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2025-2026 ANNUAL REPORT

THE GOVERNMENT OF THE NORTHWEST TERRITORIES' ACTION PLAN IN RESPONSE TO THE CALLS FOR JUSTICE ON MISSING AND MURDERED INDIGENOUS WOMEN, GIRLS AND 2SLGBTQQIA+ PEOPLE

RAPPORT ANNUEL 2025-2026

PLAN D'ACTION EN RÉPONSE AUX APPELS À LA JUSTICE POUR LES FEMMES, LES FILLES ET LES PERSONNES 2ELGBTQQIA+ AUTOCHTONES DISPARUES ET ASSASSINÉES

Le present document contient la traduction française du résumé et du message du ministre.

Government of Northwest Territories
Gouvernement des Territoires du Nord-Ouest

K’áhshó got’ı̨ne xədə k’é hederı ɔedı̨htl’é yerınıwę nı dé dúle.
Dene Kədə́

ʔerıhtł’ís Dëne Sų̨łıné yatı t’a huts’elkër xa beyáyatı theɔą ɔat’e, nuwe ts’ën yółtı.
Dëne Sų̨łıné

Edı gondı dehgáh got’ı̨e zhatıé k’ę́é edatł’éh enahddhę nıde naxets’é edahłí.
Dene Zhatıé

Jii gwandak izhii ginjìk vat’atr’ijąhch’uu zhit yinohthan jì’, diits’àt ginohkhìi.
Dinjii Zhu’ Ginjik

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.
Inuvialuktun

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Inuktitut

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.
Inuinnaqtun

kīspin ki nitawihtīn ē nīhīyawihk ōma ācimōwin, tipwāsinān.
nēhiyawēwin

Tłı̨chǫ yatı k’ę̀è. Dı wegodı newǫ dè, gots’o gonede.
Tłı̨chǫ

Indigenous Languages
request_Indigenous_languages@gov.nt.ca

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A message from the Minister

I am pleased to report on another year of progress on the Changing the Relationship Action Plan in response to the Calls for Justice on Missing and Murdered Indigenous Women, Girls (MMIWG), and Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Plus (2SLGBTQQIA+) people.

Violence against Indigenous women, girls and 2SLGBTQQIA+ people is rooted in systemic factors, including economic, social, and political marginalization, as well as racism, discrimination, and misogyny. As these factors are systemic and complex, spanning across multiple areas of policy and government and often interacting and reinforcing one another, addressing them requires a coordinated government approach.

Since the 2022 release of the Changing the Relationship Action Plan, the Government of the Northwest Territories (GNWT) and partners have made meaningful steps towards improving the safety and well-being of Indigenous women, girls, and 2SLGBTQQIA+ people in the Northwest Territories (NWT). I am proud to report that significant progress has been made. Of the 94 actions, 57 have been implemented and incorporated into ongoing GNWT programs, policies, and service delivery. This demonstrates how the priorities of the MMIWG Action Plan have been integrated into the GNWT's core business and operations.

The National Inquiry into MMIWG highlighted the need for stronger legislative tools to support missing person investigations across Canada and improve responses to families and communities. In response, the GNWT undertook extensive research, and engaged with the public, stakeholders, and the RCMP to inform the development of new legislation. As a result, the GNWT enacted the Missing Persons Act which came into force in January 2026. This legislation strengthens the tools available to the RCMP to investigate and locate missing persons.

The GNWT has also taken important steps towards building a public service that is representative of the people we serve and more supportive of the success and career advancement of Indigenous employees. The Indigenous Employment Policy came into effect in April 2025, replacing the previous Affirmative Action Policy.

Across the GNWT, training continues to strengthen the knowledge and capacity of GNWT employees to understand the ongoing impacts of colonialism, foster respectful relationships with Indigenous peoples, and advance meaningful change and reconciliation not only in their work, but across communities in the NWT. As of March 31, 2026, over 4,000 employees have completed GNWT's mandatory cultural awareness and sensitivity training. Building on this work, the Department of Finance has begun developing anti-racism resources to further equip GNWT employees with the knowledge and skills needed to identify and address systemic racism to contribute to a more inclusive and respectful public service.

Meaningful progress towards the Action Plan requires collaboration and action across sectors beyond government. The GNWT continues to collaborate with community partners and Indigenous organizations that provide direct support and services to Indigenous women, girls, and 2SLGBTQQIA+ people. Through the Mental Wellness and Addictions Recovery fund, the GNWT allocated $2.5 million to Indigenous, community, and non-government organizations through six multi-year and five one-year agreements to delivery culturally relevant and community-based programming.

2025-26 also saw progress on transitional housing. The GNWT partnered with the Salvation Army and the City of Yellowknife to open a transitional housing program for addictions recovery. In Inuvik, the GNWT partnered with the Inuvialuit Regional Corporation to open a second transitional housing site. These partnerships are an important step toward expanding access to stable housing and recovery supports, supporting individuals in achieving positive health and well-being.

While important progress has been made, ending violence and harm against Indigenous women, girls, and 2SLGBTQQIA+ people requires continued commitment to long-term systemic change and collaboration with community and Indigenous partners. The work sustained through the Action Plan will continue to give the GNWT the momentum to work towards safer communities and more equitable outcomes across the NWT for Indigenous women, girls, and 2SLGBTQQIA+ people.

Quyanainni,



The Honourable Lucy Kuptana
Minister Responsible for the Status of Women

Message de la ministre

Je suis heureuse de faire état d'une nouvelle année de progrès dans la mise en œuvre du Plan d'action « Changer les relations », 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.

La violence contre les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones est enracinée dans des facteurs systémiques tels que la marginalisation économique, sociale et politique de même que le racisme, la discrimination et la misogynie. Ces facteurs sont systémiques et complexes, touchent de nombreux domaines d'intervention et secteurs gouvernementaux et se recoupent souvent en accentuant leurs effets. Il faut donc une approche gouvernementale coordonnée pour s'y attaquer.

Depuis la publication du Plan d'action en 2022, le gouvernement des Territoires du Nord-Ouest (GTNO) et ses partenaires ont franchi des étapes importantes pour améliorer la sécurité et le mieux-être des femmes, des filles et des personnes 2ELGBTQQIA+ autochtones aux Territoires du Nord-Ouest (TNO). Je suis fière d'annoncer que des progrès notables ont été réalisés. Parmi les 94 mesures prévues, 57 ont été mises en œuvre et intégrées aux programmes, aux politiques et aux services du GTNO. Cela montre que les priorités du Plan d'action sur les femmes et les filles autochtones disparues et assassinées (FFADA) ont été intégrées aux activités courantes du GTNO.

L'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées a souligné la nécessité de disposer d'outils législatifs plus solides pour appuyer les enquêtes sur les personnes disparues partout au Canada et pour améliorer le soutien offert aux familles et aux collectivités. Résolu à donner suite à ce constat, le GTNO a effectué des recherches approfondies et a tenu des échanges avec le public, les parties prenantes et la GRC afin d'orienter l'élaboration d'une nouvelle loi. Le GTNO a ainsi adopté la *Loi sur les personnes disparues*, qui est entrée en vigueur en janvier 2026. Cette loi fournit à la GRC des outils supplémentaires pour mener des enquêtes et retrouver les personnes portées disparues.

Le GTNO a également pris des mesures importantes pour se doter d'une fonction publique qui reflète mieux la population qu'elle sert et qui favorise davantage la réussite et l'avancement professionnel du personnel autochtone. La Politique d'emploi des Autochtones est entrée en vigueur en avril 2025 et a remplacé le Programme de promotion sociale.

Dans l'ensemble du GTNO, les membres du personnel continuent de suivre des formations qui leur permettent d'accroître leurs connaissances et leurs capacités, de mieux comprendre les effets persistants du colonialisme, d'établir des relations respectueuses avec les peuples autochtones et de favoriser des changements concrets et la réconciliation, tant dans leur travail que dans les collectivités des TNO. Au 31 mars 2026, plus de 4 000 membres du personnel avaient suivi la formation obligatoire du GTNO sur la sensibilisation aux réalités culturelles autochtones. Dans la foulée de ce travail, le ministère des Finances a commencé à élaborer des ressources sur la lutte contre le racisme afin de mieux outiller le personnel du GTNO et de lui fournir les connaissances et les compétences nécessaires pour reconnaître et combattre le racisme systémique, contribuant ainsi à une fonction publique plus inclusive et respectueuse.

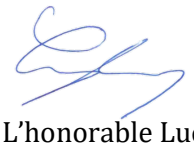
Pour réaliser des progrès concrets dans le cadre du Plan d'action, il faut une collaboration soutenue entre le gouvernement et les autres partenaires concernés. Le GTNO continue de collaborer avec des partenaires communautaires et des organisations autochtones qui offrent directement du soutien et des services aux

femmes, aux filles et aux personnes 2ELGBTQQIA+ autochtones. Par l'intermédiaire du Fonds pour le mieux-être psychologique et le rétablissement des dépendances, le GTNO a accordé 2,5 millions $ à des organisations autochtones, communautaires et non gouvernementales au moyen de six ententes pluriannuelles et de cinq ententes d'un an afin de financer des programmes adaptés aux réalités culturelles et aux besoins des collectivités.

L'exercice 2025-2026 a également été marqué par des progrès dans l'offre de logements de transition. Le GTNO s'est associé à l'Armée du Salut et à la Ville de Yellowknife pour lancer un programme de logements de transition destiné au rétablissement des dépendances. À Inuvik, il s'est associé à la Société régionale inuvialuite pour offrir un deuxième programme de logements de transition. Ces partenariats constituent une étape importante pour élargir l'accès à des logements stables et à du soutien au rétablissement, et ainsi favoriser la santé et le mieux-être des personnes.

Malgré les progrès réalisés, il reste encore beaucoup à faire pour mettre fin à la violence et aux préjudices subis par les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones. Pour poursuivre sur cette lancée, il faudra maintenir les efforts visant à apporter des changements systémiques à long terme et continuer de collaborer avec les partenaires communautaires et autochtones. Le Plan d'action continuera de guider les efforts du GTNO pour rendre les collectivités plus sûres et favoriser une plus grande équité pour les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones partout aux TNO.

Quyanainni,



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

Executive Summary

Background

The National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) launched in 2016. It aimed to examine and report on systemic causes of the violence and vulnerability that Indigenous women and girls experience in Canada. This included examination of the underlying historical, social, economic, institutional, and cultural factors that contribute to this violence.

