, while bridging culture and language barriers. The first Indigenous Client Experience Council meeting was held on February 23, 2023. The second meeting was held on April 17, 2023.

The Indigenous Advisory Body which provides guidance and advice to Northwest Territories Health and Social Services System held four meetings in 2022-23.

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

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

Gender Based Analysis Plus training is available to all GNWT employees on the Human Resources Information System (HRIS) platform. The Gender Equity Division is working on a more tangible analysis tool for GNWT departments to work with, with an expected completion date by Spring 2024.

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

In March 2022, the GNWT endorsed a three-year 2021-2024 Agreement with Canadian Heritage to provide federal funding of \$5.9 million per annum to the GNWT for its Indigenous language programs and services.

In 2023-2024, the GNWT is providing funding of \$12.2 million for Indigenous languages and education initiatives in schools. 41 of 49 NWT schools are offering Indigenous language programming as a second language in the 2022-2023 school year.

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

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

There are currently 1880 NWT Indigenous people working for the GNWT out of a total workforce of 6482 employees. At the senior management level, there are approximately 55 NWT Indigenous people out of a total of 269 senior managers. In 2023-2024 Indigenous job applicants will be able to request Indigenous representation on any GNWT hiring committees when screening, interviewing, and selecting applicants.

In November 2022, all departments and agencies of the GNWT published [Indigenous Employment Plans](#) on the Department of Finance's website. These plans include short-, medium-, and long-term goals and department specific actions that will be undertaken to increase, develop, and maintain the number of Indigenous employees employed within the GNWT.

In 2022-2023, 33 applicants received employment through the Indigenous Career Gateway Program designed to improve access to employment opportunities for Indigenous persons for entry-level employment and trainee opportunities with the GNWT.

In 2022-2023, 38 Indigenous employees received funding to access skills training for career advancement through the Indigenous Development and Training Program which supports the professional development of Indigenous employees within the GNWT.

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

The GNWT is moving forward with plans to build a permanent wellness and recovery centre on 51st street in downtown Yellowknife near the Tree of Peace friendship centre. The new facility will have a capacity of 99 people, including a 30-bed recovery centre and 59 seats in the day shelter area, plus room for staff. The facility is anticipated to be completed by December 2025.

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

In response to requests from Indigenous governments to reduce the administrative burdens and increase flexibility, GNWT announced in March 2023 that it had combined three funding programs including the On the Land Healing Fund, the Addictions Recovery and Aftercare Fund and the Addictions Recovery Peer Support Fund into the Community Wellness and Addictions Recovery Fund. Bundling the funds provides Indigenous governments with greater autonomy over the kinds of mental wellness and addictions recovery projects they offer and how funding is allocated. In 2022-2023 there were a total of 12 agreements in place, seven (7) of which were multi-year contribution agreements.

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

The GNWT has renewed the **Yellowknife Integrated Service Delivery Demonstration Site** to assist vulnerable people access programs related to justice, health, social services, education, and housing and help address the overrepresentation of Indigenous people in the justice system. This is now a permanently funded program.

There are Single Window Service Centres in 22 NWT communities staffed by locally hired Government Service Officers delivering a critical service to residents in small, rural, and remote communities, by providing a seamless point of access for information on government programs and services. Many Government Service Officers provide services in their Indigenous language, plain language interpretation and translate or explain forms and applications in terms or analogies that the Elders would understand.

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

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

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

Truth and Reconciliation

The Truth and Reconciliation Commission's (TRC) Call to Action 76 provides principles for the documenting, maintaining, commemorating, and protecting residential school cemeteries, emphasizing that Indigenous governments shall lead the development of strategies for residential school cemeteries.

The GNWT released the Report on the History of NWT Education Facilities on October 26, 2022. This report was created to assist communities with identifying possible burial sites and to support other research activities related to the legacy of residential schools in the NWT. It provides an inventory of educational facilities in the NWT from 1862-2021, including residential schools, day schools and residences, derived from documentary evidence available at the NWT Archives and in ECE departmental records.

In August 2022, the GNWT made available grant funding of up to \$2,500 to support events that commemorate the National Day for Truth and Reconciliation. This initiative provides special, application-based grant funding to support Indigenous governments and Indigenous organizations to plan and deliver National Day for Truth and Reconciliation events in communities and locations across the NWT.

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

The GNWT is also advancing in the creation of a Residential Schools Monument to honour Survivors and all the children who were lost (TRC call to Action #82). This monument will be built in Yellowknife as the capital of the NWT. Residential school survivors as well as inter-generational survivors and other experts held a visioning workshop in Yellowknife on March 2-3, 2022. A smaller Working Group was subsequently established to provide guidance and direction on the design and production of the proposed monument.

United Nations Declaration on the Rights of Indigenous Peoples (Declaration)

In March 2023, the GNWT tabled Bill 85 – *United Nations Declaration on the Rights of Indigenous Peoples Implementation Act*. The proposed act is unique in Canada as it was co-drafted between Indigenous governments and the GNWT to advance reconciliation and address the legacy and harms of colonialism by formalizing mechanisms for the GNWT to implement the Declaration across everything it does - including in its departments, laws, policies, treaties, and other types of arrangements with Indigenous peoples.

The proposed act:

- Recognizes the Northwest Territories is within the traditional territory of the Dene First Nations, Inuvialuit, and Métis peoples.
- Affirms the GNWT's commitment to implementing the Calls to Action of the Truth and Reconciliation Commission of Canada, and the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls to fully adopt and implement the Declaration as a framework for reconciliation.
- Recognizes that the implementation of the Declaration must include concrete measures to address injustices, combat prejudice and eliminate all forms of violence, racism and discrimination, including systemic racism and discrimination against Indigenous peoples, Indigenous elders, youth, children, women, men, persons with disabilities and gender diverse, and two-spirit persons;
- Commits to taking effective measures, including legislative, policy and administrative measures, in collaboration and cooperation with Indigenous peoples,

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

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

The GNWT committed to establish a meaningful entity with accountability to monitor and evaluate the implementation of the MMIWG Federal Calls for Justice in the NWT, as well as the GNWT action plan on MMIWG and 2SLGBTQQIA+ community. 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. 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.

Direction from this meeting informed the preparation of a draft Terms of Reference for an MMIWG Advisory Committee that would provide advice and guidance on the implementation of the Action Plan. The draft Terms of Reference will be sent to all Indigenous governments and key stakeholders for review and feedback. Following the engagement process, the intent is to establish the MMIWG Advisory Committee by fall of 2023



Part 2

Updates from Change Leaders in 2022-23

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

In 2022-23, change leaders in the GNWT worked to advance reconciliation and address the legacy and harms of colonialism through concrete actions to implement the GNWT's Action Plan on Missing and Murdered Indigenous Women and Girls:

1. What the **Community, Culture and Innovation Division and Cultural Safety and Racism Division** did in 2022-23 to lead change in the GNWT:

Office of Client Experience

In February 2023, the GNWT announced a new focus on patient experience in the health and social services system through the Office of Client Experience which offers a centralized point of contact for individuals to provide feedback, make a complaint, or ask any questions they have regarding the health and social services system.

The Office of Client Experience provides support for all residents and their families when accessing health and social services, including system navigation, client, and family advocacy, and connecting clients with additional supports and resources. The Office also supports system improvement and responsiveness, using client experience and feedback to inform changes needed to meet the goal of providing equitable and culturally safe care and services.

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

Indigenous Patient Advocates

As part of the Office of Client Experience, the GNWT also announced the launch of the Indigenous Patient Advocate Program. Following direction provided by Regular Members of the Legislative Assembly, the Department of Health and Social Services collaborated with the Northwest Territories Health and Social Services Authority and the Indigenous Advisory Body to develop these positions as part of a new, innovative, and comprehensive approach to improving client experience. The Indigenous Patient Advocates will help Indigenous residents, their families, and guests by providing advocacy, and access to cultural, spiritual, emotional, and language supports.

To ensure the Indigenous Patient Advocates are successful in supporting and advocating for Indigenous residents, they have been given a mandate for change. This is an essential element of the program to ensure the Advocates can address and resolve systemic barriers or challenges. The Indigenous Patient Advocates are members of their regional Senior Management teams, ensuring Indigenous representation and participation in decision-making at those leadership tables.

The Advocates make up a territorial team that reports to an Indigenous director, with a shared reporting relationship with the Chief Operating Officer, or CEO, for their region. This approach will provide support and guidance to the Advocates, as well as a peer network to help counteract systemic racism experienced by Indigenous employees as they work to break down barriers and support residents to navigate the complex health and social services system.

System change takes time, but the implementation of the Office of Client Experience and the Indigenous Patient Advocate Program adds direct supports that contribute to the goal of providing the best care possible for patients and clients, while also informing longer-term system-level changes for a better future for all residents.

Health and Social Services Indigenous Advisory Body

The **Indigenous Advisory Body** was established to provide guidance and advice on incorporating Indigenous tradition, culture, and healing practices within the NWT Health and Social Services system and aims to address inequities experienced by Indigenous residents when accessing health and social services.

The Indigenous Advisory Body held four meetings in 2022-23. Updates were provided on programs related to Cultural Safety and Anti-Racism, Child and Family Services, and Mental Wellness and Addictions Recovery. The Advisory Body also provided guidance to the department, as required.

Cultural Safety and Anti-Racism Training

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

In 2022-2023, 11 Cultural Safety and Anti-Racism Training sessions were delivered to health and social services staff and health care workers, including three regional sessions in Inuvik, Fort Smith, and Norman Wells. 181 HSS staff participated in 2022-23 and 13 cultural safety and anti-racism training sessions are scheduled from February 2023 to March 2024.

Community Wellness Plans

Community Wellness Initiatives Funding has been established to reduce health disparities and improve the health and wellness of Indigenous individuals, families, and communities in the Northwest Territories. The use of funds is guided by locally created Community Wellness Plans.

In December 2022, the Community, Culture, and Innovation Division hosted the Territorial Wellness Gathering in Yellowknife, NT which brought together the community wellness initiative network to share health status and wellness priority updates, and support community capacity for effective wellness planning.

2. What the Gender Equity Division did in 2022-23 to lead change in the GNWT:

GNWT Action Plan in response to Calls for Justice

The GNWT Action Plan in response to the Calls for Justice presented in the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls was tabled in the Legislative Assembly on November 2, 2022. The Action Plan includes a commitment statement from Cabinet and the Premier to work towards addressing the effects of colonialism and racial and gender discrimination at all levels of government and public institutions. This is important as the GNWT wishes to illustrate that the Action Plan is supported by all of Cabinet, and more significantly to show accountability.

Indigenous Languages Terminology Workshop

Gender Equity Division worked in partnership with the Native Women's Association of the NWT to co-host a three-day terminology workshop in June 2022 involving NWT Indigenous language interpreter/translators, Elders, people with lived experience, youth, and other community resource people.

The purpose of the workshop was to review and develop terminology in the Indigenous languages related to MMIWG, gender-based violence and family violence. In preparation for this workshop, the Minister Responsible for the Status of Women reached out to the Indigenous Leadership to submit names of interpreter/translators for all the NWT Indigenous languages along with names of Elders to participate in this workshop. The Gender Equity Division also worked with GNWT departments and other partners to compile a list of terms related to Missing and Murdered Women and Girls, gender-based violence and family violence.

At the 3-day workshop, Indigenous language experts reviewed and discussed terminology and were asked to identify words in their Indigenous languages for which an equivalent English translation would need to be identified. This approach provided a unique opportunity for non-Indigenous language speakers, to gain a perspective on the Indigenous way of thinking and being.

In total, over 130 Indigenous language terms were developed related to MMIWG, gender-based violence, family violence and intimate partner violence. An Indigenous languages terminology booklet is also currently in development and will be made available later this year. The terms developed were in the five Dene languages along with Inuktitut and Inuvialuktun. Other language interpreter/translators were invited to the workshop but were unable to attend due to weather conditions impacting their ability to travel.

A media briefing was arranged at the conclusion of the terminology workshop. The media briefing was provided by the participants and received good coverage, both territorially and nationally. Feedback received was very positive and a recommendation was made to hold a follow up workshop and for all departments to consider holding similar workshops. A follow up workshop is being planned for 2023-2024. The terms developed will be verified at the follow up workshop and then produced into a booklet.

Where required, interpreter/translators who participated in the terminology workshop were hired to provide interpreting services for the Open Houses held during the community engagement that was undertaken in summer of 2022 on the Draft Action Plan.

Men's Sharing Circle

The Gender Equity Division worked with the Native Women's Association of the NWT to host Men's Sharing Circles. The purpose of the Men's Sharing Circle is to provide an opportunity for men to hear

about the work being done by the Native Women's Association of the NWT to end violence against women; to hear an update from the GNWT on actions to address the 231 Calls for Justice; and, to provide a safe space for men to share and discuss what can be done to address the root causes of violence against women and girls and the role of men and boys in ending violence directed at Indigenous women and girls.

Men's Sharing Circle was held at the Tree of Peace in Yellowknife in October 2022 and in Fort Providence in March 2023. The men who participated in these workshops noted the importance of involving men and recommended more sessions be held. The Gender Equity Division will continue to work with the Native Women's Association of the NWT to host these gatherings in communities.

Women in Leadership

The GNWT recognizes that having more women in leadership will help achieve gender equality. Women leaders not only help influence decision-making in policies and help shape public priorities, but they also act as role models for young women. The Gender Equity Division is continuing to offer Campaign School for Women workshops throughout the territories and is also coordinating the development of a self-guided online course.

A Facilitators workshop was held in late February/early March to train more northern women facilitators. 10 women completed the three-day training. These trained facilitators are co-facilitating the workshops that are being offered.

A southern firm was contracted to design and develop the online self-guided elearning course based on the Campaign School for Women curriculum. It is anticipated that this elearning course will be launched in Summer 2023.

NWT Family Information Liaison Unit

The NWT Family Information Liaison Unit (FILU) program is intended to help the families of Missing and Murdered Indigenous Women and Girls find information about what happened to their loved ones. FILU is a national initiative to help families find information about their missing loved ones. A mobile office and outreach model is used to serve clients in remote areas. This program was transferred from the Department of Justice to the Gender Equity Division in the Department of Executive and Indigenous Affairs (EIA) in 2022 because it was determined that the FILU program naturally aligns with the MMIWG portfolio already held within the GED.

In February 2023, Justice Canada advised the GNWT that their current contribution agreement to support the NWT Family Information Liaison Unit would be extended for an additional two years to 2025 and that the program itself will now be permanently funded. With this support, the NWT Family Information Liaison Unit will become a permanent resource for Indigenous families in search of information on their missing or murdered loved ones.

3. What the Indigenous Languages and Education Secretariat did in 2022-23 to lead change in the GNWT:

Official Languages Act

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

The proposed amendments are based on recommendations and feedback from the Language Commissioner, the Standing Committee on Government Operations (SCOGO) and the public.

The OLA also establishes the Official Languages Board comprised of representatives from each of the official language communities. The boards meet bi-annually and provide advice and recommendations to the Minister. The Boards held an in-person meeting on March 07-08, 2023. The next meeting is planned for June 27, 2023.

Indigenous Languages Mentor – Apprentice Program

ECE completed its third full delivery of the Indigenous Languages Mentor – Apprentice Program in March 2023 which pairs a fluent speaker (mentor) with a committed learner (apprentice) in immersion language learning settings. 44 pairs of Apprentices and Mentors completed the MAP 2022-2023 delivery. Six language groups were represented in the program: Dene Zhatié (South Slavey), Inuvialuktun, Gwich'in, Dene Kede (North Slavey), Tłı̄ç hq̄, and Dëne Sų́łné (Chipewyan).

Indigenous Languages Funding

In March 2022, GNWT endorsed a three-year 2021-2024 Agreement with Canadian Heritage for federal funding of \$5.9 million per annum to the GNWT for its Indigenous language programs and services. In 2023-24, GNWT budgeted an additional \$3.9 million to boost funding for Indigenous language initiatives for a total of **\$9.8 million** in funding for NWT Indigenous languages. This funding distribution includes:

Indigenous Languages Strategic Actions	2022-2023 Federal Funding (000s)	2022-2023 GNWT Funding (000s)
Funding to regional Indigenous governments to support their multi-year Indigenous Language Plans, which covers language resource development, language learning, networking and sharing, promotional activities, and the salaries and expenses of the regional Indigenous language coordinator and community staff.	\$2,227	\$2,658
Administration of the agreement and support for regional Indigenous language coordinators.	\$180	

Indigenous Language Training and Development, including the Mentor Apprentice Program, scholarships for post-secondary Indigenous language programs, and training opportunities for interpreters and translators.	\$704	\$496
Professional Development to support capacity building with regional Indigenous language coordinators.	\$56	
Support for the two NWT-wide Indigenous language broadcasting societies: Native Communications Society and Inuvialuit Communications Society.	\$200	\$678
Funding community radio stations to develop programming, train staff, and purchase or upgrade equipment.	\$98	\$52
Funding to support seven teaching and learning centres nested in the school system across the NWT that provide support to Indigenous language and cultural programs within communities and in schools, including developing and producing Indigenous language resources.	\$1,400	\$1,400
Funding for the Teaching and Learning Centres to facilitate access to community Elders, language speakers, cultural experts, equipment, supplies, and training.	\$700	
Funding for the GNWT to hire an Indigenous Languages Services Project Coordinator to support the GNWT interpreter / translator services.	\$160	
Territorial Strategic Initiatives funding to support non-governmental organizations that are pursuing Indigenous language revitalization that do not otherwise qualify for funding from Indigenous Governments (e.g., NWT Literacy Council, Yamózha Kúé Society, the Aboriginal Sports Circle, the NWT Foster Family Coalition, and the NWT Teachers Association)	\$175	
TOTAL	\$5,900	\$3,909

Indigenizing JK–12 Education

In 2023-2024, the GNWT will be providing funding of \$12.2 million for Indigenous languages and education initiatives in schools. Of this amount, \$7.476 million is for Indigenous languages staff and \$929,000 is for resource development to support Indigenous language instruction. Currently, 41 of 49 NWT schools are offering Indigenous language programming as a second language in the 2022-2023 school year. Five schools also offer Indigenous language immersion programming in the primary grades.