Built on testimony from survivors, families, experts, and community members across Canada, the Inquiry concluded that violence experienced by Indigenous Women, girls, and 2SLGBTQQIA+ people is rooted in systemic and historical factors, including colonialism, racism, discrimination, as well as social inequities. In 2019, the National Inquiry released its Final Report which included 231 Calls to Justice aimed at Canadian governments (national, provincial, territorial, municipal), institutions, industries, and the broader Canadian public.

In November 2022, the GNWT released Changing the Relationship[1], its Action Plan in response to the 231 Calls to Justice. Developed with guidance from the Native Women's Association of the NWT, the Status of Women Council of the NWT, and Indigenous governments, the GNWT's Action Plan includes 94 actions aimed at addressing the impacts of colonization, racism, and gender-based discrimination and violence.

Update on the Crisis

Indigenous women, girls, and 2SLGBTQQIA+ people continue to experience violence and victimization at high rates across Canada and in the NWT. Collectively, these statistics demonstrate the urgency of implementing the Calls to Justice and advancing sustained action to address the violence and inequity that Indigenous women, girls, and 2SLGBTQQIA+ people experience today.

In Canada:

- In 2022, Statistics issued by Women and Gender Equality Canada indicated that the homicide rate for Indigenous women and girls in 2022 was 6x higher compared to their non-Indigenous counterparts.
- In 2022, Statistics Canada shared that 17% of Indigenous women have experienced at least one form of intimate partner violence in their lifetime.
- In 2022, Statistics Canada also reported that 86% of 2SLGBTQQIA+ Indigenous women have experienced intimate partner violence in their lifetime.
- Additionally, 42% of Indigenous women have been sexually assaulted at least once in their lifetime since the age of 15.
- In 2025, Statistics issued by Women and Gender Equality Canada also reported that Indigenous women aged 25-54 are less likely to be employed than non-Indigenous women (71% compared to 80% respectively).

[1] https://www.eia.gov.nt.ca/en/priorities/missing-and-murdered-indigenous-women-and-girls/gnwt-action-address-mmiwg

In the NWT:

- In 2025, Statistics Canada reported that 12.8% of Indigenous women reported experiencing violent victimization (physical or sexual assault) in the previous 12 months compared to the national Canadian average of 6%.
- The RCMP reported that there are currently 15 women missing in the NT as of August 2026. Of these missing women, 7 are First Nations, 4 are White, 2 are Inuit, and 2 are of unknown racial identity.
- In 2025, the NWT Bureau of Statistics reported that Indigenous women aged 15+ across the NWT had an employment rate of 48.7% compared to non-Indigenous women at 74.2%.
- In 2025, the NWT Bureau of Statistics also reported that Indigenous women in the NWT were 4x more likely than non-Indigenous women to have no certificate, diploma, or degree (34.6% compared to 8.6% respectively).

Progress at a Glance

Implementation of the action plan has continued across all four priority themes of the GNWT Action Plan. Of the 94 actions, 9 actions have been completed, and 57 actions have been implemented and incorporated into ongoing GNWT programming, policy, and service delivery. 28 actions remain in progress and require ongoing work.

Action status definitions:

COMPLETED	means that an action has been fully carried out and no further work is reported on.
IN PROGRESS	means that work on the action is ongoing and the initiative has not yet been fully established.
IMPLEMENTED	means that this action has been successfully adopted into regular GNWT programs, policies, or service delivery and continues to be reported on.

Sommaire

Contexte

L'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées (FFADA) a été lancée en 2016. Elle avait pour objectif d'examiner les causes systémiques de la violence subie par les femmes et les filles autochtones au Canada ainsi que les facteurs qui les rendent plus vulnérables, et de faire rapport à ce sujet. Il s'agissait notamment d'analyser les facteurs historiques, sociaux, économiques, institutionnels et culturels sous-jacents qui contribuent à cette violence.

S'appuyant sur les témoignages de personnes survivantes, de familles, d'experts et de membres des collectivités de partout au Canada, l'Enquête a conclu que la violence subie par les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones prend racine dans des facteurs systémiques et historiques, notamment le colonialisme, le racisme, la discrimination et les inégalités sociales. En 2019, l'Enquête nationale a publié son rapport final, qui comprenait 231 appels à la justice destinés aux gouvernements du Canada, des provinces, des territoires et des municipalités, ainsi qu'aux institutions, aux industries et à l'ensemble de la population canadienne.

En novembre 2022, le GTNO a publié « Changer les relations »[2], son plan d'action en réponse aux 231 appels à la justice. Élaboré avec la contribution de l'Association des femmes autochtones des TNO, du Conseil sur la condition de la femme des TNO et des gouvernements autochtones, le Plan d'action du GTNO comprend 94 mesures visant à lutter contre les effets de la colonisation, du racisme ainsi que de la discrimination et de la violence fondées sur le genre.

Le point sur la crise

Les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones continuent d'être touchées de façon disproportionnée par la violence et la victimisation au Canada et aux TNO. Dans leur ensemble, les statistiques ci-dessous montrent l'urgence de donner suite aux appels à la justice et de poursuivre les efforts pour lutter contre la violence et les inégalités que subissent encore les femmes, les filles et les personnes 2ELGBTQQIA+ autochtones.

Au Canada :

- En 2022, des statistiques publiées par Femmes et Égalité des genres Canada indiquaient que le taux d'homicide chez les femmes et les filles autochtones était six fois plus élevé que chez les femmes et les filles non autochtones.
- En 2022, Statistique Canada indiquait que 17 % des femmes autochtones avaient subi au moins une forme de violence entre partenaires intimes au cours de leur vie.
- Toujours en 2022, Statistique Canada indiquait également que 86 % des femmes autochtones 2ELGBTQQIA+ avaient subi de la violence entre partenaires intimes au cours de leur vie.

[2] https://www.eia.gov.nt.ca/fr/priorities/les-femmes-et-les-filles-autochtones-disparues-et-assassinees/actions-du-gtno-pour

- De plus, 42 % des femmes autochtones avaient subi au moins une agression sexuelle depuis l'âge de 15 ans.
- En 2025, des statistiques publiées par Femmes et Égalité des genres Canada indiquaient également que les femmes autochtones âgées de 25 à 54 ans étaient moins susceptibles d'occuper un emploi que les femmes non autochtones, soit 71 % comparativement à 80 %.

Aux TNO :

- En 2025, Statistique Canada indiquait que 12,8 % des femmes autochtones avaient déclaré avoir été victimes de violence, soit d'une agression physique ou sexuelle, au cours des douze mois précédents, comparativement à une moyenne de 6 % au Canada.
- En août 2026, la GRC indiquait que 15 femmes étaient portées disparues aux TNO. Parmi elles, sept étaient membres des Premières Nations, quatre étaient blanches, deux étaient inuites et deux étaient d'origine raciale inconnue.
- En 2025, le Bureau de la statistique des TNO indiquait que le taux d'emploi des femmes autochtones de 15 ans et plus aux TNO était de 48,7 %, comparativement à 74,2 % chez les femmes non autochtones.
- En 2025, le Bureau de la statistique des TNO indiquait également que les femmes autochtones aux TNO étaient quatre fois plus susceptibles que les femmes non autochtones de ne détenir aucun certificat, diplôme ou grade, soit 34,6 % comparativement à 8,6 %.

Aperçu des progrès

La mise en œuvre du Plan d'action a progressé dans les quatre domaines prioritaires. Parmi les 94 mesures prévues, 9 sont terminées et 57 ont été mises en œuvre et intégrées aux programmes, aux politiques et aux services du GTNO. Les 28 autres mesures sont toujours en cours.

Définition de l'état d'avancement des mesures :

TERMINÉE	la mesure a été entièrement réalisée et aucun autre travail n'est prévu.
EN COURS	les travaux se poursuivent et l'initiative n'est pas encore pleinement établie.
MISE EN ŒUVRE	la mesure a été intégrée aux programmes, aux politiques ou aux services du GTNO et continue de faire l'objet de rapports.

Responding to Calls for Justice on 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.

ACTION 1. Seek a renewed Canada-NWT Agreement on Indigenous Languages to revitalize language communities and service delivery for the nine Official NWT Indigenous Languages.

DEPARTMENT	Education, Culture and Employment (ECE)
PROGRAM	a. Renewed funding agreement b. Indigenous Languages Diploma c. Mentor-Apprentice Program (MAP)
STATUS	a. In progress b. In progress c. Implemented

ACTION 1. Seek a renewed Canada-NWT Agreement on Indigenous Languages to revitalize language communities and service delivery for the nine Official NWT Indigenous Languages.

UPDATE 2025-2026	a. The Government of Canada and the Government of the Northwest Territories signed a Canada-NWT Agreement on Indigenous Languages from 2024-25 to 2026-27. The GNWT is preparing to enter negotiations with the federal government to establish the next multi-year agreement, which is expected to come into force in April 2027. b. ECE is working with Collège Nordique and the Tłı̨chǫ Government to advance the Indigenous Languages Diploma program. A Terms of Reference document is being developed to support and guide the partnership. c. The MAP is entering its seventh year of delivery in 2026-27 with a new cohort and continues to demonstrate strong results.

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 (ECE)
PROGRAM	Indigenous Languages Secretariat - *Official Languages Act*
STATUS	Implemented
UPDATE 2025-2026	March 2023 amendments to the *Official Languages Act* strengthened language rights protections, clarified and enhanced the role of the Languages Commissioner, consolidated the Official Languages Boards, and aligned the *Act* more closely with the principles of the United Nations Declaration on the Rights of Indigenous Peoples. These changes were followed by the release of the Indigenous Languages Communication Guidelines (ILCG) in July 2023 and Executive Council approval of the Indigenous Languages Services Standards (ILSS) in February 2025. The GNWT is advancing the implementation of an improved Official Languages active offer approach across government. This will help create a more consistent and accessible experience for residents seeking services in the official language of their choice. The NWT Indigenous Languages Action Plan: A Shared Responsibility was to be completed by 2023. The Action Plan was ambitious, and delays caused by the global pandemic affected implementation deadlines. As a result, the actions related to improving Indigenous languages services were not completed on time, and the Action Plan was extended to 2025.

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 (ECE)
PROGRAM	Curriculum Development and Student Assessment - JK-12 Curriculum Renewal
STATUS	IN PROGRESS
UPDATE 2025-2026	2026-27 is the final year for adaptations to the JK-9 draft NWT Curriculum. In the 2026-27 school year, all NWT students will be following the new curriculum.

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 (ECE)
PROGRAM	Curriculum Development and Student Assessment - JK-12 Curriculum Renewal
STATUS	In progress
UPDATE 2025-2026	2026-27 is the final year for adaptations to the JK-9 draft NWT Curriculum. In the 2026-27 school year, all NWT students will be following the new curriculum.

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 (ECE)
PROGRAM	Curriculum Development and Student Assessment - Northern Distance Learning

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.

STATUS	Implemented
UPDATE 2025-2026	Expansion of the Northern Distance Learning (NDL) program for 2026-2027 includes access to NDL by students in all grades 10-12 schools across the territory, further increasing options for students to obtain equitable access to education without the restriction of physical location. In 2024-25 Charles Tetcho School in Sambaa K'e successfully joined NDL as a former JK-9 school. Charles Yohin School in Nahanni Butte joined NDL in 2025-26 and Kaksia Lake School plans to have students enrolled in NDL for the first time in 2026-27. A team of five dedicated NDL teachers and five NDL program staff are in place to support and run the program based in Inuvik.

ACTION 6. Implement the new mandatory curriculum for JK-12 Indigenous language instruction within all NWT schools.

DEPARTMENT	Education, Culture and Employment (ECE)
PROGRAM	JK-12 Education System Services - Our Languages Curriculum
STATUS	Implemented
UPDATE 2025-2026	All NWT schools that offer Indigenous language programming have implemented the Our Languages Curriculum as of March 2025. Continued support and training are offered for Indigenous language instructors for the Our Languages Curriculum. There are seven trainees beginning the Indigenous Languages Instructor Education Program (ILIEP) who will be trained to use the curriculum in their new roles.

ACTION 7. Support schools to create learning environments that centre, respect and promote the Indigenous worldviews, cultures and languages of their community.

a. Provide sustainable funding for Indigenous languages and education initiatives in schools.

b. Provide professional development for Indigenous language instructors in NWT schools to maintain delivery of language instruction.

DEPARTMENT	Education, Culture and Employment (ECE)
PROGRAM	JK-12 Education System Services – JK-12 Indigenous Languages and Education Policy
STATUS	Implemented
UPDATE 2025-2026	The Indigenous Language Instructors Employment Plan (ILIEP) initially piloted in 2023-2024 for the recruitment and retention of Indigenous Language Instructors. The 2026-27 school year is the first year funded and out of the pilot phase. There are seven trainees participating from six regions of the NWT.

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 (ECE)
PROGRAM	Aurora College - Strengthened Governance System
STATUS	Implemented

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.

UPDATE 2025-2026	The Indigenous Knowledge Holders Council was established in April 2024. Together with the Board of Governors and Academic Council, the Indigenous Knowledge Holders Council establishes Aurora College's tri-cameral governance system. In July 2025, Aurora College's Indigenous Knowledge Holders Council released the Flowing Waters Framework, a three-year roadmap that will guide the Council's work. Eight guiding principles underpin the framework, including Indigenous culture, languages, Elders, Indigenous curriculum, relationships and reciprocity, the land, wellness and ceremony, and the concept of being "strong like two people." The Council has also identified four priority areas: sacred places; Indigenizing education and cultural knowledge continuity; love and respect; and leaders in partnership. Short-term actions in 2025-26 focus on relationship building and awareness, including staff and student engagement activities and exploration of Indigenous honorarium approaches.

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 (ECE)
PROGRAM	Aurora College – Review of Programs - Transformation into a Polytechnic University
STATUS	Completed in 2022
UPDATE 2025-2026	A new General Studies Diploma Program was launched in Fall 2025. All instructional programs delivered by Aurora College are scheduled for review at least once every five years to support student learning and meet quality standards. Aurora College will deliver the Bachelor of Education and Bachelor of Social Work programs in Fall 2027.

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
STATUS	In progress
UPDATE 2025-2026	As of March 31, 2026, 79.1% (4,783) active employees have started the Indigenous Cultural Awareness and Sensitivity Training (ICAST) called Living Well Together and 66.9% (4,046) active employees have completed all eight modules. ICAST statistics are pulled on a quarterly basis.

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
STATUS	a. Implemented b. Implemented
UPDATE 2025-2026	a. There have been 3,563 job descriptions submitted and reviewed using the IRRF Job Description Review Guide between September 23, 2022, and March 31, 2026. Each Indigenous Employment Plan includes a target for the review of job descriptions over the next 3 years. b. Each department and agency created a departmental Indigenous Employment Plan that is updated annually.

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
STATUS	Implemented
UPDATE 2025-2026	The Building Capacity with Indigenous Governments program (https://www.fin.gov.nt.ca/en/services/diversity-and-inclusion/building-capacity-indigenous-governments) 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. As of March 31, 2026, a total of 22 secondments have been supported through the program since launching in 2021.

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
STATUS	Implemented
UPDATE 2025-2026	The Affirmative Action Policy was replaced by the Indigenous Employment Policy on April 1, 2025.

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 - 2SLGBTQQIA+ Inclusive Workplace Awareness Training
STATUS	Completed in 2024-2025 [new training development IN PROGRESS]
UPDATE 2025-2026	The previous anti-racism and allyship training is no longer being provided due to feedback from participants. New training is in development with plans to launch in 2026-27.

ACTION 15. Offer 2SLGBTQQIA+ Inclusive Workplace Awareness Training to GNWT employees.	
DEPARTMENT	Finance
PROGRAM	Human Resources - Diversity and Inclusion - 2SLGBTQQIA+ Inclusive Workplace Awareness Training
STATUS	Implemented
UPDATE 2025-2026	In partnership with the Northern Mosaic Network of Yellowknife, the Department of Finance offers 2SLGBTQQIA+ Inclusive Workplace Awareness Training to all employees on an ongoing, monthly basis. As of March 31, 2026, 941 participants have completed 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 (HSS)
PROGRAM	Cultural Safety and Anti-Racism Training
STATUS	Completed
UPDATE 2025-2026	The Cultural Safety and Anti-Racism Training Framework continues to be implemented and refined as a living document.

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 (HSS)
PROGRAM	Community, Culture and Innovation – Engagement Guidelines
STATUS	Completed in 2025-2026
UPDATE 2025-2026	The Engagement Toolkit is available for use and supported through training by the Community, Culture and Innovation division at HSS.

ACTION 18. Leading a system wide shift towards a culturally safe and relationship-based health and social services system.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Culturally Safe Health and Social Services System
STATUS	In progress
UPDATE 2025-2026	An approach to transform the primary and community health care system by centering equity, cultural safety, and anti-racism is being led by the Community, Culture, and Innovation division in partnership with Indigenous governments, Indigenous organizations, and health and social services staff. This work is supported development of the Primary and Community Care Framework released in June 2026 (https://www.hss.gov.nt.ca/en/content/primary-and-community-health-care-framework-shared-journey-toward-north-star).

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 (HSS)
PROGRAM	Cultural Safety and Anti-Racism – Indigenous Advisory Body
STATUS	In progress

ACTION 19. Address inequities experienced by Indigenous residents when accessing health and social service in partnership with Indigenous governments through an Indigenous Advisory Body.	
UPDATE 2025-2026	The Indigenous Advisory Body (IAB) was established to provide advice and guidance to the HSS system on ways to infuse Indigenous knowledge and healing approaches. The IAB includes appointed representatives from each NWT Indigenous Government, the Department, and the three Health and Social Services Authorities. An NWT Council of Leaders working group, titled the Health and Social Services Working Group, was established to support collaborative partnership on shared interests and meet monthly.

ACTION 20. Establish Indigenous Patient Advocates in NWT Acute Care Units and an Office of Indigenous Client Experience.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	NWT Health and Social Services Authority – Quality, Risk and Client Experience and Indigenous Patient Advocates
STATUS	Implemented
UPDATE 2025-2026	The Office of Client Experience and Indigenous Patient Advocate Program were established in January 2023 and continue to operate.

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 (HSS)
PROGRAM	Gender-inclusive, gender-neutral, or non-binary options on forms
STATUS	In progress
UPDATE 2025-2026	While some preliminary assessment work has been completed, capacity limitations have impacted progress during this reporting period.

ACTION 22. Promote the tradition of custom adoption.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Child and Family Services – Custom Adoption
STATUS	In progress
UPDATE 2025-2026	Capacity limitations have impacted progress during this reporting period. For more information, please visit the Custom Adoption webpage (https://www.hss.gov.nt.ca/en/services/adoption/aboriginal-custom-adoption)

ACTION 23. Develop culturally informed Foster Care Practice Standards.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Child and Family Service – Foster Care
STATUS	In progress
UPDATE 2025-2026	Work to revise the Foster Care Practice Standards is in progress and expected to be completed by December 2027.

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 (HSS)
PROGRAM	Child and Family Services (CFS)
STATUS	In progress
UPDATE 2025-2026	The *Care Rooted in Indigenous Practices* Working Group continued to guide key transformation initiatives across CFS through collaboration with Cultural Safety and Anti-Racism, Community Culture and Innovation, and NTHSSA Cultural Safety Leads. Throughout 2025-26, the working group continued to meet and held an in-person gathering in early October 2025 to reconnect and

ACTION 24. Transforming Child and Family Services to improve services and supports for Indigenous children, youth, and their families through a cultural safety approach.	
	realign to core foundations, review mandates, findings, and progress to date, and advance strategic planning. Building on foundational work from the previous fiscal year, focused analysis was undertaken to inform the next phase of foster care redesign. This work identified key opportunities, challenges, and approaches to community engagement to guide future development. The care model scoping will be integrated into foster caregiver training, standards revisions, and service design related to proposed amendments to the Child and Family Services Act. In partnership with the Cultural Safety and Anti-Racism Division, a series of videos showcasing Indigenous systems of care was publicly launched in January 2026 (https://www.hss.gov.nt.ca/en/services/child-youth-and-family-services-strategic-direction-and-action-plan-2023-2028/care-rooted). Through storytelling, the videos highlight Indigenous practices that support the safety, belonging, and wellbeing of children and youth and will serve as an ongoing resource for workforce training, public education, and awareness building

ACTION 25. Supporting the inherent right of self-government, including jurisdiction in relation to Child and Family Services.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Child and Family Services
STATUS	In progress
UPDATE 2025-2026	The Inuvialuit Regional Corporation, the Government of Canada and the GNWT signed a Coordination Agreement on September 30, 2024. The Coordination Agreement identifies how the implementation of the Inuvialuit Qitunrariit Inuuniarnikkun Maligaksat (Inuvialuit Family Way of Living Law) will be supported in the Northwest Territories. Implementation of the Coordination Agreement is ongoing.