Beginning in the 2023-2024 school year, ECE will pilot the **Indigenous Language Instructor Employment Plan (ILIEP)** that will create positions of trainees that work alongside a current mentoring language instructor to improve language proficiency and instructor training.

Northern Studies

Teachers from all regions had the opportunity to train in the Treaty Simulation in September 2022. The Treaty Simulation aims to see students: learn the history of modern treaties and their negotiation and implementation; build skills in leadership, public speaking, researching, problem solving, communicating, and presenting ideas, and gain an appreciation of how Indigenous and non-Indigenous perspectives shape politics and culture.

In February 2023, the GNWT began piloting Northern Studies 30 in several schools across the NWT. Northern Studies 30 is a high school course that focuses on land, governance, wellness, and reconciliation. It is a made-in-the-NWT curriculum that is based on engagement with Indigenous governments and other education partners, such as education body superintendents, the GNWT Indigenous Languages and Education Secretariat, curriculum consultants and various working groups.

Northern Studies 30 covers a variety of topics that are relevant to NWT students including geographic regions, natural resources, protected landscapes, oral history and traditions, historical land use, human migration, colonization, language reclamation, consensus government, Arctic sovereignty, Dene Kede and Inuuqatigiit, mental health and addictions, housing, Missing and Murdered Indigenous Women and Girls, the Truth and Reconciliation Commission (TRC), cultural appropriation, and the role of social media. During the small-scale pilot, the GNWT will gather feedback from educators and students on the course and the curriculum framework, aiming to launch the finalized course in all NWT schools in September 2023.

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

4. What the Diversity and Inclusion Division did in 2022-23 to lead change in the GNWT:

Indigenous Recruitment and Retention Framework

The Diversity and Inclusion Division developed and launched an Indigenous Recruitment and Retention Framework in 2021 to support the GNWT to build a workforce that is representative of the population it serves by increasing Indigenous representation and supporting Indigenous leadership opportunities across all departments and levels of government.

In November 2022, all departments and agencies finalized and posted their respective Indigenous Employment Plans on the Department of Finance's website. These plans include short-, medium-, and long-term goals and department specific actions that will be undertaken to increase, develop and maintain the number of Indigenous employees employed within the GNWT. Each Indigenous Employment Plan outlines how a department or agency will increase Indigenous representation and increase Indigenous leadership and include measurable and attainable benchmarks for success that will be reviewed every three years. Departments and Agencies have until June 2023, to provide an update on the targets they set in the 2022-2023 fiscal year.

Diversity and inclusion Framework - The Framework is designed to help the GNWT improve not only the diversity of the public service but the full inclusion of all people. The Framework's goals will be integrated into business practices and through an implementation plan the Framework will support departments in recognizing and incorporating diversity and inclusion practices into policies, programs, training, and services.

The Department of Finance conducted external engagement with non-profit organizations (NGO's) who are advocates and experts for marginalized groups in society, specific to the Northwest Territories. Internal engagement was completed with; Diversity and Inclusion, Management Recruitment Services, Employees Development and Workforce Planning, Job Evaluation, Labour Relations and the GNWT Advisory Committee on Diversity and Inclusion.

Hiring Committees

In 2022-2023, Indigenous people applying on GNWT employment opportunities will be able to request to have Indigenous representation on any GNWT hiring committee when screening, interviewing, and selecting applicants.

Building Capacity in Indigenous Governments

This program can support approximately 10 secondments per year with each secondment receiving up to \$40,000. The BCIG Program fully utilized all the allotted funding in 2022-2023 by supporting 10 Indigenous government and organizations secondments.

Indigenous Career Gateway Program

In 2022-2023, 33 applicants received employment through the **Indigenous Career Gateway Program**. There are a total of 46 participants within this program, eight (8) were carried over from the previous fiscal year. The Indigenous Career Gateway Program is designed to improve access to employment opportunities for Indigenous persons for entry-level employment and trainee opportunities with the GNWT with up to a maximum of \$40,000 per application.

Indigenous Development and Training Program

In 2022-2023, 38 employees received funding to access skills training for career advancement through the Indigenous Development and Training Program. This was the highest utilization rate since the program launched in 2018. This program supports the professional development of Indigenous employees within the GNWT, up to a maximum of \$10,000 per grant.

Indigenous Cultural Awareness Sensitivity Training

The GNWT's Indigenous Cultural Awareness Sensitivity Training called [Living Well Together](#) is a mandatory training for all employees. As of March 2023, 4,540 employees have started the GNWT's Indigenous Cultural Awareness and Sensitivity Training representing 75.6% of the public service; and 3,807 GNWT employees have completed all eight (8) modules of the training representing 62.9% of the public service. The training modules are also available to the public through the Diversity and Inclusion website.

5. What the Community Justice and Policing Division did in 2022-23 to lead change in the GNWT:

Independent Legal Advice and Representation Program

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

In March 2023, the Department of Justice 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.

In 2022-23, the Department of Justice completed jurisdictional research and consultation with a variety of stakeholders, including other Independent Legal Advice and Representation Programs in Canada, the YWCA NWT, RCMP, Health and Social Services, the Public Prosecution Service of Canada's Sexual Violence Team, and the NWT Legal Aid Commission to support the design, development and implementation of an Independent Legal Advice and Representation Program in the NWT.

The department is excited to be working with the YWCA NWT to deliver this program. The addition of free legal advice and representation to existing NWT-wide delivery of emergency protection orders will ensure people are informed about whether they should obtain one, the ramifications of obtaining one, and how to access help in dealing with existing ones. 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.

Community Safety Officer Program

The Community Safety Officer program 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. The GNWT is piloting the first Community Safety Officer program in the NWT in Fort Liard from 2021 – 2024.

In 2022-23, the Community Safety Officer Program in Fort Liard has undertaken a range of community partnerships and activities including: developing an "Elders Signage Program" to address language barriers for 36 Elders, supporting isolated/vulnerable Elders with recreation opportunities, undertaking flood watch and evacuation preparation in conjunction with the Department of Municipal and Community Affairs and RCMP, and supporting the RCMP in delivering a family violence presentation and participating in a community walk with Echo Dene School. The Program also supported the RCMP with impaired driving check stops, providing road safety information for drivers and assisted the RCMP in

searches for missing persons. Due to delays in implementation, the Department of Justice is looking to extend the program to 2024-25 and complete an evaluation in 2025-26.

Community Policing

Community Policing Action Plans are developed in partnership between the RCMP and community leadership, based on the specific needs of each community.

In January 2023, the GNWT hosted seven regional Justice Service Knowledge Sharing Engagements to receive feedback from Indigenous governments and leaders to discuss the current community policing priority setting processes and to discuss the expansion of the First Nation and Inuit Policing Program. The GNWT recently received approval from Public Safety Canada for a program expansion of the First Nation and Inuit Policing Program from its current nine (9) positions to add a further 13 positions (for a total of 22 positions) phased in over 2023-24 and 2024-25.

Victim Services

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

Multi-year agreements are in place with all service providers and the Community Justice and Policing Division continues to provide capacity building support to coordinators across the territory.

Men's Healing Fund

The Men's Healing Fund is a wellness approach to increase community-led programs that focus on men's healing as a preventative approach to addressing family violence.

In 2022-23 there were four agreements in place which fully maximized the available funding. Funding recipients included Gwich'in Tribal Council, Tłı̄ç hq̄ Friendship Centre, Samba K'e First Nation and Łı́ı̄dlı́ Kúę First Nation. Through these funding agreements, Men's Healing programming was delivered in Inuvik, Behchoko, Fort Simpson and Fort Providence in 2022-23.

Some of the activities for the Men's Healing programming included: on the land healing and facilitated trauma and addictions programming, narrative therapy intervention strategies in combination with traditional knowledge and culture, and intensive healing programs.

Community Justice Committees

In 2022-23, 26 of 33 NWT communities accessed funding to support Community Justice Committees and the hiring of Community Justice Coordinators to deliver programming. This year, the Department established Community Justice Committee Terms of Reference as well as a letter of collaboration to support working with RCMP to identify and set community policing priorities.

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

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

Community Justice Coordinator.

6. What the Mental Wellness and Addictions Recovery Division did in 2022-23 to lead change in the GNWT:

Indigenous leaders and leaders from the GNWT Department of Health and Social Services held a special meeting of the Northwest Territories Council of Leaders on Mental Health and Addictions on November 25, 2022. Leaders discussed Mental Health and Addictions, including:

- recovery service needs, what is working in their regions, and what needs improvement;
- the end of Poundmaker's Lodge contract with the GNWT;
- the growth and development of made-in-the-north, community-led mental health and addiction recovery initiatives;
- ways that the GNWT and Indigenous Governments can work together to streamline access to funds that support wellness at the community level; and
- opportunities for continued collaboration including the Territorial Wellness Gathering in December 2022, additional gatherings for youth and Indigenous men in 2023, and the Weaving our Wisdom Conference planned for 2024.

Mental Wellness and Addictions Funding

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

In response, in March 2023, the GNWT announced that it will be combining the On the Land Healing Fund; the Addictions Recovery and Aftercare Fund; and the Addictions Recovery Peer Support Fund into a single **Community Wellness and Addictions Recovery Fund**.

Wellness and Recovery Centre

The new Wellness and Recovery facility will have a capacity of 99 people, including a 30-bed recovery centre and 59 seats in the day shelter area, plus room for staff.

The recovery centre will provide a safe, warm space to sleep, rest and recover with services available for people 19 years and older including three basic meals a day, showers, laundry and secure storage for belongings and a cultural gathering space. The facility is anticipated to be completed by December 2025.

Transitional Housing

As a result of an Expression of Interest issued in December 2021, the GNWT is working with four NWT communities to finalize their transitional housing service delivery models for those returning from addictions treatment and to determine resource requirements. These communities include:

- Hay River Committee for Persons with Disabilities (HRCPD), Hay River
- Inuvialuit Regional Corporation (IRC), Inuvik
- K'asho Got'jine Housing Society (KGHS), Fort Good Hope

- Salvation Army, Yellowknife

Diversity and Inclusion

On March 30th, 2023, the Diversity and Inclusion Framework was tabled that will help foster a public service that is welcoming, culturally competent, and free of discrimination.

The Department of Finance developed the Diversity and Inclusion Framework to help departments review current programs, policies, and resources to identify and address any systemic barriers that may prevent employees from reaching their full potential or prevent people from accessing opportunities within the Government of the Northwest Territories.

The framework includes commitments to:

- review recruitment practices to ensure they are inclusive and culturally appropriate
- review Job Descriptions to determine systemic barriers, including lived experience, traditional knowledge and credentials from outside of Canada
- engage with Black, Indigenous, and People of Colour (BIPOC) employees regarding systemic barriers that exist in accessing employment or in succession opportunities with the GNWT
- seek more detailed demographics when gathering information about our labour force; including, but not limited to, gender, sexual orientation, ethnicity, disability
- create human resource guidelines to provide equitable opportunities for employee leadership development and career advancement; and, to support transgender and gender diverse employees
- assess mechanisms in which employees can bring forward concerns of systemic racism and discrimination
- continue to implement and promote employee training in diversity such as:
 - 2SLGBTQQA+ Inclusive Workplace Awareness: As of March 31, 2023, 649 participants have completed this training.
 - Anti-racism Training: As of March 31, 2023, a total of 368 employees and 357 managers have completed the training.

7. What Housing NWT did in 2022-23 to lead change in the GNWT:

NWT Council of Leaders- Housing Working Group¹

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

¹ Newsroom: Paulie Chinna, Housing Northwest Territories Housing Forum, May 26, 2023

Bilateral Agreements with Indigenous Governments²

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

In 2022-23, Housing NWT entered into three formal agreements: a Memorandum of Understanding with the Tłı̄ch̄ hq̄ Government, a Memorandum of Agreement with the Sahtu Secretariat, and most recently, a Memorandum of Understanding with the Délinę Got'jine Government. These agreements provide a framework for intergovernmental cooperation on housing-related matters and may include such priorities as community housing planning, coordinating program delivery and information and data sharing.

Housing NWT Renewal

As part of Housing NWT's Renewal Strategy, a number of policy and program changes were made in 2022-23 following a review by Indigenous governments as part of the NWT Council of Leaders Housing Working Group. Changes to the rating system for public housing eligibility and credit scores were made in part to respond to the Calls for Justice.

Shelter Services

In 2022-23 the GNWT allocated approximately \$9.5 million toward shelter services. This funding is delivered through multiple departments and programs.

Emergency Shelters

Housing NWT currently provides funding to seven emergency overnight shelters across the NWT and operates two shelters in Inuvik. Housing NWT also offers 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.

Other Shelter Services

The availability of safe, sober housing close to home is a key component of supporting individuals in their recovery. In 2022-23 the GNWT allocated approximately \$9.5 million toward shelter services. In addition to the Emergency Shelters, in 2022-23 two new homeless shelters were established in Hay River and Fort Simpson. This funding also supported the programs targeted at addressing emergency and transitional housing needs for NWT residents, including programs targeted for women and children.

Affordable Housing Opportunities

Housing NWT is delivering 100 new public housing units by the end of 2024, including 10 Seniors specific units. These units are either complete or at various stages of construction.

² Newsroom: Paulie Chinna - Renewal Strategy Wrap-Up, May 28, 2023

8. What Indigenous and Intergovernmental Affairs did in 2022-23 to lead change in the GNWT:

United Nations Declaration on the Rights of Indigenous Peoples

In March 2023, the GNWT tabled Bill 85 – *United Nations Declaration on the Rights of Indigenous Peoples Implementation Act*. The proposed Act was co-drafted with Indigenous governments through a working group of officials from Indigenous governments and the GNWT and aims to advance reconciliation and address the legacy and harms of colonialism by formalizing mechanisms for the GNWT to implement the Declaration across everything it does - including in its departments, laws, policies, treaties, and other types of arrangements with Indigenous peoples.

The proposed act is unique in Canada as it was co-drafted between Indigenous governments and the GNWT and includes the following features:

- Recognizes the Northwest Territories is within the traditional territory of the Dene First Nations, Inuvialuit and Métis peoples; that all relations with Indigenous peoples must be based on the recognition and implementation of the inherent right to self-determination, including the right of self-government; and that the protection of Aboriginal and treaty rights, recognized and affirmed by section 35 of the Constitution Act, 1982, is an underlying principle and value of the Constitution of Canada, and such rights are not frozen and are capable of evolution and growth.
- Affirms the GNWT's commitment to implementing the Calls to Action of the Truth and Reconciliation Commission of Canada, and the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls to fully adopt and implement the Declaration as a framework for reconciliation.
- Recognizes that the implementation of the Declaration must include concrete measures to address injustices, combat prejudice and eliminate all forms of violence, racism and discrimination, including systemic racism and discrimination, against Indigenous peoples and Indigenous elders, youth, children, women, men, persons with disabilities and gender diverse persons and two-spirit persons;
- Commits to taking effective measures, including legislative, policy and administrative measures, in collaboration and cooperation with Indigenous peoples, to achieve the objectives of the Declaration; to exploring, in collaboration and cooperation with Indigenous peoples, measures related to monitoring, oversight, recourse or remedy or other accountability measures that will contribute to the achievement of the objectives of the Declaration;

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

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

Truth and Reconciliation

The Truth and Reconciliation Commission's Call to Action 76 provides principles for documenting, maintaining, commemorating, and protecting residential school cemeteries. It is important to note that

Call to Action 76 emphasizes that Indigenous governments shall lead the development of strategies for residential school cemeteries.

The GNWT released the **Report on the History of NWT Education Facilities** on October 26, 2022. This report was created to assist communities with identifying possible burial sites and to support other research activities related to the legacy of residential schools in the NWT. It provides an inventory of educational facilities in the NWT from 1862 to 2021, including residential schools, day schools and residences, derived from documentary evidence available at the NWT Archives and in ECE departmental records.

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

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

In August 2022, the GNWT made available grant funding of up to \$2,500 to support events that commemorate the National Day for Truth and Reconciliation. This initiative provides special, application-based grant funding to support Indigenous governments and Indigenous organizations to plan and deliver National Day for Truth and Reconciliation events in communities and locations across the NWT.

The GNWT also is advancing in the creation of a Residential Schools Monument to honour Survivors and all the children who were lost. Residential school survivors along with inter-generational survivors and other experts held a visioning workshop in Yellowknife on March 2-3, 2022. A smaller Working Group was established to work with the Department of Executive and Indigenous Affairs to oversee the design and construction of a residential school monument to be located in Yellowknife as per TRC Call to Action #82.

Federal Indian Day School Records

In March 2019, the Government of Canada announced a proposed settlement agreement to resolve the National Indian Day Schools class action outside the courts allowing former day school students to submit claims for compensation over a 2.5-year period, from January 13, 2020, to July 13, 2022. During the three-year Settlement Claim period (Jan 13, 2020 – Jan 13, 2023), ECE staff provided in-person and by phone support to residents through the historical student records request process processing a total of 3649 requests for historical student records.

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

IGC - Legislative Development Protocol

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

In March 2023, the GNWT’s Minister of Environment and Climate Change tabled Bill 74: *Forest Act* in the NWT Legislative Assembly, the first piece of legislation to be collaboratively developed under the IGC Legislative Development Protocol with participating Indigenous governments.

Intergovernmental Memorandums of Understanding

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

In 2022-23 the following bilateral meetings took place between GNWT and Indigenous governments and organizations:

- January 28, 2022 – bilateral meeting with Tlicho Government
- February 7, 2022 – bilateral meeting with Délı̨ı ę Got’ı̨ı ę Government
- April 12, 2022 – bilateral meeting with Northwest Territory Métis Nation
- April 26, 2022 – bilateral meeting with Sahtu Secretariat Incorporated
- April 29, 2022 – bilateral meeting with Gwich’in Tribal Council
- October 3, 2022- A new Memorandum of Understanding was signed with Acho Dene Koe First Nation at this inaugural, intergovernmental bilateral meeting.
- January 10, 2023 - bilateral meeting with Kátł’odeeche First Nation

Intergovernmental Resource Revenue Sharing Agreement

As part of Devolution, Resource Revenue Sharing payments are made to Indigenous governments who have signed the *Northwest Territories Intergovernmental Resource Revenue Sharing Agreement (IRRSA)*. Through the IRRSA, the GNWT shares 25% of its resource royalties, amounting to \$48 million since 2014.