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
STATUS	Implemented
UPDATE 2025-2026	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. ECC serves as the administrative host for the Collaborative. In 2025-26, a total of 55 applications were approved for funding for a total of $1,119,200 by the Collaborative.

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 (ECC)
PROGRAM	Indigenous Knowledge
STATUS	In progress
UPDATE 2025-2026	The Traditional Knowledge Policy (https://www.gov.nt.ca/ecc/en/services/traditional-knowledge) recognizes Aboriginal traditional knowledge and is a valid and essential source of information about the natural environment and its resources, the use of natural resources, and the relationship of people to the land and to each other. The GNWT incorporates traditional knowledge into government decisions and actions where appropriate. There are no updates to this action during this reporting period.

ACTION 28. Support families and youth in land-based activities.	
DEPARTMENT	Environment and Climate Change (ECC)
PROGRAM	Take a Family on the Land and Take a Kid Trapping Programs
STATUS	Implemented
UPDATE 2025-2026	21 communities delivered Take a Kid Trapping (TAKT) programming in 2025-2026. Territorial schools and non-governmental organizations provide this programming. 242 kids participated in TAKT in the 2025-2026 fiscal year. Take a Family on the Land program had 98 families in the Beaufort Delta, 250 families in the South Slave, and 3 families in the Sahtu.

ACTION 29. Preserving areas of cultural importance to Indigenous peoples through establishing and maintaining territorial protected areas.	
DEPARTMENT	Environment and Climate Change (ECC)
PROGRAM	Conservation Network Plan
STATUS	In progress
UPDATE 2025-2026	There were no new territorial protected areas established in 2025-26, but discussions with Indigenous government partners to identify and establish new protected areas are ongoing. The approximate size of the established NWT Conservation Network (including both protected and conservation areas) is 17.6% of NWT land. There are 3 Renewable Resource Officer positions located in regions that support territorial protected areas: • Łutsël K'é to support Thaıdene Nëné; • Fort Good Hope that supports Ts'udé Nilı̨né Tuyeta; and • Behchokǫ̀ that supports Dınàgà Wek'èhodì.

ACTION 30. Identify potential resources, partnerships and programming that will support community-driven harvesting programs.	
DEPARTMENT	Environment and Climate Change (ECC)
PROGRAM	On the Land
STATUS	Implemented
UPDATE 2025-2026	The Sustainable Livelihood Action Plan concluded in 2023, and all newly developed programs are ongoing.

ACTION 31. Prioritize Gender and Diversity in budgets, policies and programs. a. Develop culturally relevant Gender Based Analysis+ (GBA+) tools to assess the impact of policies, programs and services on Indigenous women, girls and gender-diverse people. b. Assess impacts on Gender and Diversity in decision making on budgets, policies and programs.	
DEPARTMENT	Executive and Indigenous Affairs (EIA)
PROGRAM	Gender Equity Division – Culturally Relevant Gender Based Analysis a. Develop culturally relevant tools b. Assess impacts on Gender and Diversity in decision making
STATUS	a. In progress b. Implemented
UPDATE 2025-2026	a. The Gender Equity Division is developing resources for implementation of GBA+ and person-centered approaches for all GNWT departments to use in policy and program development. b. Since 2020, the GNWT incorporates GBA+ as part of the Cabinet and Financial Management Board decision-making processes. GBA+ training is available to all GNWT employees. As of March 31, 2026, 544 active employees completed the training which corresponds to 9% of the overall active workforce.

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 (EIA)
PROGRAM	Gender Equity Division – Women in Leadership
STATUS	**COMPLETED in 2025-2026**
UPDATE 2025-2026	The funding for the Women in Leadership initiative ended in May 2025. Additional federal funding is currently pending and will inform the scope and timing of future activities under this initiative. Information about the Campaign Schools for Women is available on the GNWT's She Can website (https://www.shecannwt.ca/).

ACTION 33. 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. 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. b. Table annual reports on the GNWT response to the Calls for Justice in the NWT Legislative Assembly	
DEPARTMENT	Executive and Indigenous Affairs (EIA)
PROGRAM	Gender Equity Division – Missing and Murdered Indigenous Women and Girls a. Establish a MMIWG Advisory Committee in partnership with Indigenous governments b. Table annual reports on the GNWT response to the Calls for Justice in the NWT Legislative Assembly
STATUS	a. Implemented b. Implemented

ACTION 33. 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.

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.
b. Table annual reports on the GNWT response to the Calls for Justice in the NWT Legislative Assembly

UPDATE 2025-2026	a. The MMIWG Advisory Committee was established in 2025 to provide ongoing advice and guidance to the GNWT on issues relating to MMIWG. The Advisory Committee is comprised of appointed representatives from Indigenous governments, key territorial organizations, and senior representatives from GNWT departments. b. The Gender Equity Division tables an annual report on the GNWT response to the Calls for Justice in the NWT Legislative Assembly.

ACTION 34. Provide core and sustainable funding for regional Indigenous and Women's organizations.

DEPARTMENT	Executive and Indigenous Affairs (EIA)
PROGRAM	Gender Equity Division – Core Funding
STATUS	Implemented
UPDATE 2025-2026	Multi-year core funding agreements for the NWT Native Women's Association of the NWT and the Status of Women's Council of the NWT were renewed for 2026 to 2031.

ACTION 35. Provide core and sustainable funding for regional Indigenous and Women's organizations.

DEPARTMENT	Executive and Indigenous Affairs (EIA)
PROGRAM	Gender Equity Division – Grant Programs
STATUS	Implemented

ACTION 35. Provide core and sustainable funding for regional Indigenous and Women's organizations.	
UPDATE 2025-2026	$100,000 was available for distribution in 2025-2026 through the Women's Initiatives Grant and the Gender Equity Grant. Both grants were fully subscribed. This continues to be a well-received program.

ACTION 36. Address the federal funding gap for Métis local councils and Métis Health Benefits.	
DEPARTMENT	Executive and Indigenous Affairs (EIA)
PROGRAM	Indigenous Affairs – Core Funding to Métis Locals and Métis Health Benefits
STATUS	Implemented
UPDATE 2025-2026	Under the Core Funding for Metis Locals Policy, the GNWT provides annual core funding to community-based Métis organizations that represent the local interests of Métis residents in the NWT along the Mackenzie Valley and around Great Slave Lake. In 2025-2026, the GNWT has funding agreements in place with: • Fort Providence Métis Council • Fort Smith Métis Council • Inuvik Métis Council • Hay River Métis Local 51 • North Slave Métis Alliance 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.

Responding to Calls for Justice on 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.

ACTION 37. Build a permanent Wellness and Recovery Centre to provide shelter, consulting, and community wellness spaces.

DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Mental Wellness and Addictions Recovery – Wellness and Recovery Centre
STATUS	In progress
UPDATE 2025-2026	Construction began in 2024 and occupancy is expected in 2026-27. The new Wellness and Recovery Centre will provide shelter and community wellness spaces for people from across the NWT 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.

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 (HSS)
PROGRAM	Health Care for Transgender, Non-Binary, and Gender Nonconforming People: Guidelines for the NWT
STATUS	In progress
UPDATE 2025-2026	In 2025-26, a commitment was made to establish a Gender-Affirming Care working group with stakeholders to discuss needs.

ACTION 39. Address facility-based addictions treatment needs.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Mental Wellness and Addictions Recovery – Facility-Based Addictions Treatment
STATUS	In progress
UPDATE 2025-2026	Results from the 2024 NWT Mental Wellness and Addictions Recovery Survey were analyzed by the Health System Sustainability unit and a public report was made available in May 2025. The recommendations are being considered, and additional work planning is required.

ACTION 40. Provide community-based, culturally safe counselling and addictions recovery support to all residents.

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 (CYC) in NWT schools and communities
d. Support for the Dene Wellness Warriors' Indigenous Professional Counsellor Training Program

DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Mental Wellness and Addictions Recovery – Provide community-based, culturally safe counselling and addictions recovery support to all residents
STATUS	a. Implemented b. Implemented c. Implemented d. Completed
UPDATE 2025-2026	a. The Community Counselling Program (CCP) serves individuals, families, and communities in all NWT regions. The CCP is an ongoing permanent program with continuous quality improvement efforts taking place through activities such as regular data collection, the bi-annual Mental Wellness and Addictions Recovery survey, bi-annual audits and other program improvement initiatives. b. The 2024 Mental Wellness and Addictions Survey (https://www.hss.gov.nt.ca/sites/hss/files/resources/mwar-survey-key-findings.pdf) released in May 2025 asked for feedback on people's experience with different supports, including the CCP 46% of survey respondents were Indigenous. i. Most CCP service users who respondent felt mutual trust with their counsellor (80%), cared for by staff (77%), and involved in decision-making related to their care (73%). ii. About half (49%) of Indigenous respondents in Yellowknife felt the CCP respects Indigenous Peoples compared to 75% in the Beaufort Delta and 64% in all other regions. iii. This feedback from the 2024 Mental Wellness and Addictions Survey was provided to CCP staff with the recommendation to increase access to cultural safety programming. Regional programs are currently implementing action plans to improve cultural safety. The current CCP Standards can be found online at https://www.hss.gov.nt.ca/professionals/en/services/policies-and-guidelines-standards-and-manuals.

ACTION 40. Provide community-based, culturally safe counselling and addictions recovery support to all residents.

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 (CYC) in NWT schools and communities
d. Support for the Dene Wellness Warriors' Indigenous Professional Counsellor Training Program

Additional updates are underway based on the most recent CCP Audit results, best practices, other related data, and in alignment with a continuous quality improvement approach.

c. The CYC initiative was redesigned within existing funding to strengthen service delivery. HSS continues to provide clinical counselling to children, youth, and families through the CCP with clear pathways to specialized services, including psychiatry.

d. The Dene Wellness Warriors Indigenous Professional Counsellor Training Program had 12 graduates in the 2025 cohort.