NWT Council of Leaders

The GNWT committed to moving forward with an NWT-wide Indigenous government forum to address the issues that impact all Indigenous governments in the NWT, including the UN Declaration, social, and economic issues.

During 2022-23 the NWT Council of Leaders held one regular meeting in September 2022 where the United Nations Declaration on the Rights of Indigenous Peoples was discussed. Additionally the elected leaders of the NWT Council of Leaders agreed to sign the “Memorandum of Understanding for a Collaborative Approach to Implement the United Nations Declaration on the Rights of Indigenous Peoples in the NWT” to support the ongoing work of the United Nations Declaration on the Rights of Indigenous Peoples working group.

A special NWT Council of Leaders meeting was also held in May 2022 on Climate Change. In November

2022, a second special NWT Council of Leaders meeting was held specifically on Mental Health and Addictions, where elected leaders discussed how to address Mental Health and Addictions issues collectively.

Advancing Treaty, Land, Resources, and Self-Government Agreements with Indigenous Governments

The GNWT has also made meaningful progress in 2022-23 to settle treaty, land, resources, and self-government agreements. Over the past four months, the GNWT, Canada, and three Indigenous governments have initialed milestone agreements signaling a shared commitment to move forward with recognizing and affirming Aboriginal and treaty rights and empowering program and service delivery by Indigenous governments.

In 2023, the GNWT and Canada initialed a draft Reconciliation and Process Agreement with Kát'odeeche First Nation, a Draft Agreement in Principle with Akaitcho First Nations and a draft Final Self-Government Agreement with Tłegóhı́ Got'ı́n ę Government of Norman Wells.

9. How Integrated Service Delivery helped to lead change in 2022-23 in the GNWT:

Yellowknife Integrated Service Delivery Demonstration Site

The GNWT has renewed the Yellowknife Integrated Service Delivery Demonstration Site to assist vulnerable people access programs related to justice, health, social services, education, and housing and to help address the overrepresentation of Indigenous people in the justice system. This is now a permanently funded program.

In January 2023, the GNWT began a series of planned engagement sessions with Indigenous governments focused on partnering with Indigenous governments to establish five (5) new regionally based Integrated Service Delivery sites with services to address homelessness. This will be followed by engagement with the NWT Council of Leaders Secretariat in April 2023, and engagement with the NWT Council of Leaders itself will take place in June.

Homelessness

In March 2023, the GNWT announced the creation of a new Homelessness and Integrated Service Delivery Unit in the Department of Executive and Indigenous Affairs. This announcement was part of the GNWT's strategy to address homelessness entitled "A Way Home" which is to be tabled in the NWT Legislative Assembly in May 2023.

In the NWT, significant root causes of homelessness include the impacts of colonialism, trauma, the lack of affordable housing, addictions and substance use, poverty, inequality, unemployment, and lack of access to education and healthcare. In 2019, the GNWT conducted a review of NWT homelessness resources and programs, and in 2022 conducted an assessment on how the GNWT could better coordinate resources and truly put people first in our social policies and program and service delivery.

The new integrated services delivery team is intended to provide leadership, improve accountability, and offer a single point of contact for organizations outside the GNWT and collaborate on homelessness, coordinate GNWT social envelope departments, and coordinate frontline services to the homeless.

10. What Government Service Officers did in 2022-23 to lead change in the GNWT:

There are 22 Single Window Service Centres staffed by Government Service Officers in the Northwest Territories delivering a critical service to residents in small, rural, and remote communities, by providing a seamless point of access for value added information on government programs and services.

Government Services Officers are locally hired, part-time GNWT employees and their offices are centrally located for improved public access. Many Government Service Officers provide services in their Indigenous language, plain language interpretation and translate or explain forms and applications in terms or analogies that the Elders would understand.

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

GNWT Single Window Service Centres & Government Service Officers are located in:	
Paulatuk	Sachs Harbour
Tuktoyaktuk	Ulukhaktok
Fort Good Hope	Colville Lake
Tulita	Jean Marie River
Délin̄ e	Tsiigehtchic
Fort Liard	Kát'odeeche First Nation
Fort Providence	Wekweètì
Gamètì	Fort Resolution
Whatì	Aklavik
Behchokò	Fort McPherson
łutselk'e	Ulukhaktok

Part 3

Responding to the Calls for Justice: Progress Made in 2022-23

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.

GNWT Actions to Respond to Calls for Justice on Culture and Language

ACTION 1.	<p>Seek a renewed Canada-NWT Agreement on Indigenous Languages to revitalize language communities and service delivery for the nine Official NWT Indigenous Languages.</p> <p>Develop an NWT Indigenous Languages Diploma Continue to deliver an Indigenous Language Mentor-Apprentice Program</p>
DEPARTMENT	Education, Culture and Employment
PROGRAM	Indigenous Languages and Education Secretariat - Canada-NWT Agreement on Indigenous Languages
TIMELINE	Funding agreement in place for 2022 and programming roll-out through to 2025.
UPDATE 2022-23	<p>On March 10, 2022, the GNWT endorsed a three-year 2021-2024 Agreement with Canadian Heritage to provide federal funding of \$5.9 million per annum to the GNWT for its Indigenous language programs and services. In 2023-2024 the GNWT has budgeted an additional \$3.9 million to boost funding for Indigenous language initiatives for a total of \$9.8 million in funding for NWT Indigenous languages.</p> <p>Mentor Apprentice Program</p> <p>The Department of Education, Culture and Employment completed its third full delivery of the Mentor Apprentice Program in March 2023. 44 pairs of Apprentices and Mentors completed the required training in July 2022 for six language groups: Dene Zhatié (South Slavey), Inuvialuktun, Gwich'in, Dene Kede (North Slavey), Tłı̄ç hq̄, and Dëne Sų́łnė (Chipewyan).</p> <p>The 2022-2023 program delivery concluded with an NWT Indigenous Language Gathering that included keynote presentations, panels, and workshops relating to Indigenous language revitalization. Apprentices prepared and delivered language presentations at the final Gala Dinner held in Yellowknife on March 30, 2023.</p> <p>In 2023-2024, the department will begin its fourth delivery of Mentor Apprentice Program, partnering with the Northwest Territory Métis Nation, Inuvialuit Regional Corporation, Gwich'in Tribal Council, Sahtu Dene Council, Dehcho First Nations, Tłı̄ç hq̄ Government, and Akaitcho Territory Government.</p> <p>A record number of 90 applications were received for the 2023-2024 year's delivery, an increase of almost 50%.</p> <p>Indigenous Languages Diploma</p> <p>The Department of Education, Culture and Employment and Aurora College have completed considerable research and development on an Indigenous Languages Diploma program. The current proposal is for a post-secondary program with two laddering options for students who may choose to exit after one-year to receive a Certificate of Indigenous Language; or after two years to receive an Indigenous Languages Diploma.</p>

	<p>The GNWT anticipates this initiative will be further developed in 2023-24 during continued work to review Aurora College programs and transformation to a Polytechnic University.</p> <p>PILOT Immersion Circles</p> <p>In 2022-2023, ECE partnered with the NWT Métis Nation and Łı́ı́d Iı́ Kúé First Nation in the content development, promotion, and delivery of three PILOT Immersion Circles for the nēhiyawēwin (Cree) and Dene Zhatı́é (South Slavey) languages.</p> <p>Three PILOT Immersion Circles were delivered in Fort Smith and Fort Simpson during the months of November and December 2022.</p> <p>PILOT Immersion Circles were also delivered in Yellowknife during the month of February 2023 for Dene Kədə́ (North Slavey) as a part of Indigenous Languages Month.</p>
--	---

ACTION 2.	Review and renew the Official Languages Act Guidelines for the delivery of services in the NWT's 11 official languages to the public including translation of signs and documents, interpretation, and service delivery in the Official Indigenous languages
DEPARTMENT	Education, Culture and Employment
PROGRAM	Indigenous Languages and Education Secretariat - Official Languages Act
TIMELINE	Completed by Fall 2023
UPDATE 2022-23	<p>1) Official Languages Act amended</p> <p>In March, 2023, Bill 63, an Act to Amend the Official Languages Act received third reading in the NWT Legislative Assembly and amended the Act to clarify and strengthen the role of the NWT Languages Commissioner, amalgamate the Languages Boards, update language in the Act to ensure the Act is protecting the language rights of all communities in the NWT, and emphasize the importance of language protection as a means of implementing the Articles of UNDRIP.</p> <p>In March 2023, the Legislative Assembly unanimously passed Bill 63. Further recommendations made by Standing Committee will be reviewed during the next Legislative Assembly.</p> <p>The GNWT has also initiated a review of the Official Languages Guidelines and is in the process of updating update official languages regulations, policy and guidelines to improve access to public services in Indigenous languages.</p> <ul style="list-style-type: none"> • Indigenous Languages Communications Guidelines (ILCG) was completed and approved in the summer of 2023. • Indigenous Languages Services Standards (ILSS) – a Draft has been completed and is being reviewed to ensure alignment with recommendations made by the Standing Committee. These are scheduled to be completed by Fall 2023.

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	Curriculum Development and Student Assessment - Northern Studies Curriculum
TIMELINE	Pilot Northern Studies 20 in 2022-23 and Northern Studies 30 in 2023-24. Northern Studies 20 & 30 available in all NWT high schools by 2025.
UPDATE 2022-23	<p>Northern Studies 10 is a mandatory graduation requirement for all students. Depending on their student population and course schedules, schools may offer it in alternative years. All students who graduate in the NWT do so with a completed NS10 credit.</p> <p>Updates to NS10 Module 4 were completed in 2021 with the inclusion and expansion of statistics regarding Missing and Murdered Indigenous Women and Girls. The message closes with “The issue of missing and murdered Indigenous women, girls and 2SLGBTQQIA is still of grave concern today”.</p> <p>Northern Studies 20 was evolved into Northern Studies 30 to fit the new framework of the BC school curriculum. The curriculum has expanded in expectation and intensity to eventually become an accepted post-secondary credit for NWT students.</p> <p>The new Northern Studies 30 (NS30) curriculum was completed and is currently being piloted in Ulukhaktok, Norman Wells and Yellowknife. Feedback is being gathered throughout the piloting process from teachers and students. This course will be available for all NWT schools in the fall of 2023.</p> <p>Themes of Land, Governance, Wellness and Reconciliation steer the new NS30 curriculum.</p>

ACTION 4.	Renewal of the NWT Junior Kindergarten to Grade 12 curriculum to ensure an alignment with NWT Indigenous perspectives, culture, and languages.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Curriculum Development and Student Assessment - JK-12 Curriculum Renewal
TIMELINE	Decision on renewed provincial partnership by 2022. Implementation of new curriculum beginning in 2022 through 2026
UPDATE 2022-23	<p>A Ministerial Decision to partner with BC Ministry of Education was made in December 2022 and the GNWT released a timeline for the implementation of the new curriculum.</p> <p>Draft NWT versions of the BC curriculum (adapted to reflect the NWT and NWT indigenous context) will be ready for implementation in Grades 4-6, & 9 in the 2023-24 school year.</p>

ACTION 5.	Expand the Northern Distance Learning Program to ensure students in small community schools, most of whom are Indigenous, have equitable access to higher-level academic courses at the high school level.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Curriculum Development and Student Assessment - Northern Distance Learning
TIMELINE	2021-22 and ongoing
UPDATE 2022-23	<p>One of the goals of the Northern Distance Learning Program is to support and prepare students to enter a post-secondary program directly from high school. Through the Post-secondary Bridging Experience (PBE) 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>In 2022-2023 the GNWT also worked to remove technical barriers to distance learning. Specifically, the requirement to be in an exact location for learning over a certain kind of network on a certain kind of screen. Students can now use the GNWT Internet Network wirelessly from any place in the school. This means greater access to courses and allows for student self-directed growth and ownership of learning.</p> <p>NDL will continue, in its current form to meet the needs of NWT students. Work is underway to identify the high school courses that NDL will offer, when BC Grade 10 high school course are implemented in 2024-2025.</p>

ACTION 6.	Implement the new mandatory curriculum for JK-12 Indigenous language instruction within all NWT schools.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Curriculum Development and Student Assessment - Our Languages Curriculum
TIMELINE	Ongoing initiative with complete implementation by 2023-24.
UPDATE 2022-23	<p>An Official Languages Coordinator was hired by the Education, Culture and Employment in January of 2023 to help support the implementation of Indigenous languages within core language programs and to support any immersion programming.</p> <p>As of 2023, there are now five (5) communities (Fort Providence, Behchokò, Tulita, Déljñę, and Fort Good Hope. Colville Lake will be offering the program in fall 2024) in the NWT that have Indigenous immersion programs and one more starting in the fall of 2024.</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</p>
------------------	---

	<p>in schools</p> <p>b) Provide professional development for Indigenous language instructors in NWT schools to maintain delivery of language instruction.</p>
DEPARTMENT	Education, Culture and Employment
PROGRAM	Indigenous Languages and Educations Secretariat – JK-12 Indigenous Languages and Education Policy
TIMELINE	Ongoing initiative with complete implementation by 2023-24.
UPDATE 2022-23	<p>In 2022-23, Education, Culture and Employment provided funding to support seven teaching and learning centres nested in the school system across the NWT that provide support to Indigenous language and cultural programs within communities and in schools, including developing and producing Indigenous language resources.</p> <p>This funding is also used for the Teaching and Learning Centres to facilitate access to community Elders, language speakers, cultural experts, equipment, supplies, and training.</p> <p>In 2023-2024, the GNWT is providing funding of \$12.2 million for Indigenous languages and education initiatives in schools. Of this amount, \$7.476 million is for Indigenous languages staff and \$929,000 is for resource development to support Indigenous language instruction. Currently, 41 of 49 NWT schools are offering Indigenous language programming as a second language in the 2022-2023 school year. Five schools also offer Indigenous immersion programming in the primary grades.</p> <p>Beginning in the 2023-2024 school year, ECE will pilot the Indigenous Language Instructor Employment Plan (ILIEP) that will create positions of trainees that work alongside a current mentoring language instructor to improve language proficiency and instructor training.</p> <p>To support Indigenous language instructors, the <i>Indigenous Languages and Education Handbook: Our People, Our Land, Our Ways, Our Languages</i> (ILE Handbook) was developed in 2023. This handbook is currently being finalized and will be completed for implementation in the 2023-2024 school year.</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	<p>The amended Aurora College Act received assent in December of 2021 and came into force in May of 2022.</p> <p>The Indigenous Knowledge Holder’s Council is expected to be established in 2024.</p>
UPDATE 2022-23	The Board of Governors was established March 6, 2023, and are tasked with overseeing the development of the Indigenous Knowledge Holders Council. The establishment of the Board of Governors is the first step in the implementation

	<p>of the new tricameral governance system, which will be the first of its kind in Canada. Aurora College’s Indigenous Knowledge Holders Council will be comprised of only Indigenous people from across the NWT. The governance structure will help Aurora College become increasingly effective, efficient, sustainable and better positioned to demonstrate leadership in the delivery of relevant and meaningful education and research rooted in strong connections to Northern land, tradition, community and people</p>
--	--

ACTION 9.	Complete a review of all college programs starting with the Social Work Diploma and Bachelor of Education programs.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Aurora College – Review of Programs - Transformation into a Polytechnic University
TIMELINE	The Program Reviews were completed in May of 2022. Aurora College is creating a program development team that will undertake a number of projects related to developing and implementing both a new Social Work Diploma program and a new Bachelor of Education program.
UPDATE 2022-23	<p>In March 2023, the GNWT announced updated timelines to have Bachelor of Education, Bachelor of Social Work, and General Arts & Science Programs ready for the intake of 1st year students by September 2024.</p> <p>These renewed degree programs will allow students to stay connected with their culture and lands, as well as fill a critical gap in the labour force. Made in the North programming will empower our students to play a leading role in supporting their communities.</p> <p>Aurora College remains committed to reviewing all programs. The internal review of Environment and Natural Resources Technology is currently being finalized and a review of Business Administration and Office Administration will begin in the fall of 2023.</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.
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - Indigenous Cultural Awareness and Sensitivity Training
TIMELINE	98 -100% of employees by 2023-24
UPDATE 2022-23	The GNWT’s Indigenous Cultural Awareness and Sensitivity Training called Living Well Together is a mandatory training for all employees and was developed to help fulfill the GNWT’s commitment of the Truth and Reconciliation Commission Calls to Action #57 and Articles 14 and 15 of the United Nations Declaration on the Rights of Indigenous Peoples.

	As of March 31, 2023, 75.6% (4,540) employees have started the training and 62.9% (3,807) employees have completed all eight (8) modules
--	--

ACTION 11.	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. a) Conduct a review of all GNWT job descriptions to associate Indigenous cultural and social factors within job descriptions, and develop a process to request Indigenous representation on hiring committees b) Develop an Indigenous employment implementation plan for each GNWT department.
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - Indigenous Recruitment and Retention Framework
TIMELINE	Implemented by 2022
UPDATE 2022-23	All depts and agencies set targets to review job descriptions within their Indigenous Employment Plans which are publicly available. Indigenous Employment Plans are also the tool departments will use to implement each action item within their departments and allows them to address barriers that might be unique to their respective department or agency. In 2023-2024, a process will be available for Indigenous Aboriginal applicants to request Indigenous representation on hiring committees.