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 (HSS)
PROGRAM	Community Wellness and Addiction Recovery Support Fund
STATUS	**IMPLEMENTED**
UPDATE 2025-2026	In 2025-26, six multi-year and five one-year Mental Wellness and Addiction Recovery funding agreements were in place totaling $2.5 million. The Mental Wellness and Addiction Recovery Fund was established in 2023-24. This fund combines the On-the-land healing fund, addictions recovery and aftercare fund, and peer support fund. The Community Wellness and Addiction Recovery Fund prioritize Indigenous governments in supporting the delivery of community-based and culturally relevant, mental wellness and addiction recovery programs.

ACTION 42. Establish community-based, culturally relevant transitional housing options in the NWT.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Mental Wellness and Addictions Recovery – Transitional Housing for Addictions Recovery
STATUS	Implemented
UPDATE 2025-2026	In March 2025, the GNWT**,** in partnership with the Salvation Army and the City of Yellowknife, announced the official opening of a new transitional housing program for addictions recovery in Yellowknife and began accepting clients in Spring 2025. A second site in Inuvik, operated by the Inuvialuit Regional Corporation, was opened in June 2026. The GNWT is also currently working with the Hay River Committee for Persons with Disabilities, and K'asho Got'ı̨ne Housing Society (Fort Good Hope) to develop transitional housing service delivery models.

ACTION 43. Increase access to addictions recovery peer support programming in communities.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Mental Wellness and Addictions Recovery – Peer Support Fund and Programs
STATUS	Implemented
UPDATE 2025-2026	Funding was combined into one fund, the Mental Wellness and Addictions Recovery Fund, in 2024 to reduce administrative burden for Indigenous Governments. In 2025-26, there were 11 agreements in place, five of which were multi-year agreements for a total allocated amount of $2.5 million.

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 (HSS)

PROGRAM	Mental Wellness and Addictions Recovery – Suicide Prevention and Crisis Response Network
STATUS	Implemented
UPDATE 2025-2026	In 2025-26, the Community Suicide Prevention Fund provided $500,000 to eight Indigenous organizations.

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 (HSS)
PROGRAM	Mental Wellness and Addictions Recovery – Managed Alcohol Program
STATUS	Implemented
UPDATE 2025-2026	The Managed Alcohol Program continues to be delivered in Yellowknife, supported by the Yellowknife Women's Society and the Northwest Territories Health and Social Services Authority (NTHSSA).

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 (HSS)
PROGRAM	Mental Health and Addictions Recovery Supports – Medical Detox Program
STATUS	Implemented
UPDATE 2025-2026	The Territorial Substance Use Medicine (SUM) team manages the Alcohol Withdrawal Access Program (AWAP) and the Territorial Opioid Recovery Program including hospital-based detox services with community treatment, counselling and aftercare. Since the initial launch in March 2025, substance use and mental health services in the NWT have continued to evolve. The initial phase included a soft launch of in-territory medical detox programming, with new substance use nurse specialists, community mental health nurses, administrative support, and a nurse practitioner. The AWAP supports discharge planning and the development of in-territory and out-of-territory treatment options in collaboration with identified case managers.

ACTION 47. Provide supplementary support to youth transitioning out of permanent care.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Child and Family Services – Extended Support Services Agreement
STATUS	In progress
UPDATE 2025-2026	In April 2022, the GNWT proposed to increase the age of eligibility for ESSA's from age 23 to 29 in a discussion paper on amendments to the *Child and Family Services Act*. The Bill to Amend the *Child and Family Services Act* is anticipated to be introduced in Fall 2026.

ACTION 48. Support Indigenous-led priorities for community wellness funding through updated community wellness plans.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Community, Culture and Innovation – Community Wellness Plans
STATUS	Completed
UPDATE 2025-2026	All Community Wellness Plans have been updated and are funded through multi-year agreements until 2030. (https://www.hss.gov.nt.ca/en/services/community-wellness-plans)

ACTION 49. Address cultural safety and relationship-based care issues in primary care that lead to health disparities and systemic barriers for Indigenous people and communities.

a. Creation of Integrated Care Teams that are focused on meeting the health care needs of their communities
b. Partnered with Hotìì Ts'eeda to conduct an external evaluation of the transition to Integrated Care Teams, relationship-based care, access, and outcomes

DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Regional Health Authorities – Primary Health Care Reform: Community, Culture and Innovation Division
STATUS	a. Implemented b. Completed
UPDATE 2025-2026	a. Integrated Care Teams are currently established in Fort Smith and Yellowknife. An Integrated Care Team model has been established in Fort Good Hope and is supported by a longitudinal locum physician who visits the community regularly. b. An evaluation of the Fort Good Hope model conducted in 2025-26 identified several positive outcomes. The evaluation found that the longitudinal locum physician model contributed to improved access to care, greater continuity of care, stronger patient-provider relationships, enhanced chronic disease management, and fewer concerns related to cultural safety. The evaluation found that Integrated Care Teams generally improved access to a broader range of health care services and providers by bringing together physicians, nurses, mental health staff, and other providers in a coordinated team-based model. Clients and staff reported benefits from more integrated, relationship-based care. The evaluation concluded that Integrated Care Teams are a promising model for delivering relationship-based, culturally safe primary health care in the NWT. While implementation challenges remain, the findings suggest that team-based care can improve patient access and support stronger relationships between patients and providers, particularly when adequate staffing, cultural safety, and patient-centred approaches are prioritized.

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 (HSS)
PROGRAM	Territorial Health Services – Territorial Midwifery Program
STATUS	In progress
UPDATE 2025-2026	HSS supports strengthening established midwifery services in Fort Smith and Hay River. Work is underway to explore ways that midwifery can support gaps in perinatal and obstetrical service at Inuvik Regional Hospital to ensure continuity of services.

ACTION 51. Support access to culturally safe and relationship-based care across the Early Childhood Development system from prevention to intervention a. Establishing a reproductive, perinatal, infant, child health and Indigenous birthwork model of care. b. Support the establishment of an Indigenous Doula Training Program. c. Training for staff and caregivers of children in care with disabilities and complex needs. d. Implementing the renewed Healthy Family Program to shift towards Indigenous cultural-based prevention and family and community driven programming.	
DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Community, Culture and Innovation – Early Childhood Development
STATUS	Implemented
UPDATE 2025-2026	In 2025-2026, work is underway to complete a comprehensive review of health and social services policies and programs to address disparities experienced by Indigenous children as a result of intergenerational trauma. Reviewing results and aligning early childhood development programs with Primary and Community Health Care Reform will shift focus towards developing recommendations, training and tools that support family-focused programs. This work will emphasize mental health and wellness and strengthen coordination across programs.

ACTION 52. Deliver Indigenous centered parenting programs

a. Expand the delivery of the Healthy Family Program to an additional five communities through a phased approach
b. Implement a new robust, peer-reviewed, made-in-the north curriculum

DEPARTMENT	Health and Social Services (HSS)
PROGRAM	Community, Culture and Innovation – Healthy Family Program
STATUS	a. Implemented b. Implemented
UPDATE 2025-2026	Building on completed engagement, HSS is working with partner organizations to develop tools and resources that support Indigenous language revitalization and early literacy for families with young children. This work is being designed to function within family-focused programming and in alignment with Integrated Care Teams and Primary and Community Health Care Reform.

ACTION 53. Improve early childhood development indicators for all children.

DEPARTMENT	Health and Social Services (HSS) and Education, Culture and Employment (ECE)
PROGRAM	Early Childhood Development – Integrated Service Delivery Working Group
STATUS	Implemented
UPDATE 2025-2026	Promotion of a culturally safe Well Child Program is under development. Informed by evidence from staff, the campaign is aimed at improving program accessibility.

Responding to Calls for Justice on 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."

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
STATUS	Implemented
UPDATE 2025-2026	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. 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. As of March 2026, 31 of 42 actions have been completed, eight are in progress and the remaining actions are considered continuous in nature.

ACTION 55. Combine appropriate housing solutions and wrap-around service support.

a. Support the delivery of supported housing projects that provide long-term stable housing for persons that were previously chronically homeless
b. Develop a transitional housing model to support residents returning from treatment

DEPARTMENT	Housing NWT, Health and Social Services (HSS), and Justice
PROGRAM	Housing NWT – Transitional Housing Program
STATUS	a. In progress b. Implemented
UPDATE 2025-2026	Housing NWT continues to work with HSS, Indigenous governments, and community partners to expand transitional housing options across the Northwest Territories. This includes the opening of the Yellowknife Transitional Housing for Addictions Recovery Program (THARP) in March 2025, second THARP in Inuvik opened in June of 2026, the expansion of ongoing Northern Pathways transitional housing projects in Aklavik, and Yellowknife, and the development of a 24-bed transitional housing facility in Yellowknife to support individuals transitioning from homelessness to permanent housing. Together, these initiatives provide temporary, stable housing with wrap-around supports such as case management, life skills development

ACTION 56. Support service delivery at NWT Emergency Shelters in partnership with Indigenous governments.

DEPARTMENT	Housing NWT, and Executive and Indigenous Affairs (EIA)
PROGRAM	Housing NWT – Emergency Overnight Shelters
STATUS	Implemented
UPDATE 2025-2026	Housing NWT continues to support emergency shelter service delivery across the NWT through partnerships with Indigenous governments, Indigenous organizations, and community service providers. Through Financial Management Board submission in 2025, Housing NWT was able to support increased operational funding for all emergency shelters for 2026-27 and onwards. This is supporting enhanced frontline staffing, improved service delivery, and stronger connections to housing, health, cultural, and social supports, and helping shelters respond more effectively to the complex needs of individuals experiencing homelessness.

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
STATUS	In progress
UPDATE 2025-2026	Community Housing Plans have been completed and adopted in eight communities: Whatì, Fort Good Hope, Paulatuk, Enterprise, Nahanni Butte, Kátł'odeeche First Nation and Hay River and West Point First Nation (https://www.nwthc.gov.nt.ca/en/services/community-housing-plans). Housing Plans are currently in progress in nine additional communities. Over 20 communities have engaged in housing planning activities to date. In March 2026, Housing NWT released the first Territorial Housing Needs Assessment (THNA), which assessed core housing needs of all Indigenous communities across the NWT. This assessment combines statistical data with community insights to provide a comprehensive and regionally informed overview of housing needs. The THNA is available to all levels of government, Indigenous and non-governmental organizations, and private individuals and developers to support housing projects, and helps guide investment priorities and inform strategies to address housing challenges throughout the territory. https://www.nwthc.gov.nt.ca/sites/nwthc/files/resources/thna_final_web_2026-03-04.pdf

ACTION 58. Develop 100 affordable housing units.	
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Affordable Housing
STATUS	Completed
UPDATE 2025-2026	In 2024-25, Housing NWT completed 100 incremental social housing units in communities outside of Yellowknife. These new 100 units include 60 units specifically designed for singles, 10 units designed for seniors with design input from a seniors advisory group, and 30 units for families. These units added new housing options in communities, diversified the composition of the portfolio and increased options for those most in need, including women and children. These units are now being operated within the social housing inventory, increasing the number of affordable social housing units by 100 in the NWT, the first expansion of the social housing program in decades. In 2025-26, Housing NWT completed 15 social housing units: 5 in Behchoko, 4 in Deline, 4 in Fort McPherson, and 2 in Paulatuk.