ACTION 12.	Partner with Indigenous governments to build capacity through an employee secondment Program
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion, Building Capacity in Indigenous Governments (BCIG) program
TIMELINE	Ongoing implementation with annual uptake.
UPDATE 2022-23	In 2022-2023, ten (10) secondments were supported through the Building Capacity in Indigenous Governments Program, including five that were carried over from the previous fiscal year. The Building Capacity in Indigenous Governments program is aimed at supporting secondment arrangements with Indigenous governments in all regions, to help develop their human resource capacity with a maximum of \$40,000 per placement. In 2022-23, secondment arrangements were made between: <ul style="list-style-type: none"> ▪ Gwich'in Tribal Council and the GNWT Department of Education Culture and Employment ▪ Délı̨ ę Got'ı̨ ę Government and the GNWT Department of Industry, Tourism and Investment

	<ul style="list-style-type: none"> ▪ The GNWT Department of Finance and the Gwich'in Tribal Council ▪ Sahtú Secretariat Incorporated and the GNWT Department of Industry, Tourism and Investment ▪ Tuktoyaktuk Community Corporation and the GNWT Department of Industry, Tourism and Investment ▪ Charter Community of K'asho Got'in ę and the GNWT Department of Health and Social Services ▪ Sahtú Secretariat Incorporated and the GNWT Department of Infrastructure ▪ Gwich'in Tribal Council and the Beaufort Delta Divisional Education Council ▪ Tłıç hq Government and the GNWT Department of Municipal and Community Affairs
--	---

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	2023-24
UPDATE 2022-23	The Department of Finance is undertaking a review of the Affirmative Action Policy. During February – April 2023, public in-person engagement sessions were held in 9 communities, covering each region in the NWT. Feedback is also being sought from Indigenous governments, Indigenous Organizations, and residents of the NWT through written feedback, virtual sessions and through an online survey.

ACTION 14.	Deliver anti-racism and allyship training and resources for employees to support a diverse and inclusive workplace
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion- Anti-Racism Training
TIMELINE	Ongoing, monthly course offering
UPDATE 2022-23	As of March 31, 2023, 9.9% (599) employees and managers have completed this new training course. 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 2SLGBTQIA+ Inclusive Workplace Awareness Training to GNWT employees.
-------------------	---

DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - 2SLGBTQQIA+ Inclusive Workplace Awareness Training
TIMELINE	Ongoing, monthly course offering
UPDATE 2022-23	As of March 31, 2023, 8.4% (508) employees have completed this new training. 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 16.	Develop a Cultural Safety and Anti-Racism Training Framework to tackle systemic anti-Indigenous racism within the Health and Social Services system.
DEPARTMENT	Health and Social Services
PROGRAM	Cultural Safety and Anti-Racism: Cultural Safety and Anti-Racism Training
TIMELINE	The Cultural Safety and Anti-Racism Training Framework will be completed by 2022. Training will be delivered beyond 2021-22 on an on-going basis and will be adjusted as per the feedback provided by the reviewers outlined above. 2022-23 training dates will be determined by March 31, 2022
UPDATE 2022-23	In 2022-2023, 11 Cultural Safety and Anti-Racism Training sessions were delivered to health and social services staff and health care workers, including three regional sessions in Inuvik, Fort Smith, and Norman Wells. 181 HSS staff participated in 2022-23 and 13 cultural safety and anti-racism training sessions are scheduled from February 2023 to March 2024. The training framework is still in progress, to be completed in 2023-2024. Cultural Safety and Anti-Racism (CSAR) team is currently a team of five (5) and will soon add four additional members in 2023-24. The CSAR fulfilled its commitment to deliver 11 training sessions in 2022-23, including three regional sessions in Inuvik, Fort Smith, and Norman Wells.

ACTION 17.	Develop an engagement toolkit and training for staff to improve and promote respectful processes for engaging Indigenous communities in decision-making across the health and social services system.
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation: Engagement Guidelines
TIMELINE	Engagement Guidelines completed by 2022
UPDATE 2022-23	A Wise Practice Guidebook for Engaging with Indigenous People and NWT communities and associated training is under completion. The Wise Practice Guidebook is intended for Health and Social Services staff and contractors to build meaningful, collaborative relationships with Indigenous communities, and to promote respectful engagement processes. Engagement toolkit is ready for approval but has not been routed yet. The plan is to process this in June/July 2023.

ACTION 18.	Leading a system wide shift towards a culturally safe and relationship-based health and social services system
DEPARTMENT	Health and Social Services
PROGRAM	Cultural Safety and Anti-Racism: Culturally Safe Health and Social Services System
TIMELINE	Ongoing
UPDATE 2022-23	<p>The new division is currently a team of five. The department is finalizing job descriptions for three new positions (Coordinator, Project Manager, Manager); one position will be starting in May 2023 (Intern, Cultural Safety) and one position is unfilled (Intern, Indigenous Knowledge and Wellness). The framework is delayed and will be completed in 2023-24 once the team is staffed.</p> <p>The Indigenous Advisory Body (IAB) also approved a Terms of Reference to establish a Community of Practice to support Indigenous staff across the health and social services system. This initiative will be implemented in 2023-24.</p> <p>An application for funding was successful in 2022-23 for engagement to inform HSS on ways to infuse Indigenous knowledge and healing (outstanding action plan items). Engagement will begin in 2023-24. The engagement will inform the report about the Elders in Residence program and the environmental scan on existing traditional healing practices and services in the NWT.</p>

ACTION 19.	Address inequities experienced by Indigenous residents when accessing health and social service in partnership with Indigenous governments through an Indigenous Advisory Body
DEPARTMENT	Health and Social Services
PROGRAM	Cultural Safety and Anti-Racism: Indigenous Advisory Body
TIMELINE	Quarterly meetings
UPDATE 2022-23	<p>Four meetings were held in 2022-23: June 7-8, 2022 (hybrid hosted in YK); October 5-6, 2023 (hybrid hosted in YK); Nov 30-Dec 2022 (hybrid hosted in YK); Feb 28-March 2 (hybrid hosted in Inuvik). In 2022-23, the IAB heard standing agenda updates from Cultural Safety and Anti-Racism; Child and Family Services (CFS); Mental Wellness and Addictions Recovery, as well as provided guidance to key areas of HSS work such as the development of the Indigenous Patient Advocates positions and Indigenous Client Experience Council (now with two IAB members); Office of the Auditor General workplan; and CFS quality improvement plan. The Indigenous Advisory Body also approved Terms of Reference to establish a Community of Practice to support Indigenous staff across the HSS system to provide a supportive peer network, raise issues, and share innovations to address anti-Indigenous racism. This initiative will be implemented in 2023-24.</p>

ACTION 20.	Establish Indigenous Patient Advocates in NWT Acute Care Units and an Office of Indigenous Client Experience
-------------------	---

DEPARTMENT	Health and Social Services
PROGRAM	NWT Health and Social Services Authority - Quality, Risk and Client Experience and Indigenous Patient Advocates
TIMELINE	2022 and ongoing
UPDATE 2022-23	<p>As part of the Office of Client Experience, in February 2023 the GNWT announced the launch of the Indigenous Patient Advocate Program. The Department of Health and Social Services collaborated with the Northwest Territories Health and Social Services Authority and the Indigenous Advisory Body to develop these positions to help Indigenous residents, their families, and guests by providing advocacy, and access to cultural, spiritual, emotional, and language supports.</p> <p>Three (3) of four (4) Indigenous Patient Advocates (IPA's) have now been hired except for Hay River. This position is currently posted and expected to be filled within the month. The Advocates are located in the NWT's acute care facilities: Stanton Territorial Hospital, Inuvik Regional Hospital, the Hay River Health Centre, and the Fort Smith Health Centre.</p> <p>The first Indigenous Client Experience Council meeting was held on February 23, 2023. The second meeting was held on April 17, 2023. The Council includes two members of the Indigenous Advisory Body. The Cultural Safety and Anti-Racism division works closely with the IPAs, including participating in orientation and having regular meetings to support cultural safety alignment.</p>

ACTION 21.	Insured Health Services: Eliminate “either-or” gender option on health forms and include gender inclusive, gender-neutral, or non-binary options
DEPARTMENT	Health and Social Services
PROGRAM	Gender-inclusive, gender-neutral, or non-binary options on forms
TIMELINE	Initial scoping of work by March 2022 Complete review of all forms by December 2023.
UPDATE 2022-23	No update at this time

ACTION 22.	Promote the tradition of custom adoption
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services: Custom Adoption
TIMELINE	September 2022 to September 2023
UPDATE 2022-23	During the 2021-22 fiscal year, there were 31 adoptions, 94% of which were Custom Adoptions. [Note: data not yet available for 2022-23]

ACTION 23.	Develop culturally informed Foster Care Practice Standards
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services – Foster Care

TIMELINE	January 2023 to March 2024
UPDATE 2022-23	The Department is determining how to best implement the HEART and SPIRIT ³ training and assessment tools for foster placements and caregivers. HEART and SPIRIT tools and manuals will also be reviewed and adapted to meet the needs of caregivers and First Nations, Métis, and Inuit children, youth and families in the NWT. The phased implementation of the HEART and SPIRIT training and tools will take place over the next three years, with the first anticipated training in Fall 2023.

ACTION 24.	Transforming Child and Family Services to improve services and supports for Indigenous children, youth, and their families through a cultural safety approach.
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services
TIMELINE	Practice Standards dedicated to implementing the Federal Act are updated on an ongoing basis based on feedback. The updating of other practice standards will happen every 2 years
UPDATE 2022-23	<p>The federal Act respecting First Nations, Inuit and Métis children, youth and families (Federal Act) sets out minimal principles and standards for service provision that apply across Canada. Since the implementation of the Act in January 2020, the Department continuously revises practice standards and procedures to ensure best alignment with the national principles under the Federal Act.</p> <p>In 2022-23, updates were made to the Cultural Support Plan⁴ to support the mandate of the Federal Act and the Department is in the process of developing training that will further support the implementation of the Cultural Support Plan for children and youth.</p> <p>With the support of the NTHSSA Authority and the Cultural Safety and Anti-Racism Division, the Department is reviewing the current Child Protection Worker Statutory Core Training to ensure that the training is aligned with principles of the Federal Act and best practices.</p> <p>The Department is also currently developing the Child and Family Services Action Plan, which will focus on fundamentally shifting the CFS system towards the goal of a culturally safe health and social services system.</p>

³ An Indigenous Child and Family Wellbeing Organization in Ontario developed the HEART and SPIRIT training and assessment tools.

⁴ A cultural support plan is used when children or youth is supported placed outside their family home. The purpose of the plan is to outline how cultural supports will be recognized, promoted, and preserved to maintain the child/youth's youth connection with their family, culture, and community.

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 2022-23	<p>The Department has reached out to all Indigenous governments in the NWT with an offer to meet and discuss its implementation of the Federal Act. This offer remains active, should an Indigenous government want more information on the GNWT's implementation of the Act.</p> <p>Throughout 2022-2023, the Department has continued to share data to Indigenous governments who have voiced their interest in receiving such information about the services offered to members of their communities.</p> <p>The Department has been participating in coordination agreement discussions with the Inuvialuit Regional Corporation and the federal government since April 2022 to identify how it can support the successful implementation of the <i>Inuvialuit Qitunrariit Inuuniarnikkun Maligaksat</i> in the NWT.</p>

ACTION 26.	Support communities to access cultural knowledge by connecting with their land, culture, languages, and traditions.
DEPARTMENT	Environment and Climate Change (ECC)
PROGRAM	On-the-Land Collaborative
TIMELINE	Ongoing, annual call for funding.
UPDATE 2022-23	<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> <ul style="list-style-type: none"> • In 2022, a total of 54 applications were funded across the NWT for a total of \$934,963 by the Collaborative. • In 2023, a total of 53 applications were approved for funding for a total of \$1,003,665 by the Collaborative. <ul style="list-style-type: none"> ○ An additional 11 projects for a total of \$137,500 were funded indirectly through referrals to Collaborative funding partners.

ACTION 27.	Work collaboratively with GNWT departments to develop an Indigenous Knowledge Action Plan and update the Traditional Knowledge policy, to account for the UN Declaration, as required.
DEPARTMENT	Environment and Climate Change

PROGRAM	Indigenous Knowledge
TIMELINE	2022-23
UPDATE 2022-23	No update at this time

ACTION 28.	Support families and youth in land-based activities.
DEPARTMENT	Environment and Climate Change
PROGRAM	Take a Family on the Land and Take a Kid Trapping Programs
TIMELINE	Ongoing, annual calls for funding, and project support on a case-by-case basis where resources are available
UPDATE 2022-23	<p>The Take a Family on the Land Program is designed to offset the costs associated with on-the-land activities, so more NWT residents can experience them, as families. All family combinations, including 2SLGBTQIPA+ families, single-parent families and multigenerational families are considered eligible. In 2022-23, 100 families accessed up to \$10,000 each to support Take a Family on the Land programming. In April 2023, the GNWT announced the return of this funding program and accepted applications for 2023-24 programming.</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 2022-23, 18 NWT communities delivered Take a Kid Trapping programming with the participation of 350 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	Conservation planning and implementation is ongoing. An updated conservation network plan will be released in 2022.
UPDATE 2022-23	<p>The GNWT has worked to establish two territorial protected areas, Thaidene Nene and Ts'udé Niljné Tuyeta, in partnership with Indigenous governments and Indigenous organizations. A third candidate territorial protected area, Dınàgà Wek'èhodi, 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 96 GNWT and non-GNWT jobs are associated with Territorial Protected Areas (in all categories). These 96 jobs are filled by Indigenous people and of the 96 jobs, 36 are filled by Indigenous women.</p> <p>In December 2022, the GNWT, along with Indigenous representatives from the Tuyeta and Thaidene Néné Indigenous and Territorial Protected Area co-management boards, hosted a sharing circle event at the 15th meeting of the Conference of the Parties to the UN Convention on Biological Diversity (COP 15) in Montreal, titled Healthy Lands and People: Co-Management of Indigenous Protected and Conserved Areas in the Northwest Territories.</p>

	<p>At COP15 in Montreal, the GNWT signed a Letter of Intent with Délin̄ ę Got'ı̄ ę Government and the federal government to advance the Sahtú K'aowe Indigenous Protected and Conserved Area (IPCA), enhance the stewardship of Great Bear Lake and its watershed and explore options to support long-term funding for Tsá Tué (Great Bear Lake).</p> <p>The federal government has also committed to two years of bridge funding for Ts'udé Niljné Tuyeta, Thaidene Néné and Dinàgà Wek'èhodì while the GNWT, Indigenous governments and Indigenous organizations explore funding solutions</p>
--	--

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	2022-2023
UPDATE 2022-23	<p>17 actions are complete.</p> <p>Remaining 19 actions are in progress and ongoing.</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>Gender and Diversity criteria were incorporated into all GNWT decision making instruments in 2020.</p> <p>GBA+ tools will be implemented by 2023-24</p>
UPDATE 2022-23	<p>The FMB submission template has been updated requiring departments to consider a Gender-based plus analysis and the impacts of the submission on diverse communities of persons.</p> <p>The Gender Based Analysis Plus training is available to all GNWT employees on the HRIS platform, 364 GNWT employees have registered to date.</p> <p>The Gender Equity Division is working on a more tangible analysis tool for GNWT departments to work with, expected completion by Spring 2024.</p> <p>As of March 2023, women represent 66% of GNWT employees (approximately 4278 women) and Indigenous women represent 21.1% of the GNWT workforce (approximately 1368 Indigenous women). Women also represent approximately 59% of GNWT senior management and Indigenous women represent approximately 13.5% of GNWT senior management.</p>

	Gender equity was also made a priority in appointments to territorial boards and agencies. As of June 30, 2023, there are 115 men and 139 women appointed to GNWT Boards. For the Chair positions, there are 20 men and 11 women.
--	---

ACTION 32.	Empower and encourage Indigenous and northern women to pursue political leadership roles through the implementation of a new “Made in the North” curriculum for Campaign Schools for Women.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Women in Leadership
TIMELINE	At least 5 workshops annually along with twice yearly online sessions from 2021-22 to 2023-24. Online learning modules by 2023-24
UPDATE 2022-23	<p>The Gender Equity Division received funding from the federal government for three years (2021-2024) to extend the work being done to support the delivery of Campaign Schools for women in communities across the NWT and to empower women in political leadership.</p> <p>In 2022-23, Campaign Schools for Women returned to in-person training in communities. Five (5) Campaign School for Women workshops took place in the following communities: Fort Smith and Fort Providence in November and December 2022; Fort Simpson in February 2023, Fort Liard and Fort McPherson in March 2023.</p> <p>In addition, a workshop was held in late February/early March to train more northern women facilitators. 10 women completed the three-day training and have been hired to facilitate workshops, as required.</p> <p>Two additional workshops were delivered through partnership including:</p> <ul style="list-style-type: none"> - A workshop co-hosted by the Black Advocacy Coalition was held in Yellowknife in February with 10 participants either in-person or online. - A Campaign School for Women took place in Yellowknife on April 22-23 in partnership with Equal Voice, a national organization dedicated to electing more women to all levels of political office in Canada. <p>The Gender Equity Division is developing the Campaign School for Women as a self-guided online training course with a launch date in 2023. Participants who cannot attend in-person training can learn the modules step-by-step at their own pace.</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>
-------------------	---

	b) Table annual reports on the GNWT response to the Calls for Justice in the NWT Legislative Assembly
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Missing and Murdered Indigenous Women and Girls
TIMELINE	Establish Community Advisory Committee: 2022 Annual Reporting: Ongoing
UPDATE 2022-23	<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. 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>Direction was provided by the Community Contacts on the preparation of draft Terms of Reference for the MMIWG Advisory Committee that would provide advice and guidance on the implementation of the 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.</p> <p>The draft Terms of Reference for the MMIWG Advisory Committee will be shared with Indigenous governments and key stakeholders for review and feedback. The intent is to establish the MMIWG Advisory Committee by Fall of 2023.</p>

ACTION 34.	Provide core and sustainable funding for regional Indigenous and Women’s organizations
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Core Funding
TIMELINE	5-year core funding agreements: April 2021 – March 31, 2026
UPDATE 2022-23	Funding agreements for both the NWT Native Women’s Association and the Status of Women’s Council of the NWT were renewed for five-year terms as per the request of both organizations. Both organizations received a \$50,000 increase. The new contribution agreements came into effect on April 1, 2021, and continued until March 31, 2026. Both organizations are eligible to apply to other funding sources for other project funding.

ACTION 35.	Make funding available to support programs for Indigenous women and 2SLGBTQQA+ people
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Grant Programs
TIMELINE	Grant funding advertised on an annual basis
UPDATE 2022-23	The Women's Initiative Grant and the Gender Equity Grant programs provide funding to community-based projects to a maximum of \$5,000 each. A total of

	\$100,000 was available for distribution in 2022/23. Both grants were fully subscribed with 10 projects approved for the Women's Initiative Grant and 10 projects approved for the Gender Equity Grant. 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	Ongoing
UPDATE 2022-23	<p>As of September 2022, there are 1,627 individuals registered with the Métis Health Benefits program. 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. This has yet to happen.</p> <p>To address these inequities in funding, the GNWT began to provide core funding to Métis locals as well as similar non-insured health benefits for Indigenous Métis in the NWT. There are also currently 11 entities eligible for annual core funding identified in the Core Funding to Métis Locals Policy. These are community-based Métis organizations that represent the local interests of Métis residents in the NWT along the Mackenzie Valley and around the Great Slave Lake.</p> <p>The GNWT implemented changes to the Métis Health Benefits Policy in May 2021. The amended Policy more closely upholds and aligns with the United Nations Declaration on the Rights of Indigenous Peoples' principle of self-identification.</p>

Health and Wellness

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

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

Actions to Respond to Calls for Justice on Health and Wellness

ACTION 37.	Build a permanent Wellness and Recovery Centre to provide shelter, consulting, and community wellness spaces.
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery - Wellness and Recovery Centre
TIMELINE	Construction Start: 2024-2025 Occupancy: 2026-27
UPDATE 2022-23	<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>The project is currently in the design phase. The major elements of the building have been determined through the feedback from engagement sessions with service-users, staff, non-governmental organizations, and the Indigenous Advisory Board. The final design drawings are anticipated to be ready to be issued for tender in Fall of 2023. The COVID pandemic, disruption in the global supply chain, and a significant hike in construction material costs impacted the overall project cost and schedule which ultimately led to budget pressures. Therefore, the GNWT has secured additional funding from Canada under the Green and Inclusive Community Building Program for the construction cost of the project.</p> <p>Since the funding has been secured this summer (2023), the application for the development permit from the City of Yellowknife has been submitted for approval. Subsequently, the tender for construction will be issued in Fall 2023 with a projected start of construction in Spring 2024. The construction phase is planned for approx. 18 months with an estimated completion before December 2025</p>

ACTION 38.	Insured Health Services: Reflect emerging changes in the health care for transgender, non-binary, and gender nonconforming people.
DEPARTMENT	Health and Social Services
PROGRAM	Health Care for Transgender, Non-Binary, and Gender Nonconforming People: Guidelines for the NWT.
TIMELINE	Ongoing Implementation. Annual Review of Guidelines.
UPDATE 2022-23	No Update at this time

ACTION 39.	Address facility-based addictions treatment needs
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery - Facility-Based Addictions Treatment

TIMELINE	The results of the NWT Addictions Recovery Survey will be available in 2021-22.
UPDATE 2022-23	<p>In 2021, 439 people with lived experience of seeking addictions recovery services provided their feedback through the NWT Addictions Treatment Survey. Based on the results of the Addictions Recovery Survey and engagement that took place as part of the development of the Territorial Alcohol Strategy, the results indicated that NWT residents would prefer to receive services in or close to their home communities. The department also know this preference would not be satisfied by the development of a single territorial treatment facility.</p> <p>To expand the scope of services and to increase options for NWT residents, the GNWT issued a Canada wide request for proposals (RFP) specifically for Indigenous-led addictions treatment facilities. The RFP was unfortunately not successful, however, HSS continues to look at options for Indigenous treatment facilities. Conversations are continuing with Indigenous Governments to determine how best to meet the needs of NWT residents in territory.</p> <p>Additional work is now underway to explore other options and conversations are continuing with Indigenous governments to determine how best to meet the needs of NWT residents in territory.</p> <p>The GNWT currently has 5 contracts with accredited addictions treatment facilities in southern Canada that NWT residents can access free of charge. Treatment facilities include:</p> <ul style="list-style-type: none"> i. Fresh Start Recovery a gender-specific facility-based centre that provides alcohol and drug treatment for men. It is located in Calgary, Alberta. ii. Aventa Centre of Excellence for Women with Addictions a gender-specific facility providing addiction treatment for women. It is located in Calgary, Alberta. iii. Renascent, two gender-specific addiction treatment facilities in Toronto, Ontario. iv. Edgewood (Pre-approval ONLY) a co-ed addiction treatment centre located in Nanaimo, British Columbia. v. Thorpe Recovery Centre a co-ed addictions treatment centre located in Lloydminster, Alberta.

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	<p>The CCP is an ongoing permanent program with bi-annual client surveys and program improvements</p> <p>Full implementation of Child and Youth Care Counsellor initiative by 2022</p>
UPDATE 2022-23	<p>The Community Counselling Program (CPP) 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.</p> <p>Continued opportunities for training Community Counselling Program staff from across the NWT, including the Annual Community Counselling Program Conference which integrates traditional ways of healing with connections to community and culture into practice.</p> <p>In March 2020, as part of the implementation of the Stepped Care 2.0 approach within the Community Counselling Program, same day, drop in access to counselling was introduced. This led to the reduction of wait times and the elimination of waitlists across the territory.</p> <p>In March 2022, the programs standards were updated to reflect a person-and family-centred, recovery-oriented approach to care and operate within an approach to care that ensures easy and rapid access and ensuring there is no need for an intake session, waitlist, or lengthy assessment as a pre-cursor to care.</p> <p>In 2022-2023 an evaluation of the first two years of the Stepped Care 2.0 implementation within the Community Counselling Program was undertaken in partnership with the Mental Health Commission of Canada and Stepped Care Solutions. A final report, including evaluation, on the initial implementation of SC2.0, 'Partnering Together for Person – and – Family Centric Care' will be publicly released in the summer of 2023.</p> <p>Child and Youth Counsellors</p> <p>The implementation of the Child and Youth Counsellor initiative was completed in the 2021-22 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 is anticipated in August 2023. Informed by the evaluation process, the Department of Health and Social Services and Education, Culture, and Employment have worked collaboratively to identify possible redesign models with changes anticipated for the 2023-2024 school year.</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.</p>

	<p>In September 2023, the Dene Wellness Warriors and Rhodes Wellness College will begin the second cohort of the Northern Indigenous Counselling Program which will conclude in 2025.</p> <p>Mental Wellness and Addictions Recovery Advisory Group</p> <p>The Mental Wellness and Addictions Recovery (MWAR) Advisory Group is made up of individuals from across of the NWT with lived or living expertise with mental health and addictions. This group provide knowledge and strategic advice to the Department that helps influence the future direction of programs and services. The group was established in February 2021 but continue to be a valuable resource for the Department and a representative from this group was a key project partner during the Stepped Care 2.0 evaluation that took place in 2022-2023.</p> <p>My Voice My Choice</p> <p>In 2022-2023, a series of My Voice My Choice mental wellness boxes were distributed to youth and individuals who work with youth. These boxes addressed topics that had been identified by youth as of interest to them and included local resources and creative activities that featured northern and primarily indigenous creators. Further distribution of these boxes is planned for 2023-2024.</p>
--	--

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	Mental Wellness and Addictions Recovery- On-The-Land Healing Fund for Mental Health and Addictions
TIMELINE	Annual funding, multi-year funding agreements
UPDATE 2022-23	The On the Land Healing Fund in place since 2014 provides funding to Regional and Community Governments to deliver land based mental wellness and addictions recovery programming. In response to requests from Indigenous governments to reduce administrative burdens and have enhanced flexibility, HSS has combined three (3) funds including the On the Land Healing Fund, the Addictions Recovery and Aftercare Fund, and the Addictions Recovery Peer Support Fund into one Community Wellness and Addictions Recovery Fund beginning April 1 st , 2023. This fund will continue to prioritize Indigenous governments, will cut down on the administrative burden of applying for multiple funds, and will provide enhanced flexibility for Indigenous governments to determine how best to allocate funding. Additional changes will be made to the application process for the 24-25 fiscal year to ensure that Indigenous governments have confirmation of funding prior to the start of each fiscal year.

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

PROGRAM	Mental Wellness and Addictions Recovery: Transitional Housing for Addictions Recovery
TIMELINE	Communities will be selected, and program models developed during the 2021-2022 fiscal year. Nine transitional housing units will be established by 2024.
UPDATE 2022-23	<p>As a result of an Expression of Interest issued in December 2021, the GNWT is working with four (4) NWT communities to develop transitional housing service delivery models which will assist in identifying resource need/requirements and inform budgeting decisions. The four communities include:</p> <ul style="list-style-type: none"> ▪ Hay River Committee for Persons with Disabilities (HRCPD), Hay River ▪ Inuvialuit Regional Corporation (IRC), Inuvik ▪ K'asho Got'jine Housing Society (KGHS), Fort Good Hope ▪ Salvation Army, Yellowknife <p>HSS will continue to actively support the organizations in their model development work. High level standards/guidelines and an approach to monitoring have been drafted. In order to move forward with program development, the Department is working with Housing NWT to determine resource requirements in advance of the business planning cycles and to support the use of the funding recently secured through the City of Yellowknife's Reaching Home funding.</p>

ACTION 43.	Increase access to addictions recovery peer support programming in communities.
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery - Peer Support Fund and Programs
TIMELINE	Ongoing annual funding
UPDATE 2022-23	<p>The Addictions Recovery Peer Support Fund was implemented in 2021-2022. In response to feedback from Indigenous Governments who wanted more flexibility and less administrative burden three funds including, the On the Land Healing Fund, the Addictions Recovery and Aftercare Fund and the Addictions Recovery and Peer Support Fund have been combined into one Community Wellness and Addictions Recovery Fund beginning April 1st, 2023. This fund will prioritize Indigenous Governments, will cut down on the administrative burden of applying for multiple funds and will provide enhanced flexibility for IGs to determine how best to allocate funding. Additional changes will be made to the application process for the 24-25 fiscal year to ensure that IGs have confirmation of funding prior to the start of each fiscal year.</p>

ACTION 44.	Establish a Suicide Prevention and Crisis Response Network with a focus on community-based prevention, improved intervention, and a timely and coordinated response in the event of a crisis.
DEPARTMENT	Health and Social Services

PROGRAM	Mental Wellness and Addictions Recovery- Suicide Prevention and Crisis Response Network
TIMELINE	Full implementation by 2022. Funding programs are advertised on an annual basis
UPDATE 2022-23	<p>The Department and the Northwest Territories Health and Social Services Authority Community Suicide Prevention Fund supports community-based suicide prevention initiatives. In 2022-23, the fund was fully allocated, and additional funding was brought in to support nine (9) contribution agreements for community initiatives to support prevention and residents impacted by suicide.</p> <p>Work is also underway to revise the 2019 Suicide Risk Assessment Policy and to provide targeted training to key areas in the Health and Social Services System to improve Suicide Risk Assessment use and Safety Planning. The NWT Health and Social Services Authority is also currently developing a Mental Health Crisis Response Policy and has established a Suicide Crisis Response Working Group to support a coordinated approach to suicide crisis response.</p>

ACTION 45.	Develop an NWT Managed Alcohol Program to reduce harm for people with severe alcohol dependence and chronic homelessness.
DEPARTMENT	Health and Social Services
PROGRAM	Mental Wellness and Addictions Recovery- Managed Alcohol Program
TIMELINE	Implementation by 2023
UPDATE 2022-23	<p>Managed Alcohol Programming focuses on managing alcohol consumption to reduce harm for people with severe alcohol dependence and chronic homelessness. The program provides people with set regular doses of alcohol, in combination with housing and other supports and seeks to decrease harms by reducing binge drinking, consumption of non-beverage alcohol, such as mouthwash, and consumption in unsafe environments.</p> <p>Since May 2020, the Department has supported the Yellowknife Women’s Society to operate the Spruce Bough (former Arnica Inn) a 42-bachelor unit complex for at-risk men and women. Since Spruce Bough opened in April 2020, approximately 35 previous shelter users gradually transitioned from street homelessness to supported housing. In 2022-23, the GNWT signed a contract with the Yellowknife Women’s Society so they can provide a Managed Alcohol Program as part of the Spruce Bough supported housing program.</p> <p>The Managed Alcohol Program Standards Manual was developed and implemented as of April 1, 2022. The manual was developed as a result of recommendations and lessons learned gathered from locations that provided alcohol during the pandemic.</p> <p>Due to lessons learned while delivering a managed alcohol program and to ensure a model that is flexible and translatable to more communities, the Department transitioned to an Access to Alcohol model as opposed to a</p>

	<p>Managed Alcohol model. Work is underway to update the standards manual to in accordance with this shift.</p> <p>Managed Alcohol Programs have requirements for specified medical oversight which have been demonstrated to not be necessary for effective service delivery and would not be replicable in many NWT communities.</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	2023
UPDATE 2022-23	<p>NTHSSA completed work to improve services for clients medically detoxing in hospital settings, such as policy revisions and staff education. Ongoing work by the health authority includes development of clinical tools for practitioners and resources for clients and families who are seeking information or accessing services.</p> <p>NTHSSA is currently reviewing acute care and community-based options for medical detox. It is anticipated that there will be a need for a blended model that will include both community and facility-based components with ongoing work on medical detox to carry on into 2023-24. NTHSSA has identified that additional financial resources are needed for this to be implemented. This includes funding for allocating beds at Stanton Territorial Hospital to ensure availability given current overcapacity issues, and funding for staffing resources. Currently, medical detox is provided at acute care sites with oversight by medical services.</p>

ACTION 47.	Provide supplementary support to youth transitioning out of permanent care.
DEPARTMENT	Health and Social Services
PROGRAM	Child and Family Services - Extended Support Services Agreements
TIMELINE	During the 20th Legislative Assembly
UPDATE 2022-23	<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 (CFS) 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 Extended Support Services Agreements (ESSA's) from the age of 23 to 29 years in a discussion paper on proposed amendments to the <i>Child and Family Services Act</i>. A What We Heard Report, summarizing the feedback DHSS received on that proposed change and others, will be available on the GNWT's website this</p>

	spring. The Department is working towards drafting a Bill to be introduced in the House during the 20 th Legislative Assembly.
--	---

ACTION 48.	Support Indigenous-led priorities for community wellness funding through updated community wellness plans.
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation - Community Wellness Plans
TIMELINE	Ongoing renewal of five-year funding agreements. Current agreements in place until 2024
UPDATE 2022-23	<p>The Community, Culture and Innovation division, in collaboration with Indigenous communities, has supported and organized engagement sessions aimed at supporting communities to review their existing Wellness Plans and towards renewing these plans in 2023-24. In 2022-23, engagements were held with twelve communities in the Dehcho and North/South Slave Regions. Engagement will be conducted in the Beaufort Delta and Sahtu regions by Summer 2023. The review process will allow for engagement and priority setting, planning and design that will integrate the social determinants of health, and inform priorities of the health and social services system.</p> <p>In December 2022, the Community, Culture and Innovation division hosted the Territorial Wellness Gathering in Yellowknife, NT and it brought together the community wellness initiative network to share health status and wellness priority updates, and support community capacity for effective wellness planning.</p>

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 Hotù Ts'eeda to conduct an external evaluation of the transition to Integrated Care Teams, relationship-based care, access, and outcomes</p>
DEPARTMENT	Health and Social Services
PROGRAM	Regional Health Authorities – Primary Health Care Reform: Community, Culture and Innovation Division
TIMELINE	<p>Ongoing implementation and improvement of integrated care teams. Design and implementation of intergenerational diabetes prevention and management land-based camps will begin in 2022/23.</p> <p>Projects selected in Hay River and Beaufort-Delta regions by 2022/23.</p> <p>The evaluation of Integrated Care Teams will be completed by the end of 2022/23.</p>
UPDATE 2022-23	A reform of primary health care services was launched in March 2019 with six initial demonstration projects, located in the Dehcho and Tłıç hq regions, Fort

	<p>Smith, and Yellowknife. The reform initiative has since been expanded to include all regions, with a project initiated in Fort Good Hope and project identification underway in the Beaufort Delta and Hay River.</p> <p>The Community, Culture and Innovation division is working collaboratively with staff, each Health and Social Services Authority, regions, and the community to design the next phase of demonstration sites.</p> <p>Integrated Care Teams are implemented in Yellowknife and Fort Smith. The Yellowknife project team has resumed regular meetings, and implementing a workplan focused on stabilization, sustainability, and change management to facilitate the move of Integrated Care Teams to Stanton Legacy. The Fort Smith project teams have resumed meetings and updates to their workplan to focus on continued implementation, quality improvement, and community awareness of the Integrated Care Teams model.</p> <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>The Department of Health and Social Services has partnered with Hotì Ts'eeda (a research support unit hosted by the Thìç hq Government and governed primarily by NWT Indigenous Governments) to conduct an external evaluation of the transition to Integrated Care Teams on relationship-based care, access, and outcomes. This work is currently ongoing in 2023-24.</p>
--	--

ACTION 50.	Establish a Territorial Midwifery Program in order to support a child-focused and family-centered approach to improving early childhood development indicators.
DEPARTMENT	Health and Social Services
PROGRAM	Territorial Health Services- Territorial Midwifery Program
TIMELINE	Ongoing recruitment to 2022
UPDATE 2022-23	<p>In 2022-23, the GNWT announced an additional \$1.011 million to implement an expanded territorial midwifery program as recommended by the NWT Midwifery Stakeholder Engagement Report (August 2017), which included the establishment of six new midwife positions in Hay River (1), Fort Smith (1) and Yellowknife (4). In 2023-24, the GNWT has budgeted \$2.79 million towards the continued expansion of the midwifery program.</p> <p>In 2022-23, maternal childcare programs faced critical staffing pressures both in the territory and nationwide resulting in a 50% vacancy in midwifery positions and reduced services. Health Human Resources continues to be a challenge and ongoing recruitment efforts continues in all regions.</p> <p>Funding for the midwifery program includes funding for:</p>

	<ul style="list-style-type: none"> - A Senior Midwifery Consultant in the Department of Health and Social Services - Beaufort Delta – 1 midwife - Fort Smith – 3 Midwives and 1 Admin Support position - Hay River – 3 full time and 1 part time Midwives, and a part time Admin Support - Yellowknife – 1 Territorial Manager; 1 Midwife – Specialist; 4 Midwives
--	---