ACTION 59. Address rental instability.	
DEPARTMENT	Housing NWT
PROGRAM	Housing NWT – Canada-NWT Housing Benefit
STATUS	In progress
UPDATE 2025-2026	In 2025-2026, the GNWT budgeted $2.0 million and 147 NWT participants accessed the Canada-NWT Housing Benefit. Housing NWT is currently accepting new applications for the 2026-2027 fiscal year with no wait list and has 159 active clients.

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 (ECE)
PROGRAM	Labour Development and Standards – Women in Trades
STATUS	Implemented
UPDATE 2025-2026	This initiative was delivered in October 2022, with a second delivery in June 2023. In April 2025, Aurora College's School of Trades and Industrial Training partnered with the Native Women's Association of the NWT to host a WeldHER+ workshop to encourage women to explore careers in welding and skilled trades. Program development with ECE and DeBeers has ended due to uncertainty in funding and available opportunities in mining. ECE provides a higher wage subsidy for female apprentices in non-traditional trades however there is no other active programming, including those that existed at mines, of which ECE is aware.

ACTION 61. Review and renew the Income Assistance program.	
DEPARTMENT	Education, Culture and Employment (ECE)
PROGRAM	Income Security Programs Division – Income Security Programs
STATUS	Implemented
UPDATE 2025-2026	ECE continuously monitors its programs, and additional changes were implemented in July 2025 to allow seniors and persons with disabilities to choose the program to which they want to apply.

ACTION 62. Review and renew the Student Financial Assistance program.	
DEPARTMENT	Education, Culture and Employment (ECE)
PROGRAM	Income Security Programs Division – Student Financial Assistance (SFA)
STATUS	Implemented
UPDATE 2025-2026	ECE completed the SFA review**,** and the enhancements came into effect for the 2023-2024 academic year. Changes included increased benefit levels, removing semester limits for Northern Indigenous students, expanding the Remissible Loan to all NWT residents, and removal of suspensions. In November 2024, the maximum student loan limit under SFA increased from $60,000 to $90,000.

ACTION 63. Support equitable access to culturally relevant early learning and childcare programming.	
DEPARTMENT	Education, Culture and Employment (ECE)
PROGRAM	Early Learning and Child Care Division – supporting Licensed Early Learning and Child Care Programs
STATUS	Implemented
UPDATE 2025-2026	ECE continues to engage with Indigenous Governments, licensed early learning and childcare facilities, and the NWT Early Childhood Association (NWTECA) to inform the work of the department to implement initiatives that support the ongoing development of a sustainable and culturally relevant Early Learning and Child Care system in the NWT.

ACTION 64. Incorporating gender-neutral washrooms in all new infrastructure builds and major renovations.	
DEPARTMENT	Infrastructure
PROGRAM	Gender-Neutral Washrooms and Changerooms
STATUS	Implemented
UPDATE 2025-2026	In 2022-23, the Department of Infrastructure reviewed the Good Building Practice for Northern Facilities manual which provides guidance on gender-neutral washrooms (section 7.2.4). The updated manual will include revised guidelines. These guidelines have been approved internally and are being utilized for all GNWT projects if directed by the client groups.

ACTION 65. Provide alternative forms of government issued identification to increase security of vulnerable people.	
DEPARTMENT	Infrastructure
PROGRAM	Temporary Identification
STATUS	Implemented
UPDATE 2025-2026	Beginning in November 2020, temporary identification cards were made available at Driver and Vehicle Offices. The GNWT continues to issue temporary Government Identification Cards on site at Drivers and Vehicle Offices, which has helped address the need to wait 4-6 weeks depending on the community of residence for their permanent cards to arrive in the mail. Between April 1, 2025, and March 31, 2026, the GNWT issued 2,416 Government Identification Cards. Since 2017, the GNWT has provided the option of choosing an X gender identity marker for people who do not use male or female pronouns, reflecting the Government's commitment to providing inclusive and accessible services.

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 (EIA)
PROGRAM	Gender Equity Division – Addressing Family Violence
STATUS	Implemented
UPDATE 2025-2026	The GNWT family violence framework entitled Reclaiming the Capable Person: We are all Capable Persons When We Have Community was tabled in the NWT Legislative Assembly in October 2023 (https://www.eia.gov.nt.ca/en/priorities/advancing-gender-equality-issues/addressing-family-violence-northwest-territories). The Gender Equity Division leads the GNWT Family Violence Interdepartmental Working Group (FVIWG) to advance work related to family violence. Through monthly working group meetings with GNWT departments, a corresponding action plan is being developed and anticipated to be tabled in the Fall 2026 session of the Legislative Assembly with the first Family Violence annual report completed by June 2027. In addition to developing the Action Plan, the FVIWG is responsible for implementing the family violence framework. The FVIWG has been meeting approximately monthly since August 2025.

ACTION 67. Reduce poverty across the territory.	
DEPARTMENT	Executive and Indigenous Affairs (EIA)
PROGRAM	Integrated Service Delivery
STATUS	In progress
UPDATE 2025-2026	In 2025-26, EIA's Governance and Service Integration (GSI) unit completed its first annual review of the Anti-Poverty Fund (APF) and NGO Stabilization Fund, with a focus on reducing administrative burden and improving the accessibility and effectiveness of funding. • In 2025-26, the APF received 71 applications, with 30 projects approved and $1.6 million allocated. • In 2025-26, the NGO Stabilization Fund received 42 applications. Of these, 23 projects were approved, with $749,950 allocated, while 19 applications were not approved. For the 2026-27 cycle, the two application processes were consolidated into a single application to streamline requirements, reduce redundancy, and improve the overall applicant experience. The application period was opened earlier and extended overall, while the deadline was moved earlier to allow funding decisions and agreements to be completed on time. As a result, funding was issued at the beginning of the fiscal year, providing organizations with the full project period to deliver on their initiatives. Further changes to the NGO Stabilization Fund are under development, with implementation timing to be determined. The review will continue annually, supporting ongoing improvements to funding processes and a more coordinated, system-wide approach to service partner funding. In parallel, EIA/GSI is advancing work to strengthen coordination across funders, explore more flexible and sustainable funding approaches, and improve consistency in accountability and reporting requirements. This work is intended to reduce duplication for funded organizations, improve access to funding opportunities, and support more coordinated funding decisions across government.

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 (ECC)
PROGRAM	Impact Assessment and Security Management
STATUS	In progress
UPDATE 2025-2026	In 2025-26, there were no GNWT interventions to review bodies [i.e. to environmental assessment boards]. In 2025-26, two environmental assessments were at the scoping/terms of reference stage. The Calls for Justice related to extractive industries and development activities were considered by the GNWT interdepartmental working group for both proceedings. 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 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 (MACA)
PROGRAM	NWT 9-1-1 Service
STATUS	In progress
UPDATE 2025-2026	The GNWT is legislated, through the Northwest Territories 9-1-1 Act, to report statistical, financial, and performance information related to the operation of territory-wide 9-1-1 services. This information is tabled annually in the Legislative Assembly. Call volume and processing data for 2025-26 will be available in the Fall 2026 sitting of the Legislative Assembly. Next Generation (NG) 9-1-1: the requirements of northern jurisdictions to implement NG 9-1-1 continue to be evaluated by CRTC. Currently there is no timeline, however the NWT continues to participate in the discussions with a vision to implement when able. The 9-1-1 phone and computer aided dispatch software are in the capital planning process for replacement. It is expected they will both be upgraded in 2027.

ACTION 70. Ensure compassionate and culturally sensitive by-law enforcement and community safety.	
DEPARTMENT	Municipal and Community Affairs (MACA)
PROGRAM	School of Community Government – By-Law Enforcement Officer Course
STATUS	In progress
UPDATE 2025-2026	MACA delivers an online and self-directed by-law enforcement officer course. This course was revised and modernized in 2022-23. Between April 2025 and March 2026, 11 learners were registered in the by-law enforcement officer course. As of June 2026, three learners had completed the course.

ACTION 71. Review the GNWT's approach to Indigenous participation in contracting and procurement based on recognition of rights, respect, cooperation and partnership.	
DEPARTMENT	Finance
PROGRAM	Government Contracting, Economic Measures and Procurement Review
STATUS	Completed in 2025-26
UPDATE 2025-2026	The GNWT has decided not to proceed with the implementation of an Indigenous Procurement Policy due to the potential for unintended consequences and a lack of clear consensus on key elements of a potential policy. However, GNWT has introduced a new definition of an NWT Indigenous Business for the purposes of reporting. Under the new definition, an NWT Indigenous business is one that is registered: a. under the GNWT Business Incentive Policy; and either b. on the Government of Canada's Indigenous Business Directory or c. on a publicly available business registry maintained by an NWT modern treaty partner.

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 (ITI)
PROGRAM	Socio-Economic Agreements
STATUS	Implemented
UPDATE 2025-2026	In April 2025, ITI published the 2024 Annual Socio-economic Agreements (SEA) Report that has conducted a review of ongoing SEAs for mines operating in the NWT. As of March 2026, there are six SEAs in place: • Dominion Diamond Corporation (DDC), Ekati Diamond Mine (Ekati), signed October 1996 • Diavik Diamond Mines (2012) Inc. (Diavik), signed October 1999, amended January 2015 • De Beers Canada Incorporated (De Beers), Snap Lake Mine (Snap Lake), signed May 2004 • Mackenzie Gas Project, signed January 2007 • Canadian Zinc Corporation (CZN), Prairie Creek Mine, signed August 2011 • De Beers, Gahcho Kué Project, signed June 2013 ITI is currently working in partnership with Indigenous Governments and Organizations of the NWT Intergovernmental Council to co-develop regulations under the NWT Mineral Resources Act that will reflect the recommendations of the review.