ACTION 51.	<p>Support access to culturally safe and relationship-based care across the Early Childhood Development system from prevention to intervention</p> <p>a) Establishing a reproductive, perinatal, infant, child health and Indigenous birthwork model of care</p> <p>b) Support the establishment of an Indigenous Doula Training Program.</p> <p>c) Training for staff and caregivers of children in care with disabilities and complex needs</p> <p>d) Implementing the renewed Healthy Family Program to shift towards Indigenous cultural-based prevention and family and community driven programming.</p>
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation – Early Childhood Development
TIMELINE	Full Implementation by 2025
UPDATE 2022-23	<p>The GNWT is committed to ongoing collaboration with community organizations to increase capacity for birth workers and a Northwest Territories Indigenous doula training program.</p> <p>The Community, Culture and Innovation division is conducting research to inform the development of establishing a reproductive, perinatal, infant, child health and Indigenous birthwork model of care. The Healthy Family Program renewed program is currently being implemented across all current sites.</p> <p>In 2022-23, a contribution agreement for \$75,300 was established to provide ongoing support to the community-based organization, Northern Birthwork Collective, to develop an Indigenous Doula Training that is culturally relevant and responsive to the unique needs of birthing people and families in the Northwest Territories. The Department has funded:</p> <ul style="list-style-type: none"> • Birthworkers (or doulas), who are trained professionals that provide emotional, physical, and spiritual support, advocacy and information to expectant parents and families throughout pregnancy, birth, and postpartum. • Indigenous caregivers and parents can apply to access supports for Doula services through the Jordan Principle and Inuit Child First Initiative with Indigenous Services Canada. <p>Healthy Family Program (see Action 52 update)</p>

ACTION 52.	<p>Deliver Indigenous centered parenting programs</p> <p>a) Expand the delivery of the Healthy Family Program to an additional five communities through a phased approach</p> <p>b) Implement a new robust, peer-reviewed, made-in-the north curriculum</p>
DEPARTMENT	Health and Social Services
PROGRAM	Community, Culture and Innovation – Healthy Family Program
TIMELINE	<p>Program Expansion: two (2 communities in 2021/22, two (2 communities in 2022/23, and an additional community in 2023/24.</p> <p>Made-in-the-North Curriculum: finalized and implemented in 2023.</p> <p>Implemented by 2023</p> <p>Implementation of the renewed Healthy Family Program and impact evaluation by 2025.</p>
UPDATE 2022-23	<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 and 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>Through extensive community engagement, the GNWT worked with Hotiì ts'eeda to design the renewed Healthy Family Program and create a prototype for a made-in-the north curriculum under the guidance of health experts, Elders, caregivers, and a curriculum expert. The renewed program is a voluntary, home-visiting and knowledge sharing program for pregnant parents, caregivers, and families with young children under six that focuses on culture-based prevention, family and community-driven programming, and collaboration between early childhood programs and organizations.</p> <p>The Healthy Family Program provides contributions to 19 communities to improve their early childhood development programs with program resources, supplies and events. In 2022-23, the GNWT increased investment in the Healthy Family Program by \$500,000 to expand the program into two more communities. In 2023-24 the GNWT will again increase investment by another \$250,000 to expand the program to an additional community. The full budget for the Health Family Program for 2023-24 is \$4.39 million.</p> <p>The Healthy Family Program began in fourteen communities: Hay River, Fort Smith, Fort Simpson, Fort Liard, Fort Providence, Tuktoyaktuk, Inuvik, Fort McPherson, Norman Wells, Déline, Fort Good Hope, Tulita, Colville Lake, and Yellowknife. Since 2021, the program has expanded to Łutselk'e, Fort Resolution, Fort Providence, Aklavik, Ndilq /Dettah. A float position in the Dehcho also provides service to Wrigley, Samba K'e, and Jean Marie River. The program is on track to achieve full implementation of the renewal by 2024.</p>

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	Selection of demonstration sites and development of an integrated service delivery approach to the early childhood sector by 2022/23. Single-window approach implemented by end of 2022/23
UPDATE 2022-23	The Departments of ECE and HSS coordinated the establishment of an inter-departmental Early Childhood Development (ECD) Integrated Services Delivery working group to develop a child-focused and family-centred integrated model for ECD. The ECD working group is operating under a Memorandum of Understanding between HSS and ECE. Activities and approaches were completed to support the implementation of ECD-ISD: population needs assessment, cross jurisdictional scan, literature review, community based partner engagement, capacity building and implementation approach and materials. . The exploration of a single window fund for ECD has been explored and, based on the current funding review for ECD programming, it is recommend that departmental funding programs remain situated within respective departments. Where possible, changes to existing funding have been made to provide multi-year agreements to promote stability for programming related to parenting and early child development.

Human Security

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

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

Actions to Respond to Calls for Justice on Human Security

ACTION 54.	Review and renew the mandate, programs and services of Housing NWT in partnership with Indigenous governments.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Mandate Review
TIMELINE	Completion of Mandate Review by 2022
UPDATE 2022-23	<p>In June 2021, the NWT Council of Leaders Multilateral Forum (established between the GNWT, and Indigenous governments) struck a Housing Working Group at the official's level. In September 2022, a suite of 42 changes to Housing NWT's policies and programs was proposed to Indigenous governments through the Housing Working Group for feedback.</p> <p>An important outcome of the policy and program review conducted by Indigenous governments was a recommendation for a permanent venue for intergovernmental collaboration on housing.</p> <p>Highlights from the Review of Policies and Programs</p> <p><i>Changes to Points Rating System for Public Housing eligibility</i></p> <p>The public housing intake application has been redesigned to include social factor points when prioritizing who has access to public housing. The point rating system now includes points for those who are experiencing chronic homelessness, looking specifically at periods where an individual has been unsheltered, emergency accommodations or provisionally accommodated, the point system also now considers individuals who need housing because they are living in an environment involving family violence.</p> <p>The new points system was implemented as of April 2023.</p> <p><i>Name of tenant on Tenancy Agreement</i></p> <p>Currently, there is no requirement to have all adult residents on a tenancy agreement. Person(s) listed on a Tenancy Agreement are legally responsible for rent payment, arrears and any damage to a rental housing unit. For many families, the tenant listed on the Tenancy Agreement is disproportionately a caregiving female partner. If there is a relationship breakdown and the tenancy is terminated due to arrears/damages, responsibility is left to the person listed on the lease.</p> <p>As of April 1, 2023, policy changes have been made to require that both members of an adult couple be listed as tenants in a public housing unit to reduce pattern of female caregiving tenant being left with responsibility for rental arrears.</p> <p><i>Rent Payment and Credit Rating</i></p> <p>Without a good credit rating it can be difficult for a person to qualify for renting a house or apartment, bank loans and mortgages, credit cards and cell phone plans. This can leave anyone, particularly women and children in a position of dependence.</p>

	<p>For some clients, payment of monthly rent is the only regular payment that they make and upon which to build a good credit rating. However, tenant successes in paying their monthly rent are not currently visible to credit rating agencies.</p> <p>The GNWT intends to implement a Credit Rating Pilot Program in two communities: Fort Resolution and Inuvik. Public housing tenants will 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>
--	---

ACTION 55.	<p>Combine appropriate housing solutions and wrap-around service support</p> <p>a) Support the delivery of supported housing projects that provide long-term stable housing for persons that were previously chronically homeless</p> <p>b) Develop a transitional housing model to support residents returning from treatment</p>
DEPARTMENT	Health and Social Services / Housing NWT/Justice
PROGRAM	HSS/Housing NWT/Justice
TIMELINE	2023-24 for the implementation of the Transitional Housing Program
UPDATE 2022-23	<p>This funding also supported the following homelessness targeted programs in 2022-23 (Note: several departments are involved in the delivery of these programs):</p> <ul style="list-style-type: none"> • Homelessness Assistance Fund: provides one-time emergency financial assistance to clients who are homeless, or at risk of experiencing homelessness or have an opportunity to access stable housing. • Funding to NGOs for the following Homelessness Programs: <ul style="list-style-type: none"> ○ Northern Pathways to Housing Programs in Behchokò, Aklavik, Fort Simpson, and Fort Good Hope ○ 3 Rapid Rehousing initiatives in Yellowknife and Inuvik • Northern Pathways to Housing continues as a pilot project that provides support for emergency housing and transitional housing. • The Shelter Enhancement Fund provides financing to organizations administering shelter projects, for the purpose of supporting capital repairs or equipment purchases. The fund provides organizations with up to \$100,000 per year, in the form of a forgivable loan. • Small Community Homelessness Fund is intended to provide NGOs, Community Governments and Indigenous Governments outside of Yellowknife with funding for projects that address shelter and support needs for individuals who are experiencing homelessness. ▪ 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

	<p>clients, offender temporary absences from correctional facilities and/or the provision of short-term support while longer term solutions are finalized.</p> <ul style="list-style-type: none"> • Yellowknife Integrated Service Delivery Demonstration Site: The Department of Justice provides Integrated Case Management to approximately 370 clients in Yellowknife, of which 199 (or 54 percent) have experienced or are experiencing homelessness. • Annual Support for Yellowknife, Hay River and Inuvik Shelters: The Northwest Territories Health and Social Services Authority (NTHSSA) and Hay River Health and Social Services Authority provide \$75,000 in funding to each shelter. • Home Base Emergency Youth Shelter, Home Base Youth Housing, Home Base Specialized Support: NTHSSA provides separate funding to community partners operating each of these programs. • Salvation Army Transitional Housing (Bailey House): the NTHSSA provides funding to the Salvation Army to supplement the continued operation of this facility and program. • YWCA Lynn’s Place: provides stability and services for women and children in Yellowknife. <ul style="list-style-type: none"> • NTHSSA provides funding to the YWCA to supplement the continued operation of this facility and program. • Funding for the Managed Alcohol Program: The Department of Health and Social Services provides funding to support managed alcohol at Spruce Bough in Yellowknife
--	--

ACTION 56.	Support service delivery at NWT Emergency Shelters in partnership with Indigenous governments.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Emergency Overnight Shelters
TIMELINE	2021-22
UPDATE 2022-23	<p>Housing NWT currently provides funding to seven emergency overnight shelters across the NWT and operates two shelters in Inuvik.</p> <p>Emergency Shelters:</p> <ul style="list-style-type: none"> • Men’s Emergency Shelter/Productive Choice Program, Yellowknife Salvation Army, Yellowknife • Emergency Housing for Families, YWCA NWT, Yellowknife • Women’s Centre, Yellowknife Women’s Society, Yellowknife • Inuvik Homeless Shelter, Housing Northwest Territories, Inuvik • Inuvik Emergency Warming Centre, Housing Northwest Territories, Inuvik • Hay River Day/Overnight Shelter, Hay River Committee for Persons with Disabilities

	<ul style="list-style-type: none"> Dehcho Warming Shelter, Dehcho Society for Wellness and Sustainable Development, Fort Simpson <p>Housing NWT also offers 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. The fund provides organizations with up to \$100,000 per year, in the form of a forgivable loan.</p> <p>In 2022-23 the GNWT allocated approximately \$9.5 million toward shelter services. Through this funding, in 2022-23 two new homeless shelters were established in Hay River and Fort Simpson.</p>
--	--

ACTION 57.	Shift towards community and Indigenous driven housing solutions through the development of community and Indigenous government led housing plans for every community.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Community Housing Plans
TIMELINE	2023-24
UPDATE 2022-23	<p>Community housing plans</p> <p>Housing NWT provides support for the development of Community Housing Plans where community or Indigenous government leadership has expressed an interest.</p> <p>As of March 2023, Community Housing Plans have been completed and adopted in seven communities: Whatì, Fort Good Hope, Paulatuk, Enterprise, Nahanni Butte, Kát’odeeche First Nation and Hay River.</p> <p>Housing Plans are currently in progress at various stages in ten communities: Fort Liard, Kakisa, Łutselk’e, Fort McPherson, Tsiigehtchic, Sambaa K’e, Jean Marie River, West Point First Nation, Tulita and Fort Smith. The Yellowknives Dene First Nation is also developing their Housing Strategy independently.</p> <p>Introductory discussions about community housing planning have been held with Colville Lake, Inuvik, Délı̄ı̄ e, Fort Simpson, Norman Wells, Yellowknife and Fort Smith.</p> <p>The Tłı̄ç hq Government is currently developing its housing strategy independently. Housing NWT has an MOU with the Tłı̄ç hq Government and has partnership through a housing working group. Further discussions on the planning approach are expected to happen through that working group.</p> <p>Housing NWT also worked with the K’át’odeeche First Nation on a Community Housing Plan, which was adopted on September 19, 2022.</p> <p>Housing NWT has partnered with the Inuvialuit Regional Corporation on the development of a Regional Housing Strategy with individual community needs assessments. Needs assessments have been drafted for Sachs Harbour and Ulukhaktok, and work will be continuing in other communities in 2023-24.</p>

ACTION 58.	Develop 100 affordable housing units.
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Affordable Housing
TIMELINE	100 new units by end of 2024
UPDATE 2022-23	Housing NWT is delivering 100 new public housing units by the end of 2024, including 10 Seniors specific units. These units are either complete or at various stages of construction. To date, Housing NWT has awarded negotiated contracts to eight Indigenous governments and businesses for the delivery of 30 new housing units to: Delta North Alliance, Fort Smith Métis Council, Norman Wells Claimant Corporation, Hay River Métis Government Council, Łı́ı́dı́ Kúé First Nation, Deninu Kue First Nation, MYB Construction in Tulita and Techı́Q Ltd. in Délı́ı́ ę. Also, under the Tı́ı́ı́ı́ Infrastructure Cooperation Agreement, Housing NWT awarded the construction of a Local Housing Organization Office and duplexes in Behchokı́ and Whatı́.

ACTION 59.	Address rental instability
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Canada-NWT Housing Benefit
TIMELINE	The program to 2028 aims to help up to 250 households annually live more affordably
UPDATE 2022-23	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. In place since April 2021, 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. Housing NWT is currently accepting new applications with no wait list. In 2022-2023 the GNWT increased its investment in the Canada-NWT Housing Benefit from \$1.75 million in 2021-22 to \$2.588 million in 2022-23. 271 NWT participants accessed the program in 2022-23.

ACTION 60.	Supports Indigenous and northern women, interested in a career in the trades through the development of a Women in Trades Program.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Labour Development and Standards – Women in Trades
TIMELINE	This initiative was delivered in October 2022, with a second delivery in June 2023.
UPDATE 2022-23	Building Forever: Women’s Pre-Trades Program In March 2022, the GNWT in partnership with Gahcho Kué Mine (De Beers Group and Mountain Province Diamonds Inc.) and the Native Women’s Association of the Northwest Territories, launched the Building Forever: Women’s Pre-Trades Program .

	<p>This paid internship program gives six women from the NWT a paid opportunity to explore a career in a skilled trade in the fields of Instrumentation, Electrical, Millwright, Carpentry, Heavy Equipment Technician, Plumber, Light Vehicle Technician, Mobile Crane Operator and Supply / Logistics / Parts Inventory. Participants are at the mine site for an 11-day rotation.</p> <p>The first delivery of the initiative was held in October 2022 with a second delivery of the program in June 2023.</p> <p>Girls in Trades Workshop</p> <p>In September 2022, the GNWT, Skills Canada NWT and Makerspace YK partnered to present a Girls in Trades Workshop to allow young women to explore a career in the trades. The free workshop was held on September 25, 2022, at Makerspace YK's new location.</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 was completed during the 2022- 2023 year and the new and reprofiled programs are expected to launch during the 2023-2024 year.
UPDATE 2022-23	<p>Review of Income Assistance Program</p> <p>The GNWT has completed a review of the Income Assistance (IA) program which will result in the creation of a new Income Assistance program geared towards seniors and persons with disabilities and to re-profile the existing program for adults. The purpose of separating the program is to focus one aspect of the program on seniors and persons with disabilities and the other to focus on adults aged 19 to 59.</p> <p>From January 2022 to March 2022 the GNWT carried out engagement with Indigenous governments, non-government organizations, clients, landlords and other interested parties on changes needed to the Income Assistance Program. A What We Hear Report summarizing the recommendations for change was released in December 2022. Major themes from the recommendations included increasing the level of benefits, increased income exemptions, improved administration, implementing trauma-informed practices and identifying Indigenous values for the program.</p> <p>In July 2023 the GNWT carried out engagement with the public on the proposed Regulations and a What We Heard Report is being prepared.</p> <p>Changes to the Income Assistance Program are expected to be announced in August 2023.</p> <p>Additional income exemptions</p> <p>The GNWT recognizes the significant role Indigenous governments play in assisting residents. As of April 1, 2023, the GNWT is exempting additional income received from Indigenous governments from the calculation of Income Assistance benefits in a further step towards advancing reconciliation.</p>

	<p>This includes exempting all income received from treaty payments, per capita distributions, impact benefit agreements and agricultural benefits. Income for pain and suffering including Sixties Scoop, Indian Day School and Residential School payments will continue to be exempt.</p> <p>In 2022-2023, the Income assistance program assisted approximately 3,254 households in the following regions of the territory:</p> <ul style="list-style-type: none"> • Beaufort Delta – 24% • Dehcho – 12% • North Slave 25% • Sahtu – 8% • South Slave – 13% • Tłı̨chʼı̨ – 18%
--	--

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.
UPDATE 2022-23	<p>In 2022-2023, the GNWT conducted and completed a review of the Student Financial Assistance program. Changes to the program were introduced for the 2023-2024 academic year which include the removal of barriers that may prevent Indigenous students from achieving their educational goals and will promote access to post-secondary education for all NWT residents. Changes also include increasing benefit levels, removing semester limits for Northern Indigenous students, expanding the Remissible Loan to all NWT residents, and removal of suspensions.</p> <p>The program changes are based on feedback received through a client satisfaction survey and an internal review that focused on aligning the Student Financial Assistance program with the Truth and Reconciliation Calls to Action, the Missing and Murdered Indigenous Women and Girls Final Report and Calls for Justice, and the United Nations Declaration on the Rights of Indigenous Peoples.</p>

ACTION 63.	Support equitable access to culturally relevant early learning and childcare programming.
DEPARTMENT	Education, Culture and Employment
PROGRAM	Early Learning and Child Care Division - supporting Licensed Early Learning and Childcare Programs
TIMELINE	Completion of the 2030 Early Learning and Child Care Strategy – Completed by 2022
UPDATE 2022-23	The GNWT signed 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. This is in addition to existing territorial investments in ELCC and the original Canada-NWT ELCC

	<p>Agreement (2017-2021) and Extension Agreement (2021-2025). 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. The federal agreements support implementation of the Strategy's and achievement of its commitments.</p> <p>The GNWT has worked to improve early childhood development indicators for all children, and advance universal childcare by increasing availability and affordability. In 2022-23, these initiatives included:</p> <p>Child Care Fee Reduction Subsidy</p> <p>High costs for early learning and childcare can be a barrier for many families to access licensed programs. In January 2022, the GNWT implemented the Child Care Fee Reduction Subsidy to reduce out-of-pocket fees paid by families for regulated early learning and childcare spaces for children from birth to age 5:</p> <ul style="list-style-type: none"> • In December 2022, GNWT achieved a reduction in childcare fees paid by families by an average of 56%. • In April 2023, childcare fees paid by families were further reduced to an average of 60%. <p>This is another step to increasing affordability and moving the territory towards an average of \$10 a day early learning and childcare by March 2026. The next reduction will occur in April 2024.</p> <p>Retention Incentive</p> <p>In fall 2022, the GNWT implemented the Retention Incentive program funding to enhance wages for early childhood educators at licensed centre-based programs. This funding was retroactive to April 2022 and is intended to help retain and recruit a skilled and qualified early learning and child care workforce in the NWT and was implemented in response to engagement with Indigenous Governments, licensed program operators, and early childhood educators in 2021-2022.</p> <p>This two-year transitional funding (2022-23, 2023-24), will provide \$4.6 million in wage top ups for educators working directly with children in licensed programs. The funding was allocated based on full-time equivalent (FTE) staff required to meet staff:child ratios, i.e of \$12,750 (year 1) per FTE and \$16,750 (year 2) per FTE. Programs determined how to distribute the funding to enhance wages for early childhood educators working in licensed centre-based programs in advance of a new wage grid which will be implemented in 2024-2025.</p> <p>The Retention Incentive is a transitional step toward beginning to address the existing gap for early childhood educators working in centre-based programs so that their wages are closer to other comparable positions, such as Education Assistants and Junior Kindergarten teachers within the JK-12 public education system.</p> <p>Early Childhood Infrastructure Fund</p> <p>The GNWT recognizes a significant financial investment in infrastructure is required to grow the early learning and childcare sector in the NWT, due to the high cost of construction and/or renovations. The GNWT has invested \$1M</p>
--	---

	<p>annually for the Early Childhood Infrastructure Fund to support the preservation, expansion and/or creation of licensed early learning and childcare spaces. To provide capacity support to Indigenous governments, non-profits and community organizations to develop infrastructure proposals, in 2022-23 a new Developmental Fund was created as part of the Early Childhood Infrastructure Fund. This new funding stream can be used by interested organizations to hire consultants and pay fees for schematic drawings to support their proposals to the Early Childhood Infrastructure Fund.</p> <p>Beginning in 2023-2024, and ongoing, the GNWT will consider multi-year, single-year and Developmental Fund applications for the Early Childhood Infrastructure Fund.</p> <p>On June 28, 2023, Canada announced details related to the federal ELCC Infrastructure Fund committing \$625M over four years to support provinces and territories in developing the physical infrastructure needed to meet their child care space creation targets by 2026. The allocation of this funding considered the unique infrastructure challenges faced in Nunavut, Northwest Territories and the Yukon; 0.3% of the total annual funding was allocation to ear territory before the remaining amount was divided among all PT jurisdictions.</p> <p>The funding provided is time limited and will be flowed through an amendment to the Canada-wide Agreement.</p>
--	--

ACTION 64.	Incorporating gender-neutral washrooms in all new infrastructure builds and major renovations.
DEPARTMENT	Infrastructure
PROGRAM	Gender-Neutral Washrooms and Changerooms
TIMELINE	Ongoing practice. Updates to Good Building Practice for Northern Facilities manual anticipated by 2023-24
UPDATE 2022-23	<p>Good Building Practice for Northern Facilities</p> <p>In 2022-23, the Department of Infrastructure reviewed the Good Building Practice for Northern Facilities manual which gives guidance on trans-gender washrooms. The updated manual will be released in 2023-24.</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 guidelines 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

	<p>using and that correspond to their gender. This applies during school time and during school-related activities on and off school property (such as field trips and athletic events).</p> <ul style="list-style-type: none"> • Family members are able to access washrooms that are congruent with their gender identity and/or schools have a non-gendered washroom available if people desire more privacy.
--	---

ACTION 65.	Provide alternative forms of government issued identification to increase security of vulnerable people.
DEPARTMENT	Infrastructure
PROGRAM	Temporary Identification
TIMELINE	Implemented and ongoing Program
UPDATE 2022-23	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.

ACTION 66.	Develop a whole of government response to family violence that will interrupt the cycle of family violence, change attitudes, and hold perpetrators accountable.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Gender Equity Division – Addressing Family Violence
TIMELINE	Completion of Strategic Approach by 2022-23
UPDATE 2022-23	<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 must address each of these issues, as well as the underlying issues of gender equality and discrimination against 2SLGBTQQIA+ persons.</p> <p>In 2022-23, the Gender Equity Division began working on the development of a territorial family violence strategy through engagement with front line stakeholders that work directly with victims of family violence including the RCMP, Family Violence Shelters and Victim Services. These one-on-one engagements identified:</p> <ul style="list-style-type: none"> - a need for a range of overlapping, person-centered supports and services that ensure Survivors feel comfortable when reaching out for help. - to ensure our front-line service providers are trauma and violence informed and have a thorough understanding of the history of Northerners. - a need to shift perspectives when determining what supports are needed for those who use and perpetuate violence in their relationships.

	<p>A second round of engagement with service providers is anticipated to take place in June – August 2023, with the completion of a territorial family violence strategy in August 2023.</p> <p>Family Violence Programming</p> <p>The GNWT provides \$3.5 million per year (core funded) to the five (5) NWT Family Violence Shelters. This represents one of the highest levels of support in Canada with more funding per bed and per capita.</p> <p>The family violence shelter network includes:</p> <ul style="list-style-type: none"> • Alison McAteer Family Violence Shelter, YWCA NWT, Yellowknife • Hay River Family Support Centre Family Violence Shelter, Hay River Family Support Centre, Hay River • Sutherland House Family Violence Shelter, Fort Smith • Inuvik Transition House Society, Family Violence Shelter, Transition House Society, Inuvik • Aimagunga Women and Emergency Foster Care Shelter, Tuktoyaktuk <p>In addition to the \$3.5M allocated to family violence shelters, the Department of Health and Social Services, budgeted an additional \$486,000 to support other family violence initiatives including support to the NWT Family Violence Shelter Network and the 'What Will It Take?' Family Violence Rant Series - which aims to give bystanders the confidence and skills to help support individuals experiencing family violence. These social awareness videos feature local NWT actors delivering messages aimed at lifting the culture of silence in our communities around family violence and empowering people to speak up and help reduce family violence in their communities.</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 2022-23	<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><u>Anti-Poverty Fund</u></p> <p>In 2022-23, the GNWT awarded \$1.75 million in funding to 64 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.</p> <p><u>Anti-Poverty Roundtable</u></p> <p>The 8th annual Anti-Poverty Roundtable event took place in May 2022 in Yellowknife. The focus of the 2022 Roundtable was on housing and homelessness.</p>

	<p>A total of 90 participants attended the roundtable with representatives from Indigenous governments, community governments, NGOs, industry, and the federal government.</p> <p><u>Homelessness</u></p> <p>In 2022, the GNWT conducted an assessment on how the GNWT could better coordinate resources and truly put people first in our social policies and program and service delivery. Based on the results of this assessment, the GNWT developed A Comprehensive Strategy to Address Homelessness in the Northwest Territories which was tabled in the NWT Legislative Assembly in May 2023.</p> <p>The central element of the GNWT’s strategy to address homelessness is the establishment of:</p> <ul style="list-style-type: none"> - a new Homelessness and Integrated Service Delivery unit in the Department of Executive and Indigenous Affairs in 2023-24. This new unit is intended to provide a single point of contact for organizations outside the GNWT for collaboration on homelessness, coordinate GNWT social envelope departments, and coordinate frontline services to the homeless. - Five (5) new regionally based Integrated Service Delivery sites with services to address homelessness in partnership with Indigenous governments. <p>In January 2023, the GNWT began a series of planned engagement sessions with Indigenous governments focused on partnering with Indigenous governments to establish 5 new regionally based Integrated Service Delivery sites with services to address homelessness. Other engagement sessions are planned with the Council of Leaders.</p> <p><u>Current Programs and Services to Address Homelessness</u></p> <p>The GNWT allocated approximately \$9.5 million toward homelessness and shelter services in 2022-23. This funding included the established of two new homelessness shelters in 2022-23 in Hay River and Fort Simpson; and supports homelessness programs such as:</p> <ul style="list-style-type: none"> - \$750,000 over 5 years for the Yellowknife Women’s Society Housing First program to support chronically homeless adult individuals to access, maintain and retain private market housing, to assist participants to transition into housing and access the services they need. - 3 Rapid Rehousing initiatives in Yellowknife and Inuvik to supports individuals who are ready to take on the responsibility of being a tenant, but who may struggle to find an apartment due to poor credit, past arrears or any other issues that may raise a concern for a landlord. - Northern Pathways to Housing Programs in Behchokò, Aklavik, Fort Simpson, and Fort Good Hope, which provide supportive housing programs for single adults experiencing housing instability. - Homelessness Assistance Fund which provides up to \$3000 one-time emergency financial assistance to clients through referral, who are homeless, or at risk of experiencing homelessness or have an opportunity to access stable housing and can be used to address utility or rent arrears,
--	---

	<p>damage deposits and first month's rent as well as travel assistance to a community where they have guaranteed housing.</p> <p>Food Security</p> <p>In 2022-23 the GNWT targeted supports to address food security in areas of harvesting, agriculture and community gardening projects.</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	Securities and Project Assessment
TIMELINE	2022 and ongoing
UPDATE 2022-23	In 2022-23 there were no interventions where the consideration of Action 68 was required. ECC will continue to advocate for the inclusion of the Calls for Justice related to extractive industries and development activities as a standing agenda item for interdepartmental discussion of the Terms of Reference at the start-up of every environmental assessment, and for their consideration when preparing GNWT interventions.

ACTION 69.	Provide the public, communities and first responders with effective emergency communications services for access to police, fire, rescue and medical services when immediate action is required.
DEPARTMENT	Municipal and Community Affairs
PROGRAM	NWT 9-1-1 Service
TIMELINE	A report is tabled annually as per legislative requirements.
UPDATE 2022-23	<p>Alert Ready:</p> <p>A Public Alerting system for the NWT has been fully implemented in 2022-23. 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 Alertable smartphone application.</p> <p>Next Generation 9-1-1:</p> <p>Next Generation 9-1-1 is a national initiative led by the CRTC aimed at updating 9-1-1 service infrastructure to improve public emergency communications services. These upgrades will make it possible for callers to provide additional details about emergency situations through expanded communications, including location accuracy, video and text messaging. This project requires significant infrastructure and network updates by telecommunication companies. The GNWT will continue to advocate for these key upgrades that will enable enhanced 9-1-1 services across the territory. Some applications anticipated to be available to NWT 9-1-1 by 2023-24, include:</p> <ul style="list-style-type: none"> - Text with 9-1-1,

	<ul style="list-style-type: none"> - A service for persons who are deaf, deafened, hard of hearing or speech impaired, - A registry of Canadian Public Safety Answering Points, to facilitate call transfers between 9-1-1 centres. - A Carrier Resolution Portal, which allows 9-1-1 centres to enter a caller’s number to determine the carrier providing that number, accelerating access to more caller information. <p>Expanding Cellular Service</p> <p>The Department of Municipal and Community Affairs is not leading any initiatives in this area but continues to support GNWT's efforts to explore opportunities to address the high costs and investments necessary to expand cellular coverage. The infrastructure and funding for ongoing operations required to expand cellular coverage along territorial highways are provided by private telecommunications companies, with preliminary estimates for the scope of investments needed starting at over \$100 million.</p> <p>NWT 9-1-1 continues to work with emergency service partners to ensure up-to-date dispatching procedures. No major changes to the program are expected.</p>
--	--

ACTION 70.	Ensure compassionate and culturally sensitive by-law enforcement and community safety.
DEPARTMENT	Municipal and Community Affairs
PROGRAM	School of Community Government - By-Law Enforcement Officer Course
TIMELINE	Ongoing delivery at request of community governments.
UPDATE 2022-23	<p>In 2022-23, MACA revised and modernized the online, self-directed by-law enforcement officer course for delivery on a new Learning Management System, Brightspace.</p> <p>Between April 2022 and April 2023, 15 learners were registered in the by-law enforcement officer course. As of April 2023, six learners have completed the course and 9 are in progress</p>

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	Completed Review: 2023-24
UPDATE 2022-23	<p>With the review phase completed, the GNWT is now able to start the development of a collaborative process to review current procurement policies including an Indigenous procurement policy. The PRP report was shared with Modern Treaty and Self Government Partners and NWT Council of Leaders on September 16, 2021. It was released to the public on September 23, 2021 and a technical briefing was provided to the media.</p>

	<ul style="list-style-type: none"> • Government-to-government dialogues commenced in 2021-22 and continued through 22-23. • On July 18, 2022, the GNWT working group provided our Modern Treaty Partners with the GNWT’s Procurement Principles to help guide the discussion around developing procurement principles as it may pertain to an Indigenous Procurement Policy. A follow up meeting was held on September 26, 2022, to discuss further. • GNWT officials are currently engaged with Modern Treaty and Self Government Partners (MTSGP) and NWT Council of Leader (NWTCOL) officials on current topics of: <ol style="list-style-type: none"> 1) Definition of an Indigenous Business within the context of approaches to an Indigenous Procurement Policy. 2) Shared principles for government procurement. 3) Future meetings will include discussions around potential policy mechanisms. <p>COL last meeting was March 7, 2023 and MTSGP on November 1, 2022.</p> <p>The Gwich’in, Sahtu, Tłı̄chǫ and Inuvialuit Agreements all have economic measures chapters that identify how government economic development programs should support the objectives of strengthening the traditional economy and achieving economic self sufficiency.</p> <p>In 2020, the Tłı̄chǫ 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 Tłı̄chǫ Businesses for infrastructure located on Tłı̄chǫ lands and in Tłı̄chǫ communities. Where direct negotiations are not possible, the GNWT has committed to including minimum Tłı̄chǫ labour and contracting requirements in its competitive tenders for infrastructure located on Tłı̄chǫ lands and in Tłı̄chǫ communities.</p>
--	--

ACTION 72.	Review the GNWT’s approach to negotiating Socio-Economic Agreements to increase the success of these agreements for meeting socio-economic objectives, maximizing benefits and increasing opportunities for equity participation with local and Indigenous governments in economic development projects.
DEPARTMENT	Industry, Tourism and Investment
PROGRAM	Socio-Economic Agreements (SEA)
TIMELINE	The results of the review and renewed approach to be completed by 2022.
UPDATE 2022-23	<p>In 2022, the GNWT carried out a review of its existing Socioeconomic Agreements (SEA) for mines operating in the NWT. The results of this review were tabled in a report to the Legislative Assembly, in March 2023.</p> <p>The findings suggest that some Indigenous communities feel there have been limited benefits from the SEAs including limited opportunities for women due the absence of tools such as women’s employment plan/gender equity and</p>

	<p>diversity plans. Additionally, the report identified a need to provide more robust cultural and mental wellbeing and family assistance resources. In 2022, 15.3 per cent of employees in the NWT Mining industry were women.</p> <p>The review also identified several areas for improvement that will address Indigenous equity participation for the entire life of a Socioeconomic Agreement, from negotiation to ongoing performance review, and with closure considerations.</p> <p>Recommendations were made to the GNWT for the redesign the Socioeconomic 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 redesign work is expected to be completed in the first half of the 2023- 24 fiscal year in cooperation with Indigenous governments. Following the program redesign, the GNWT will initiate renewed implementation activities. This work will inform the relevant regulations as part of the <i>Mineral Resources Act</i>.</p> <p>As of March 2023, there are four Socioeconomic Agreements in effect in the NWT in 2022: Ekati (Arctic Canadian Diamond Co.), Diavik (Diavik Diamond Mines Inc.), Gahcho Kué (De Beers Canada) and Snap Lake (De Beers Canada).</p> <p>Women in Mining</p> <p>Through socio-economic agreements, the GNWT seeks to promote equitable participation by Indigenous women in various training programs (e.g., Introduction to the Mining Industry, Safety Boot Camp and the prospecting, geoscience field assistant, and surface mining courses). These training programs are funded through joint investments from the GNWT, the Government of Canada and the mining industry.</p>
--	--

ACTION 73.	Create equitable opportunities for women and non-binary persons.
DEPARTMENT	Environment and Climate Change
PROGRAM	Firefighters Training for women and non-binary persons
TIMELINE	Ongoing, annual course offering dependent on uptake.
UPDATE 2022-23	<p>The GNWT trains and maintains back-up 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>In 2021, a week-long firefighting training session for women and non-binary people was held in Behchokò with 20 participants.</p> <p>In 2022, a second week-long firefighting training session for women and non-binary people was held in Tthebacha (Fort Smith) with 13 participants.</p>

ACTION 74.	Increase access to country foods by delivering culturally appropriate harvester support programs.
DEPARTMENT	Environment and Climate Change
PROGRAM	Food Security
TIMELINE	Ongoing, annual funding programs to harvesters Community Harvesters Assistance Program review complete in 2022
UPDATE 2022-23	<p>Community Harvesters Assistance Program</p> <p>In 2022-23, \$1,331,000 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: \$288,473 - Sahtu: \$244,176 - Dehcho: \$226,541 - North Slave: \$328,280 - South Slave: \$243,530 <p>Note: for more information on the Community Harvesters Assistant Program, see reporting under Action 30.</p> <p>Trapper Training for Vulnerable Populations</p> <p>In 2022, the Department of Environment and Climate Change in partnership with the Department of Justice launched a new pilot Trapper Training Program which was delivered to inmates at the North Slave Correctional Centre and now runs every two weeks in six-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. 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 2022-23, a total of 10 Trapper Training workshops were held with 120 participants.</p>

Justice

We call upon provincial and territorial governments to:

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

Actions to Respond to Calls for Justice on Justice

ACTION 75.	Develop missing persons legislation
DEPARTMENT	Justice
PROGRAM	Missing Persons Legislation
TIMELINE	Completed legislation by 2023-24
UPDATE 2022-23	Legislation is in the advanced drafting and engagement stage. Due to the legislative calendar, the legislation will not be advanced prior to the beginning of the 20th Assembly.