ACTION 73. Create equitable opportunities for women and non-binary persons.	
DEPARTMENT	Environment and Climate Change (ECC)
PROGRAM	Firefighters Training for women and non-binary persons
STATUS	Implemented
UPDATE 2025-2026	There were 10 training events held in 2025-26 with a total of 67 people of Indigenous status, who are female and/or self-identify as 2SLGBTQQIA+, or who are a person with a disability. The total breakdown is as follows: • Indigenous participants: 63 • Female participants: 11 • Participants who self-identify as 2SLGBTQQIA+: 0 • Participants with a Disability: 0

ACTION 74. Increase access to country foods by delivering culturally appropriate harvester support programs.	
DEPARTMENT	Environment and Climate Change (ECC)
PROGRAM	Food Security
STATUS	Implemented
UPDATE 2025-2026	In 2025-26, $1,517,732 in funding was provided to 33 Indigenous governments and Indigenous organizations through the Community Harvesters Assistance Program with regional distribution as follows: • Beaufort Delta: $333,466.78 distributed to nine IGs/IGOs • Sahtu: $261,000.02 distributed to five IGs/IGOs • Dehcho: $210,230.00 distributed to six IGs/IGOs • North Slave: $428,999.82 distributed to four IGs/IGOs • South Slave: $284,036.00 distributed to nine IGs/IGOs Community Trapper Training workshops were held in seven NWT communities with approximately 10 participants at each. Six Trapper Training workshops were also held at the North Slave Correctional Centre with approximately 8 participants at each workshop.

Responding to Calls for Justice on Justice

We call upon provincial and territorial governments to:

- immediately and dramatically transform Indigenous policing,
- develop an enhanced, holistic, comprehensive approach for the provision of support to Indigenous victims of crime and families and friends of Indigenous murdered or missing persons. This includes but is not limited to the following measures:
    - access to financial support and meaningful and appropriate trauma care;
    - culturally relevant and accessible victim services;
    - legislated paid leave and disability benefits;
    - access to independent legal services; and
    - victim services independent from prosecution and police services,
- fund the provision of policing services within Indigenous communities in northern and remote areas in a manner that ensures that those services meet the safety and justice needs of the communities,
- enact missing persons legislation,
- ensure that protection orders are available, accessible, promptly issued, and effectively serviced and resourced,
- recruit and retain more Indigenous justices of the peace,
- expand 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,
- thoroughly evaluate the impacts of Gladue principles, and
- resource research on men who commit violence against Indigenous women, girls, and 2SLGBTQQIA+ people.

ACTION 75. Develop missing persons legislation	
DEPARTMENT	Justice
PROGRAM	Missing Persons Legislation
STATUS	Completed in 2025-26
UPDATE 2025-2026	The *Missing Persons Act* and its supporting regulations and forms came into force on January 27, 2026. The purpose of the new law is to assist police in locating a missing person where no criminal investigation is underway. The Act enhances the response to missing persons cases and provides law enforcement with necessary tools to conduct investigations effectively. Under the Act, once a resident is established to be a missing person, police officers can request information contained in client records with an urgent demand, an order to produce records, or a search warrant. All missing person cases in the NWT are treated as open cases and assigned to RCMP "G" Division for ongoing investigation. The RCMP provides regular updates to family members when possible.

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	Executive and Indigenous Affairs (EIA)
PROGRAM	Integrated Service Delivery
STATUS	In progress
UPDATE 2025-2026	Yellowknife Integrated Service Delivery (ISD-YK) continued to provide person-centred frontline support to individuals experiencing complex barriers to accessing government and community services. In February 2025, ISD-YK formalized its walk-in pilot as a structured Drop-In Process, allowing residents to access timely support without requiring a formal referral. In March 2025, ISD-YK also began mobilizing support to Yellowknife shelters to help connect individuals experiencing homelessness with appropriate services and supports. • In 2025-26, ISD-YK received 45 new referrals, bringing the cumulative total to 853. • As of March 31, 2026, 84 participants were active, 19 referrals were under review, 40 participants were assigned to a full-time Pathfinder, and 20 participants accessed drop-in support. A formal evaluation of ISD-YK was completed in March 2026 through the Government Renewal Initiative. The evaluation found evidence of positive

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.	
	participant outcomes, including housing stabilization and eviction prevention, continuity of health care and medication, income support, and reduced reliance on crisis services, including the justice system. During 2025–26, Service Integration Teams (SITs) were established to provide a structured mechanism for frontline providers to identify and address systemic service-delivery barriers and escalate issues requiring higher-level decision-making or system-level action. SITs are not case-management or crisis-response teams; their role is to support local problem-solving and ensure unresolved barriers can move through the broader governance structure for resolution. Work is also underway to secure funding to extend the Regional Coordinator positions supporting SIT implementation and barrier escalation. A Monitoring, Evaluation and Learning Framework was developed and tested during 2025-26 to support ongoing assessment of service integration. Work is now focused on operationalizing the framework through common indicators, barrier tracking, surveys and reporting tools to assess service coordination, barrier identification and resolution, and the effectiveness of escalation pathways.

ACTION 77. Bridge the gap between community safety needs and the role of the RCMP.	
DEPARTMENT	Justice
PROGRAM	Community Safety Officer Pilot Program
STATUS	In progress
UPDATE 2025-2026	The evaluation of the Community Safety Officer (CSO) program was completed in 2025-26 in Fort Liard and will be used to better inform and support the administration of a potential expansion of the CSO program across the NWT. CSOs have assisted with many types of community partnership activitie**s**, including with the Department of Environment and Climate Change regarding wildlife in town, the RCMP, the health center, the volunteer fire department, and the Elder support program. In 2025-26, CSOs responded to over 414 calls for program support and incidents including in the following areas: safe rides (315), public assistance and welfare checks (70), and minor disturbances (10). In 2025-26, the Fort Liard RCMP held 103 prisoners and had 885 calls for service.

ACTION 77. Bridge the gap between community safety needs and the role of the RCMP.	
	The Department continues to meet regularly with the Hamlet of Fort Liard about the CSO program to identify and address any challenges that arise.

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
STATUS	Implemented
UPDATE 2025-2026	Five Men's Healing programs in five communities were approved for funding in 2025-2026. The funded programs are operated by the Tlicho Leagia Ts'iili Ko (Behchokǫ̀), Tulita Dene Band (Tulita), Aklavik Indian Band (Aklavik), Teetl'it Gwich'in Band Council (Fort McPherson) and Fort Providence Metis Council (Fort Providence). Fort Providence is the only community program operating under an ongoing multi-year funding agreement (2024-25 to 2026-27) as the Fort Providence Metis Council requested and was approved for this funding arrangement. The other four Men's Healing community programs were originally approved under multi-year agreements ending in 2026, as per their proposals, and have subsequently been extended at their request for an additional one-year of funding in fiscal year 2026-27.

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
STATUS	Implemented
UPDATE 2025-2026	Using the concept of 'community as method', Therapeutic Communities use active participation in group living and activities to drive individual change and the attainment of therapeutic goals. Evaluation of the South Mackenzie Correctional Centre (SMCC) Therapeutic Community program was originally scheduled for 2025; however, due to delays in the program implementation and low number of participants, it is anticipated that the department will evaluate the program in 2027, allowing for five years of data collection. From implementation of the Therapeutic Community in November 2021 to April 14, 2026, a total of 98 participants were admitted into the Therapeutic Community program: • 87 participants completed Phase 1, the orientation phase, and • 54 participants completed all 3 phases of the program. A multi-year capital project is scheduled to begin at the SMCC in 2026–27 to enhance perimeter fencing and upgrade internal security systems.

ACTION 80. Assists communities in developing an alternative to the criminal justice system.	
DEPARTMENT	Justice
PROGRAM	Community Justice Program
STATUS	Implemented
UPDATE 2025-2026	In 2025-26, the GNWT provided approximately $3.6 million in combined GNWT base funding and federal agreements contribution funding to Community Justice Committees (https://www.justice.gov.nt.ca/en/community-justice-committees/) and Projects through 25 contribution agreements in place with local host organizations across the NWT. The Department of Justice anticipates the same funding amount for 2026-27. A new Canada-NWT agreement is anticipated for the years 2028 to 2033, at which time multiyear contribution agreements will be re-established.

ACTION 80. Assists communities in developing an alternative to the criminal justice system.	
	In 2025-26, 85 diversions were completed, 10 of which were youth diversions. Community Justice Coordinators and Committees led and implemented 102 crime prevention activities and 46 ongoing programs.

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
STATUS	Implemented
UPDATE 2025-2026	The NWT Victim Services Program (https://www.justice.gov.nt.ca/en/victim-services/) is a community-led person-centered service delivered based on client needs. The service connects victims of crime, survivors, and their families to support and services. This involves helping victims of intimate partner or family violence and advocating for their access to housing, income assistance, medical, and mental health and addictions supports. The Native Women's Association of the NWT is the Victim Services provider for Yellowknife, Ndilǫ, Dettah, and Łutselk'e. The Inuvik Justice Committee is the Victim Services provider for the communities of Inuvik, Paulatuk, Sachs Harbour, Tuktoyaktuk and Ulukhaktok. In 2025-26, funding supported 10 community-based Victim Service programs, employing 12 Victim Services workers. The 2025-2026 budget for Victim Services providers was approximately $3.3 million in combined GNWT base funding and federal agreements, including $1.4 million from the federal government that flows directly to Victim Services community programs. NWT Victim Services programs reported they received 487 new client referrals in 2025-26 and provided 1,529 brief service calls and 110 community-based activities in response. Victim Services workers were involved in 110 community events, some in partnership with the Community Justice programs.

ACTION 82. Provide survivors of crime with access to information about a convicted offender who is incarcerated.	
DEPARTMENT	Justice
PROGRAM	Victim Notification Program
STATUS	Implemented
UPDATE 2025-2026	The Victim Notification Program has transitioned from an application process to a registration process that is initiated at the request of the survivor. Victim Services Providers offer registration for victim notification programs through in-person contact or telephone outreach. The language used in the program has been amended to reflect the principles of the *Corrections Act* (2019), including guidance and policy that further outlines the processes for establishment, administration and maintenance of a program for survivors. In 2025-26, the Department of Justice Corrections Service received two requests for registration with the NWT Victim Notification Program.