ACTION 76.	Provide integrated service support to assist vulnerable people with accessing programs related to justice, health, social services, education, and housing and to help address the overrepresentation of Indigenous people in the justice system.
DEPARTMENT	Justice
PROGRAM	Yellowknife Integrated Service Delivery Demonstration Site
TIMELINE	The program is now an indeterminately funded GNWT program
UPDATE 2022-23	<p>An interdepartmental working group is testing new ways of working together that align with ISD principles and approach. This working group identifies opportunities to incorporate innovative ISD principles in real-time client support solutions and to make policy and practice standard recommendations to the ISD Territorial Senior Management Committee.</p> <p>Engagement with leadership from all regional Indigenous governments took place January 9-February 3, 2023. This is the first of a series of planned engagement sessions with Indigenous governments. We are engaging with the intent to partner with these groups to establish regional ISD sites to integrate services offered by both the GNWT and our partners, starting with services to address homelessness. The Yellowknife ISD Demonstration Site is the only site that has already been established, however we are seeking to have other Child and Family departments, Indigenous governments, community governments and NGOs partner at this and all future regional ISD sites.</p> <p>In March and April 2023, the GNWT, led by EIA is engaging on the draft Homelessness Strategy. The strategy includes the establishment of an ISD unit within EIA to led this work; the establishment of ISD regional sites across the NWT; and the expansion of the Yellowknife ISD Demonstration Site.</p> <p>The Yellowknife Demonstration Site, along with members of the Territorial Senior Management Committee, participated in an integration assessment process facilitated by the Health Standards Organization, assessing the GNWTs integration efforts against 10 evidence-based best practices. This process provides a baseline of our integration readiness, and highlights areas of</p>

	integration work that may be particularly challenging for the GNWT. The Learning Report and Pathways Toolkit were provided in June 2022, and work has started on the 26 recommendations from the report. .
--	--

ACTION 77.	Bridge the gap between community safety needs and the role of the RCMP
DEPARTMENT	Justice
PROGRAM	Community Safety Officer Pilot Program
TIMELINE	Program implementation: 2021-2022 / 2022-23 Program evaluation and review: 2025-26
UPDATE 2022-23	<p>The Community Safety Officer program 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. The GNWT is piloting the first Community Safety Officer program in the NWT in Fort Liard from 2021 – 2024.</p> <p>In 2022-23, the Community Safety Officer Program in Fort Liard has undertaken a range of community partnerships and activities including:</p> <ul style="list-style-type: none"> - developing a ""Elders Signage Program"" to address language barriers for 36 elders, - supporting isolated/vulnerable elders with recreation opportunities, - undertaking flood watch and evacuation preparation in conjunction with the Department of Municipal and Community Affairs and RCMP, - supporting the RCMP in delivering a family violence presentation and participating in a community walk with Echo Dene School. <p>The Program also supported the RCMP with impaired driving check stops, providing road safety information for drivers and assisted the RCMP in searches for missing persons. Due to delays in implementation, the Department is looking to extend the program term to 2024-25 and complete an evaluation in 2025-26.</p>

ACTION 78.	Provide multi-year stable funding for Indigenous-led, preventative approaches to support men's healing as a means to reduce intimate partner/family violence.
DEPARTMENT	Justice
PROGRAM	Men's Healing Fund
TIMELINE	Ongoing annual funding with multi-year funding opportunities
UPDATE 2022-23	<p>The Men's Healing Fund is a wellness approach to increase community-led programs that focus on men's healing as a preventative approach to addressing family violence.</p> <p>In 2022-23 there were four agreements in place which fully maximized the available funding. Funding agreements included Gwich'in Tribal Council, Tłı̨ç hq Friendship Centre, Samba K'e First Nation and Łı́'dı̨ Kúé First Nation. Through</p>

	<p>these funding agreements, Men's Healing programming was delivered in Inuvik, Behchoko, Fort Simpson and Fort Providence in 2022-23.</p> <p>Some of the activities for the Men's Healing programming includes: on the land healing and facilitated trauma and addictions programming, narrative therapy intervention strategies in combination with traditional knowledge and culture, and intensive healing programs.</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	Full implementation by 2021-22. Program evaluation will be conducted 3-5 years from implementation.
UPDATE 2022-23	<p>The South Mackenzie Correctional Centre - Therapeutic Community became operational on November 5, 2021. The transition to the Therapeutic Community was successfully completed with staff fully trained. Residents of the Therapeutic Community took part in the orientation and transition phase with staff and experts from the Nanaimo John Howard Society. The Nanaimo John Howard Society returned to the Therapeutic Community in March 2023 to ensure that all mechanisms and components of the Therapeutic Community model have been implemented as outlined in the protocol.</p> <p>The Department will be working in 2023-24 to focus on opportunities for community engagement, such as residents delivering seminars/presentation to the community, delivery of the Foundations for Success Program and looking for opportunities to enhance mentorship opportunities of new residents.</p>

ACTION 80.	Assists communities in developing an alternative to the criminal justice system
DEPARTMENT	Justice
PROGRAM	Community Justice Program
TIMELINE	New multiyear agreements will be provided as of 2022-23
UPDATE 2022-23	<p>The Department of Justice is committed to ensuring that Community Justice Committees are supported and trained in restorative justice practices, and that all NWT communities have access to diversion and alternative justice programming.</p> <p>The Department 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>

	In 2022-23, 26 of 33 NWT communities accessed funding and delivered Community Justice programming. Diversions (such as through referrals from RCMP or the Public Prosecution of Canada (PPSC) office for minor offences) have been steady over the last four years with 145 clients diverted to local Community Justice Committees.
--	---

ACTION 81.	Develop an enhanced, holistic, comprehensive approach for the provision of support to Indigenous survivors of crime and families and friends of Indigenous murdered or missing persons.
DEPARTMENT	Justice
PROGRAM	Victims Services
TIMELINE	Victim services are ongoing and agreements with community service providers are multiyear.
UPDATE 2022-23	<p>In 2022-23, Victim Services Coordinators organized, participated in and/or supported 1,873 community activities related to victims of crime and raising awareness. NWT Victim Services Providers report that most of their work involves helping victims of intimate partner violence or family violence and advocating for their access to housing, income assistance, medical and mental health and addictions supports.</p> <p>In February 2023, the GNWT hosted a Community Justice Training Symposium on policy and protocol, in Yellowknife. Funded by the GNWT and the Tłı̨ç hq̄ Government, 60 Victim Service Workers and Justice Coordinators from across the NWT attended the event. The symposium was intended to increase program skills, knowledge and service coordination. The Community Justice Symposium was designed and tailored to meet the Justice Coordinators/Victim Services worker's needs.</p> <p>Multi-year agreements are in place with all service providers and the Community Justice and Policing Division continues to provide capacity building support to coordinators across the territory.</p>

ACTION 82.	Provide survivors of crime with access to information about a convicted offender who is incarcerated
DEPARTMENT	Justice
PROGRAM	Victim Notification Program
TIMELINE	Current directives, policies and forms will be revised as required by the new Corrections Act that came into force in late October 2021
UPDATE 2022-23	This is an ongoing program. The Victim Notification Program has transitioned from an application process to a registration process that is initiated at the request of the survivor. The language used in the program has been amended to reflect the principles of the new Corrections Act, including guidance and policy that further outlines the processes for establishment, administration and maintenance of a program for survivors.

	Current directives, policies and forms have been revised as required by the new Corrections Act that came into force in late October 2021.
--	--

ACTION 83.	Complete a review of the use of Emergency Protection Orders and how they are supporting people experiencing family violence.
DEPARTMENT	Justice
PROGRAM	Emergency Protection Orders
TIMELINE	2023-24
UPDATE 2022-23	<p>NWT-based research by the YWCA established the need to improve the consistency for administration of Emergency Protection Orders.</p> <p>The Department of Justice is working with the YWCA to implement improvements to the administration of Emergency Protection Orders as a tool for survivors of family violence. Improvements have included: the implementation of an Independent Legal Advice and Representation for Survivors Program, coordinating and formalizing annual Emergency Protection Orders training sessions with victim services providers and increasing funding support to the YWCA to allow for the provision of information and training sessions to stakeholders.</p> <p>The Department has amended the current Emergency Protection Order contribution agreement with the YWCA from a single year to a five-year agreement. Predictable funding is intended to help to stabilize programming, strategic planning and retain program staff.</p> <p>The existing agreement has also been amended to include the delivery of an Independent Legal Advice and Representation Service available to victims of domestic violence, including emergency protection orders, and victims of sexual assaults over five years (2021-2026).</p> <p>According to YWCA program data for 2022-2023, there were a total of 111 Emergency Protection Orders applications submitted.</p>

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 2022-23	This is a long-established part of court operations, no additional work is required.

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	Ongoing Program
UPDATE 2022-23	<p>The Outreach Legal Aid Clinic provides up to five hours 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 establishment 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 Independent Legal Advice and Representation Program (ILA/ILR) is available for anyone who has experienced family violence, sexual violence, or has legal concerns about an Emergency Protection order. The incident of violence can be recent or historic. The incident must have occurred in the NWT, or the survivor must be an NWT resident. The ILA/ILR program seeks to achieve the following outcomes:</p> <ol style="list-style-type: none"> 1. Improving access throughout the justice and government systems to legal advice/representation for Survivors and families of Survivors of intimate partner and gender-based violence, and sexual assault. 2. Increase informed decision making and understanding about legal decisions for Survivors and families of Survivors of intimate partner and gender-based violence, and sexual assault. 3. Provide program and service delivery that is consistent with gender based plus, trauma informed and culturally safe programming and policy. <p>The program has a panel of lawyers to provide survivors with up to four hours of free legal advice and representation. The program coordinator receives the initial referrals, conducts client screening and intake, and matches survivors with a lawyer, and will conduct public awareness and training sessions to support program referrals, uptake, and information sharing. The goal is to increase informed decision-making and understanding about legal decisions.</p> <p>If you have experienced violence and are in need of legal assistance, the YWCA NWT Independent Legal Advice and Representation (ILAR) Program can provide</p>

	legal advice. Please reach out to the program Coordinator at ilar@ywcanwt.ca or call 867-765-8670 for more info.
--	--

ACTION 86.	Provide for direct supervision of sentenced women offenders and facilitates holistic healing in a safe, secure environment.
DEPARTMENT	Justice
PROGRAM	Dedicated Women's Correctional Unit
TIMELINE	The dedicated Women's Unit has been established.
UPDATE 2022-23	The dedicated Women's Unit has been established and operations are ongoing.

ACTION 87.	Establish independent Community Advisory Board's for each of the NWT's correctional facilities.
DEPARTMENT	Justice
PROGRAM	Corrections Facilities – Community Advisory Boards
TIMELINE	Establishment of Community Advisory Boards will begin in the winter of 2022.
UPDATE 2022-23	Community Advisory Boards have been established at the North Slave Correctional Complex and South Mackenzie Correctional Centre. The Community Advisory Board at the Fort Smith Correctional Complex is in the final stages of becoming operational.

ACTION 88.	Help families find information about their missing loved ones.
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	NWT Family Information Liaison Unit Program
TIMELINE	Ongoing funding to 2023
UPDATE 2022-23	<p>In February 2023, Justice Canada announced that the GNWT's contribution agreement to support the NWT Family Information Liaison Unit would be extended for an additional two years to 2025 and that the program itself will now be permanently funded. With this support, the NWT Family Information Liaison Unit becomes a permanent resource for Indigenous families in search of information on their missing or murdered loved ones.</p> <p>The NWT Family Information Liaison Unit (FILU) program is intended to help the families of Missing and Murdered Indigenous Women and Girls find information about what happened to their loved ones. FILU is a national initiative to help families find information about their missing loved ones. A mobile office and outreach model is used to serve clients in remote areas. This program was transferred from the Department of Justice to the Gender Equity Division in the Department of Executive and Indigenous Affairs in 2022 because it was determined that the FILU program naturally aligns with the MMIWG portfolio already held within the Gender Equity Division.</p>

	The funding for this program includes two positions: Program Manager and FILU Coordinator. Both positions are currently being staffed.
--	--

ACTION 89.	Review and renew specialized courts: a) Conduct a review of Domestic Violence Treatment Options Court b) Conduct a review of the Wellness Court
DEPARTMENT	Justice
PROGRAM	Specialized Courts
TIMELINE	Completion of program reviews by 2023
UPDATE 2022-23	The Department of Justice is currently undertaking a review of the Specialized Courts programs including the Wellness Court and Domestic Violence Treatment Option Court. The review is anticipated to conclude by August 2023. As of August 30, 2022, a total of 175 individuals have been referred to Wellness Court, of which 80 participated in the program for some length of time, and 15 completed their wellness plan and graduated from the program. An additional 195 participants have completed the Domestic Violence Treatment Option Court.

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	Remote Bail Appearances will be piloted commencing in September 2021 with a view to full implementation by the end of the 2021 – 2022 fiscal year. Remote Docket Appearances have been deferred during pandemic restrictions and will be revisited within six (6) months of pandemic restrictions ending and travel resuming to near pre-pandemic levels.
UPDATE 2022-23	The importance of improvements to court technology in support of remote hearings has been especially emphasized in light of the challenges brought by COVID-19. Remote bail appearances are now in use in 16 of 19 detachments. Efforts to bring the remaining 3 detachments online are in progress. The Department continues to support work to install and test the required internet connections and equipment in remote communities. Work has been slow due to the availability of required technicians in small communities.

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

UPDATE 2022-23	<p>Traditional Counselor and Liaison Officers are on staff at each of the 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 offered at each of the correctional facilities addresses the specific background and needs of Indigenous inmates and support clients through addictions treatment and maintenance of that support as they transition out of the corrections facility and back into the community.</p> <p>The Northern Session program was extended to both the North Slave Correctional Complex and Fort Smith Correctional Complex in March 2023. Following a review, it was determined that the Pre-Treatment Healing Program will continue to be delivered at the South Mackenzie Correctional Centre Therapeutic Community.</p>
----------------	--

ACTION 92.	Set policing priorities in partnership with community and Indigenous governments
DEPARTMENT	Justice
PROGRAM	Community Policing Action Plans
TIMELINE	Policing priorities are reported on a quarterly basis throughout the year through Community Safety Plans and Mayor and Chief's Monthly Reports.
UPDATE 2022-23	<p>All 33 communities have community-based policing priorities and reporting processes.</p> <p>The 2022/2023 NWT Policing Priorities are reflective of relationships with NWT communities, and the need for service-delivery that is consistent with the Truth and Reconciliation Commission Calls to Action, the Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice, and the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>The 2022/2023 NWT Policing Priorities were developed with information gathered from consultation with local and Indigenous communities, direct engagement with community leadership, and a review of 2021/2022 Community Policing Action Plans developed with community leadership within each community in the NWT.</p> <p>The broad priority areas for 2022/2023 are:</p> <ol style="list-style-type: none"> 1) Promote Trust and Confidence in Policing Services 2) Effective Response to Illegal Drugs and Alcohol 3) Operational and Fiscal Innovation.

ACTION 93.	Support a professional, dedicated and culturally responsive policing service to Indigenous communities
DEPARTMENT	Justice

PROGRAM	First Nations Policing Program Agreement
TIMELINE	Four regional agreements in place by 2021-2022 that formally recognize the community's role in shaping the policing they receive
UPDATE 2022-23	<p>In January 2023, the GNWT hosted seven regional Justice Service Knowledge Sharing Engagements to receive feedback from Indigenous governments and leaders to discuss the current community policing priority setting processes and to discuss the expansion of the First Nation and Inuit Policing Program.</p> <p>The Department has had funding for nine First Nations Policing positions under the First Nations Community Policing Service Framework Agreement (FNCPS). These positions are located in Inuvik, Behchokò, Fort Simpson, Fort Good Hope, Fort McPherson and Tulita.</p> <p>The GNWT recently received approval from Public Safety Canada for a program expansion of the First Nation and Inuit Policing Program from its current 9 positions to add a further 13 positions (for a total of 22 positions) phased in over 2023-24 and 2024-25.</p>

ACTION 94.	Communications Strategy and Plan
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Changing the Relationship Action Plan
TIMELINE	A three-year (2022 – 2024) communication strategy
UPDATE 2022-23	<p>GNWT Missing and Murdered Women and Girls Website</p> <p>In December 2021, the Department of Executive and Indigenous Affairs launched a Missing and Murdered Women and Girls website: https://www.eia.gov.nt.ca/en/priorities/missing-and-murdered-indigenous-women-and-girls</p> <p>The website provides an overview of the GNWT's participation in, and response to the National Inquiry. It also includes:</p> <ul style="list-style-type: none"> ▪ Background information on the National Inquiry into Missing and Murdered Women and Girls. ▪ Access to publications from the National Inquiry including “Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls”, and a summary document of the 231 Calls for Justice. ▪ Access to the National Action Plan and Federal Pathway documents ▪ Access to GNWT publications in response to the 231 Calls for Justice including the Action Plan. ▪ A “What We Heard” report from community and preliminary engagements. ▪ Links and contact information for victims' services, emotional assistance, funding support for survivors and families, shelters, and the Family Information Liaison Units.

	<p>The GNWT's Missing and Murdered Women and Girls website will be updated on an ongoing basis in preparation and during community engagement on the Draft Action Plan.</p> <p>The Department of Executive and Indigenous Affairs continues to work on the Communications Strategy and aims to have a plan in place in 2024.</p>
--	--