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
STATUS	**IMPLEMENTED**
UPDATE 2025-2026	The Department of Justice contracts the YWCA NWT to provide 24-hour support to individuals seeking Emergency Protection Orders (EPOs), including assistance with applications, safety planning, and ongoing support. Bill 27, An Act to Amend the Protection Against Family Violence Act received Assent in the Legislative Assembly on October 31, 2025. Amendments make it possible for a wider range of affected family members, including victims of stalking within their family, to be able to apply for an EPO. The amendments came into force on July 17, 2026. In 2023, the GNWT amended its agreement with the YWCA NWT to include the delivery of the Independent Legal Advice and Representation (ILAR) program through funding provided by Justice Canada. The agreement was also extended to a five-year term (2021–27). Data from the YWCA NWT indicates that in 2025-26, 196 Emergency Protection Order applications were filed with the Supreme Court, with 161 orders confirmed by a Supreme Court judge.

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
STATUS	Implemented
UPDATE 2025-2026	The courts continue to provide interpretation and translation services for Indigenous languages to facilitate testimony as part of court operations.

ACTION 85. Provide access to independent legal services and advice to vulnerable individuals facing the threat of domestic violence.	
DEPARTMENT	Justice
PROGRAM	Emergency Protection Orders
STATUS	Implemented
UPDATE 2025-2026	The Outreach Legal Aid Clinic provides clients with up to one hour of legal advice at no cost and referrals to additional supports. 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. A second staff lawyer was added in 2025-2026 to support the increasing demand for outreach clinic services and has been travelling to communities to provide public legal education. In March 2023, the Department of Justice partnered with the YWCA NWT to deliver enhanced access to free legal advice and legal representation for survivors of sexual assault and intimate partner violence through the creation of the Independent Legal Advice and Representation (ILAR) Program. The ILAR program expands access to legal advice and representation for survivors of intimate partner violence, gender-based violence, and sexual violence, supporting individuals as they navigate the criminal justice system. The program also provides legal advice for individuals with legal concerns related to Emergency Protection Orders. The program offers flexible and inclusive support to individuals in the NWT, recognizing that individuals engage with the legal system in different ways and at different stages. The program also offers up to six free counselling sessions to support client mental health and well-being. As of March 31, 2026, the program included a panel of 12 lawyers providing ILAR services and five therapists delivering counselling supports.

ACTION 85. Provide access to independent legal services and advice to vulnerable individuals facing the threat of domestic violence.

During the 2025-26 reporting year, the lawyer and therapist panels collectively provided 705 hours of professional services to individuals accessing the program.

In 2025-26, 116 NWT residents, including 70 Indigenous (53 First nations, 4 Metis and 13 Inuit) persons, accessed ILAR services including for:

- Independent Legal Advice (91)
- Independent Legal Representation (21)
- Mental Health Support (36)
- Sexual Violence (51)

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
STATUS	Implemented
UPDATE 2025-2026	The Fort Smith Correctional Complex (FSCC) Women's Unit is the dedicated women's correctional facility for the NWT, offering 24/7 operations to women in custody. In 2025-26, Corrections Regulations governing the supervision and procedures of overseeing women in custody were amended as some sections created significant operational and staffing challenges at the FSCC Women's Unit. To support these changes, cross-gender supervision policies have been implemented to include the use of male corrections officers at the FSCC Women's Unit. Moving specific supervision requirements from regulation to policy now provides greater operational flexibility. At the same time, the NWT Corrections Act, along with the remaining sections of the Regulations, continue to provide the statutory framework that protects the rights, dignity, and safety of women in custody.

ACTION 87. Establish independent Community Advisory Boards for each of the NWT's correctional facilities.	
DEPARTMENT	Justice
PROGRAM	Corrections Facilities – Community Advisory Boards
STATUS	Implemented
UPDATE 2025-2026	Community Advisory Boards (CABs) are established at each correctional facility and can review and make recommendations on the administration of the Corrections Act in correctional facilities. The CABs remained active throughout 2025-26. Each CAB aims to maintain five members. Recruitment is ongoing through an expression of interest posted on the Department of Justice website (https://www.justice.gov.nt.ca/en/divisions/corrections-division/community-advisory-boards/). From its creation in January 2022 to March 31, 2026, Corrections has received a total of 33 CAB applications. Recruitment and retention for CABs will continue to be monitored in 2026-27.

ACTION 88. Help families find information about their missing loved ones.	
DEPARTMENT	Executive and Indigenous Affairs (EIA)
PROGRAM	NWT Family Information Liaison Unit Program
STATUS	Implemented
UPDATE 2025-2026	The NWT Family Information Liaison Unit (FILU) gathers and provides information and support to families of missing and murdered Indigenous people (MMIP). The unit works to increase awareness of services to families and will ensure interagency collaboration to support families who need to access other government services. In March 2025, the federal government announced ongoing funding for FILUs, and that the GNWT contribution agreement would be extended to 2030. The FILU program manager was hired in October 2025, and recruitment activities for the FILU coordinator were conducted in 2025-2026. In 2025-26, the FILU team completed three trainings, attended the FILU National Conference in Charlottetown, and a MMIP family gathering in Toronto. The training supported the FILU team in building skills in delivering trauma-informed services, including training focused on vicarious trauma. Attendance at conferences and meetings facilitated information sharing a**nd** learning about the delivery models and practices used by FILU teams across Canada.

ACTION 88. Help families find information about their missing loved ones.

The FILU team has also engaged directly with families, including providing support to one family in hosting a memorial for their missing family member.

Program statistics for 2025-26 include:

- Number of inquiries received: 4
- Number of inquiries responded to: 4
- Number of family members helped: 18

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
STATUS	a. Completed b. In progress
UPDATE 2025-2026	The Wellness Court and Intimate Partner Violence Treatment Option (IPVTO) Court are alternatives to conventional court**s** that function on the premise of therapeutic intervention to address the underlying causes of anti-social behaviour. The Department is implementing the recommendations from the 2023 independent review of the Specialized Courts programs. In January 2025, IPTVO Court case managers were assigned to specific NWT regions to promote improved communication and efficiency, which allows for relationship development with Indigenous Governments in the communities served. Inception of hybrid P.A.R.T.N.E.R. programming, in support of IPVTO, has been successful with Yellowknife participants attending in person and remote community members attending virtually. Participants are low- to medium-risk offenders who take responsibility for their actions (plead guilty) and agree to attend the 8-module P.A.R.T.N.E.R. program. The program has some flexibility to adapt such as for the location or gender of participants. As of May 2026: • 222 individuals have been referred to Wellness Court. Wellness Court focuses on the offender rather than the offence. It applies a 'risk-needs' responsivity model that is used to address underlying issues of drug and alcohol addiction, mental health and cognitive challenges • 112 participated in the program for some length of time and 29 completed their wellness plan and graduated from the program. • 281 participants have completed the Intimate Partner Violence Treatment Option Court P.A.R.T.N.E.R program, of which 80% were male identified, while 20% were female identified.

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

- There continues to be an increase in female referrals and, between January and May 2026, Specialized Courts ran a women's group using a trauma-informed lens and incorporated an elder in programming.

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
STATUS	Implemented
UPDATE 2025-2026	Videoconferencing units have been provided for all detachments, except for Yellowknife. The Department of Justice (DOJ) is working with the RCMP to have one installed in this location. This is an ongoing project to ensure the equipment is maintained and that officers are trained and made aware it is available. An MOU between the RCMP and DOJ surrounding ongoing maintenance and cost of videoconferencing units is near finalized. Remote bail appearances are available in 20 community detachments.

ACTION 91. Deliver culturally relevant programs to support offender rehabilitation and reintegration.

DEPARTMENT	Justice
PROGRAM	Corrections Programming and Traditional Spaces
STATUS	Implemented
UPDATE 2025-2026	Traditional knowledge sharing, counseling, and support services continue to be provided in all NWT correctional facilities through Traditional Counselors and Liaison Officers who are on staff at each of the correctional facilities and deliver programs both inside and outside correctional facilities. Elder visits are coordinated for all facilities (adult and youth) to help offenders stay connected to their culture and their communities. The Northern Sessions continue to be offered at each of the correctional facilities to harmonize with core criminogenic programming and to address

ACTION 91. Deliver culturally relevant programs to support offender rehabilitation and reintegration.	
	the specific background and needs of Indigenous inmates. In addition, the Indigenous Pre-Treatment Healing Program also continues to be delivered at the South Mackenzie Correctional Centre Therapeutic Community. In 2025-26, 32 criminogenic programs were delivered with 71 participant completions.

ACTION 92. Set policing priorities in partnership with community and Indigenous governments.	
DEPARTMENT	Justice
PROGRAM	Set policing priorities in partnership with community and Indigenous governments
STATUS	Implemented
UPDATE 2025-2026	All 33 communities in the NWT have community-based policing priorities and 30 Community Justice Committees have Letters of Collaboration signed with local RCMP detachments. In 2025, the Minister invited Indigenous and community leaders to provide input on the new three-year overarching Ministerial Policing Priorities that are set for the RCMP. In 2026, the Minister extended the Ministerial policing priorities to better align with the mandate setting process of the 21st Legislative Assembly. The priorities will remain in place until June 2028.

ACTION 93. Support a professional, dedicated and culturally responsive policing service to Indigenous communities.	
DEPARTMENT	Justice
PROGRAM	First Nations Policing Program Agreement
STATUS	Implemented
UPDATE 2025-2026	First Nations and Inuit Policing Program (FNIPP) funding supports the RCMP in working with communities on crime prevention, relationship building, and community safety initiative. In 2025-26, there were 22 FNIPP designated officers across the NWT (https://www.publicsafety.gc.ca/cnt/cntrng-crm/plcng/brgnl-plcng/plcng-prgrm-en.aspx). The GNWT continues to work with Public Safety Canada, the RCMP, and Indigenous Governments to strengthen community involvement in policing through tripartite agreements. In 2025-26, there have been 24 Letters of Collaboration between Community Justice Committees and local RCMP detachments signed.

ACTION 94. Communications Strategy and Plan.	
DEPARTMENT	Executive and Indigenous Affairs
PROGRAM	Changing the Relationship Action Plan
STATUS	Implemented
UPDATE 2025-2026	In December 2021, the Department of Executive and Indigenous Affairs launched a Missing and Murdered Indigenous Women and Girls webpage (https://www.publicsafety.gc.ca/cnt/cntrng-crm/plcng/brgnl-plcng/plcng-prgrm-en.aspx). The webpage provides an overview of GNWT's participation in, and response to the National Inquiry. The Gender Equity Division at EIA provides ongoing, annual reporting on the GNWT's progress on the Changing the Relationship Action Plan.